

# 2017 Regional Wage Survey (Manufacturing Cut)

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**ASTRON**  
SOLUTIONS

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# Introduction

Astron Solutions is pleased to present the results of the *2017 Regional Wage Survey*. This is the second time that Astron has conducted this local survey. The survey results represent salary data reported by forty (40) organizations encompassing six thousand three hundred sixty-eight (6,368) incumbents in one hundred eighty-eight (188) positions. All data are effective as of January 1, 2017.

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 the Chamber of Commerce of Huntsville/Madison County for sponsoring the study. If you have any questions or suggestions for enhancements to the survey, please contact Michael Maciekowich or Michael Conway at (800) 520-3889.





## Survey Methodology

Astron consultants and the Chamber of Commerce of Huntsville/Madison County leadership jointly designed the survey questionnaire package, focusing on the collection of base salary, and salary range data. The online 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 practices, which are the foundation of this report.



# Survey Participants

3M	Decatur, AL 35601
Adept Technologies	Huntsville, AL 35824
Advanced Systems Technology, Inc. (DBA: CDS-John Blue)	Huntsville, AL 35801
AlphaPet, Inc.	Decatur, AL 35601
Ascend Performance Materials	Decatur, AL 35601
Avocent (Vertiv)	Huntsville, AL 35805
BASF	Huntsville, AL 35824
Brown Precision, Inc.	Huntsville, AL 35811
Bunge BNA	Decatur, AL 35601
Carpenter Technology Corporation	Tanner, AL 35619
Cullman Casting Corporation	Cullman, AL 35055
Custom Polymers PET	Athens, AL 35611
Daikin America, Inc.	Decatur, AL 35601
EFi Automotive	Elkmont, AL 35620
Federal-Mogul	Athens, AL 35613
GE Appliances a Haier Company	Decatur, AL 35601
Hyosung USA, Inc.	Decatur, AL 35601
INEOS Styrolution America, LLC	Decatur, AL 35601
Jack Daniel Cooperage	Trinity, AL 35673
Kommerling USA, Inc.	Huntsville, AL 35811
LINE-X, LLC	Huntsville, AL 35824
Magic Steel	Decatur, AL 35673
Matthews Industries, Inc.	Decatur, AL 35601
NAFCO	Cullman, AL 35057
OCI Alabama, LLC	Decatur, AL 35601
Packaging Corporation of America	Madison, AL 35758
Polaris Industries, Inc.	Madison, AL 35756
Polyplex USA, LLC	Decatur, AL 35601
PPG Aerospace	Huntsville, AL 35811
REHAU Automotive	Cullman, AL 35055
Saputo	Decatur, AL 35601
Schwarze	Huntsville, AL 35811
Steelcase, Inc.	Athens, AL 35611
T&C Stamping, Inc.	Athens, AL 35613
Technicolor	Huntsville, AL 35811
Thermal Corporation	Madison, AL 35758
TMMAL	Huntsville, AL 35810
Toray Carbon Fibers America, Inc.	Decatur, AL 35601
Toray Fluorofibers (America), Inc.	Decatur, AL 35601
United Launch Alliance (ULA)	Centennial, CO 80112

## Participant Demographics

### Breakdown of Membership Status (39 Participants)

Huntsville/Madison County Chamber of Commerce	33.3%
Cullman Economic Development Agency	7.7%
Greater Limestone County Chamber of Commerce	7.7%
Limestone County Economic Development Agency	7.7%
Morgan County Economic Development Agency	41.0%
NASHRM	0.0%
Other	2.6%

### Breakdown of Ownership Status (40 Participants)

For-profit, Publicly Held	45.0%
For-profit, Privately Held	55.0%
Not-for-profit	0.0%
Public Sector	0.0%

### Breakdown of Industry Status (40 Participants)

Manufacturing - Automotive	12.5%
Manufacturing - Chemical	22.5%
Manufacturing - All Other	65.0%

## Participant Demographics (continued)

### 2016 Annual Revenues (20 Participants)

Average	\$72,641,468
P25 – 25th Percentile	\$14,478,760
P50 – 50th Percentile (Median)	\$54,034,031
P75 – 75th Percentile	\$75,500,000

### 2016 Operating Budget (3 Participants)

Average	\$110,333,333
P25 – 25th Percentile	\$55,500,000
P50 – 50th Percentile (Median)	\$100,000,000
P75 – 75th Percentile	\$160,000,000

### 2016 Asset Size (1 Participants)

Average	\$68,000,000
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### Department That Payroll Reports to... (40 Participants)

...Accounting	35.0%
...Human Resources	55.0%
...Stand Alone Department	7.5%
...Other	2.5%

### Human Resources Department Reports to... (40 Participants)

...CEO / President	27.5%
...Chief Financial Officer	7.5%
...Chief Operating Officer	0.0%
...Chief Administrative Officer	2.5%
...Vice President	20.0%
...Executive Director	15.0%
...General Manager	17.5%
...Other	10.0%

## Employee Demographics

### Number of Full-time Employees (40 Participants)

Average	378
P25 – 25th Percentile	75
P50 – 50th Percentile (Median)	177
P75 – 75th Percentile	470

### Number of Part-time Employees (40 Participants)

Average	8
P25 – 25th Percentile	0
P50 – 50th Percentile (Median)	0
P75 – 75th Percentile	1

### Average Workweek Length (Hours) (40 Participants)

Average	41
P25 – 25th Percentile	40
P50 – 50th Percentile (Median)	40
P75 – 75th Percentile	40

### 2016 FTE Human Resources Staff (40 Participants)

Average	8
P25 – 25th Percentile	1
P50 – 50th Percentile (Median)	2
P75 – 75th Percentile	3

## Employee Demographics (continued)

### 2016 Overall Turnover Rate (40 Participants)

Average	9.6%
P25 – 25th Percentile	4.0%
P50 – 50th Percentile (Median)	7.0%
P75 – 75th Percentile	12.5%

### 2016 Temp Labor Turnover Rate (19 Participants)

Average	15.7%
P25 – 25th Percentile	0.0%
P50 – 50th Percentile (Median)	0.0%
P75 – 75th Percentile	30.0%

### 2016 Direct Labor Turnover Rate (26 Participants)

Average	9.2%
P25 – 25th Percentile	3.1%
P50 – 50th Percentile (Median)	5.6%
P75 – 75th Percentile	8.0%

### 2016 Indirect Labor Turnover Rate (22 Participants)

Average	6.0%
P25 – 25th Percentile	0.4%
P50 – 50th Percentile (Median)	3.1%
P75 – 75th Percentile	5.0%

## Compensation Budgets

### 2016 Actual COLA Budget Increase (40 Participants)

Average	1.0%
P25 – 25th Percentile	0.0%
P50 – 50th Percentile (Median)	0.0%
P75 – 75th Percentile	2.1%

### 2016 Actual COLA Budget Increase (16 Participants) \*Without Zeros

Average	2.5%
P25 – 25th Percentile	2.0%
P50 – 50th Percentile (Median)	2.6%
P75 – 75th Percentile	3.0%

### 2016 Average Merit Increase Budget (40 Participants)

Average	2.2%
P25 – 25th Percentile	2.0%
P50 – 50th Percentile (Median)	2.8%
P75 – 75th Percentile	3.0%

### 2016 Average Merit Increase Budget (32 Participants) \*Without Zeros

Average	2.7%
P25 – 25th Percentile	2.5%
P50 – 50th Percentile (Median)	3.0%
P75 – 75th Percentile	3.0%

### 2016 Actual Pay Range Adjustment Budget (40 Participants)

Average	2.1%
P25 – 25th Percentile	0.0%
P50 – 50th Percentile (Median)	2.5%
P75 – 75th Percentile	3.0%

### 2016 Actual Pay Range Adjustment Budget (26 Participants) \*Without Zeros

Average	3.2%
P25 – 25th Percentile	2.6%
P50 – 50th Percentile (Median)	3.0%
P75 – 75th Percentile	3.0%

## Survey Definitions

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

<b>COLA Budget Increase</b>	The amount of increase in payroll due to cost-of-living adjustment increases.
<b>Merit Increase Budget</b>	The amount of increase in payroll due to merit 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>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.



## Survey Definitions (continued)

<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.
<b>Maximum Hire</b>	The maximum rate at which an organization will hire a new employee.
<b>Actual Average Base Pay</b>	The actual average base pay rate as of January 1, 2017.
<b>Actual Lowest Paid</b>	The actual lowest rate of pay for employees currently in the position.
<b>Lowest Pay Available</b>	The absolute lowest pay an employee could be paid in the position. Not necessarily the minimum of the pay range.
<b>Highest Pay Available</b>	The absolute highest pay an employee could be paid in the position. Not necessarily the maximum of the pay range.
<b>Actual Highest Paid</b>	The actual highest rate of pay for 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>Bonus Paid in 2016</b>	The percentage of respondents in the survey with position incumbents that received an incentive / bonus payment in 2016.
<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.

# Engineering Level Chart

Category	Entry (I)	Developing Professional (II)	Seasoned Professional (III)	Career Professional (IV)	Principal (V)	Master/Expert (VI)
<b>Years of Experience</b>	No related experience.	One (1) to three (3) years of progressive related experience.	Four (4) to eight (8) years of progressive related experience.	Eight (8) to twelve (12) years of progressive related experience.	Twelve (12) to eighteen (18) years of progressive related experience.	More than eighteen (18) years of progressive related experience.
<b>Summary of the Job</b>	Uses prescribed methods to perform specific and limited portions of a broader project which required the application of standard and routine appropriate profession techniques, procedures and disciplines. Contributes to milestones that impact objectives and goals.	Uses prescribed methods to perform specific and limited portions of a broader project which required the application of standard and routine appropriate profession techniques, procedures and disciplines. Contributes to milestones that impact objectives and goals.	Provides project management, design review, administrative and appropriate profession support for projects. Results are key to successful completion of major projects/programs.	Provides appropriate profession support for designated projects. Makes independent contributions to projects based on professional training and experience. Results have a critical impact on objectives and goals.	Provides appropriate profession planning for designated projects. Exercises comprehensive discretion in judgement and initiative in setting and implementing goals. Results have a prolonged impact on the organization's mission. Performance impacts the image of the organization.	Provides appropriate profession planning for designated projects. Exercises comprehensive independent judgement and initiative in setting and implementing goals. Results have a strategic impact on the organization's mission. Performance impacts the image of the organization and the profession.
<b>Key Job Characteristics</b>	Knows and applies basic concepts and techniques of the appropriate profession. Handles less complex project assignments.	Degreed in discipline or equivalent level of knowledge. Demonstrate basic understanding of appropriate profession fundamentals. Handles moderately project assignments.	Degreed in a discipline or equivalent level of knowledge. Implements plans and specifications and monitors work progress to ensure compliance with all standards. Independently performs a variety of moderately complex appropriate profession work. Performs assigned tasks of larger projects.	Recognized mentor and technically credible role model to staff. May coordinate work of engineers and other support staff. monitors work progress to assure compliance. Independently performs a variety of complex appropriate profession work.	Distinguished record of creativity and innovation. Comprehends and exercises the use of advanced appropriate profession principles, theories and concepts. Recognized as an authority in the appropriate profession.	Distinguished record of creativity and innovation. Comprehends and exercises the use of advanced appropriate profession principles, theories and concepts. Recognized as an authority in the appropriate profession.

## Engineering Level Chart (continued)

Category	Entry (I)	Developing Professional (II)	Seasoned Professional (III)	Career Professional (IV)	Principal (V)	Master/Expert (VI)
<b>Knowledge and Experience</b>	Possesses basic knowledge of appropriate profession concepts, principles, practices and procedures typically acquired through the attainment of a degree from an accredited school.	Possesses a comprehensive knowledge of appropriate profession concepts, principles, practices and procedures typically acquired through the attainment of a degree from an accredited school.	Possesses an advanced understanding of professional appropriate concepts typically acquired through the attainment of a degree from an accredited school. Appropriate profession license or registration.	Possesses a high understanding of professional appropriate profession concepts typically acquired through the attainment of a degree from an accredited school. Registered appropriate profession. Provides formal and/or technical functional direction to other professionals. Uses professional knowledge to manage projects and resolve problems.	Possesses a highly advanced level understanding of professional appropriate profession concepts typically acquired through the attainment of a degree from an accredited school. Registered appropriate profession. Provides technical functional direction to other professionals.	Possesses an expert level understanding of professional appropriate profession concepts typically acquired through the attainment of a degree from an accredited school. May be called upon to share knowledge in an educational setting. Registered appropriate profession. Provides formal and/or technical functional direction to other professionals. Uses professional knowledge to plan, monitor and manage projects and resolve problems.
<b>Work Complexity</b>	Works closely with more senior staff. Work on projects of minimal complexity.	Works under guidance of a more experienced professional. Meets assigned deadlines. Works on projects of moderate complexity.	Performs a broad range of work with minimal supervision. Understands interdependency of deadlines on multiple projects and acts to preserve the integrity of others' deadlines and overall project progress and success. Independently identifies problems and solves problems relying on own resources to resolve them.	Makes critical contributions to managing and solving complex and large technical challenges. Takes a comprehensive approach to identifying problems, understanding implications and creating solutions the support overall project progress and success.	Works on multiple major projects requiring innovative solutions that advance the appropriate profession.	Works on major company-wide projects and initiatives requiring the creation of innovative solutions that become standards in the appropriate profession.
<b>Oversight and Instruction Required</b>	Works under close supervision. Works within well-established practices and clearly defined scope of work. Work is reviewed frequently	Works under direct supervision and from detailed instructions. performs work as directed by supervision or senior team members. Turns to immediate supervision for technical guidance.	Performs work independently with technical guidance available as necessary. Receives guidance on more complex issues from senior level professional.	Works independently with supervision received after the fact. Independently performs assignments based on project requirements. Confers with management only on unusual matters.	Self-supervising within expectations of management. provides direct guidance to assigned staff at all levels.	Self-supervising within expectations of management. provides highly advanced technical guidance to assigned staff at all levels.

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## Data Reporting Methodology

Compensation, pay range information, and general position information are presented for each individual job for all incumbents in eight separate tables. The first table provides an overall statistical analysis for all organizations reporting matches for the job. The second table shows union data. The third table provides 2016 bonus prevalence. The fourth table indicates shift differentials paid. The fifth table shows FLSA status. The sixth table describes the position career path (non-executive and non-engineering jobs only). The seventh table shows commission data (non-engineering jobs only). Finally, for executive jobs, the eighth table provides C-Level perks.

## 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 data statistics 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 – January 1, 2017.
- 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 January 1, 2017. I need to know what the projected rate would be on August 1, 2017.

## Step 2: Determine the wage movement percent.

My research shows that wages are moving, on average, 4% per year.

## Step 3: Determine the aging factor.

Between January 1 and August 1 is 7 months.

$4\% \text{ movement} * (7 \text{ months} / 12 \text{ months in a year}) = 2.3\%$

## Step 4: Apply the aging factor.

If the survey indicates that the 50<sup>th</sup> percentile for a given job on January 1, 2017 is \$20.00, the projected rate on August 1, 2017 is \$20.47. Use \$20.47 to compare to your organization's rate of pay on August 1, 2017.



# (A1) Accountant

Prepares financial statements and accounting reports. May conduct research and analysis to provide department level management with definitive financial and/or cost information on operations.

Degree of Match	
More	20.0%
Equal	73.3%
Less	6.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	13	13	10	15	15	15	13	13
	Number of Employees	19	19	13	22	22	22	19	19
	Average	\$24.17	\$37.83	\$33.59	\$30.03	\$28.33	\$31.62	\$24.69	\$35.45
	P25	\$20.00	\$30.00	\$26.25	\$25.00	\$23.87	\$25.88	\$20.00	\$30.00
	P50	\$21.08	\$39.47	\$32.50	\$30.31	\$26.95	\$31.25	\$24.00	\$35.43
Union Status	P75	\$27.21	\$40.77	\$39.87	\$34.09	\$31.86	\$36.47	\$27.21	\$40.00
	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	86.7%							
	Non-exempt	13.3%							
Career Path	Part of Formal Career Path	46.7%							
	Average Levels Utilized	2.7							
	Position has "senior" level	100.0%							
	Position has "junior" level	71.4%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A2) Accounting Clerk

Performs one or more accounting related clerical tasks in support of accounts payable, accounts receivable, payroll, billing, reconciling accounts or preparing journal vouchers.

Degree of Match

More	7.1%
Equal	85.7%
Less	7.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	14	14	13	13	13	13	13	13
	Number of Employees	23	23	22	22	22	22	22	22
	Average	\$14.93	\$21.13	\$18.90	\$18.01	\$16.97	\$19.04	\$15.14	\$21.23
	P25	\$13.20	\$19.10	\$15.45	\$15.87	\$15.10	\$15.87	\$13.50	\$18.93
	P50	\$15.05	\$20.58	\$17.45	\$18.88	\$16.00	\$20.10	\$15.00	\$21.01
	P75	\$16.62	\$24.35	\$21.01	\$19.37	\$17.65	\$21.28	\$16.83	\$24.77
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	42.9%							
	No Bonus Paid	57.1%							
Shift Differential Paid	Shift Differential Paid	14.3%							
	No Differential	85.7%							
FLSA Status	Exempt	7.1%							
	Non-exempt	92.9%							
Career Path	Part of Formal Career Path	28.6%							
	Average Levels Utilized	1.8							
	Position has "senior" level	75.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A3) Accounting Manager

Supervise the accounting functions of the organization. Assign and audit work of accountants and accounting clerks engaged in accounting procedures. Direct the timely preparation of accounting records, reports and special analysis. Personally engage in the more critical and confidential aspects of accounting. Exercise normal supervisory functions. This is considered a mid-level management position.

Degree of Match	
More	28.6%
Equal	57.1%
Less	14.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	6	7	7	7	7	7
	Number of Employees	7	7	6	7	7	7	7	7
	Average	\$32.42	\$57.98	\$41.13	\$43.14	\$43.14	\$43.14	\$38.03	\$53.33
	P25	\$26.10	\$44.23	\$33.64	\$36.67	\$36.67	\$36.67	\$28.61	\$39.31
	P50	\$32.22	\$59.83	\$37.93	\$42.00	\$42.00	\$42.00	\$35.00	\$50.00
Union Status	Union	0.0%							
	Non-union	100.0%							
	Bonus Paid in 2016	42.9%							
	No Bonus Paid	57.1%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	71.4%							
	Non-exempt	28.6%							
Career Path	Part of Formal Career Path	57.1%							
	Average Levels Utilized	3.0							
	Position has "senior" level	50.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A4) Accounting Supervisor

First line supervisor responsible for supervision of workers engaged in maintaining accounting records and processing accounting transactions. May be responsible for accounts payable, or accounts receivable, and/or the payroll function. Determines work assignments, evaluates performance, administers company policies and procedures. Responsible for performance of the assigned work unit.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	3	3	3	2	2
	Number of Employees	2	2	1	4	4	4	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	4.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A5) Administrative Assistant

Performs general administrative and clerical duties necessary to meet needs of the department, and assumes responsibility for other duties based on degree of knowledge of department operations, such as, prepares designated reports for management; responds to inquiries and provides information in accordance with policies and procedures.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	15	15	14	15	15	15	15	15
	Number of Employees	25	25	24	25	25	25	25	25
	Average	\$16.02	\$24.64	\$20.65	\$19.68	\$18.91	\$20.50	\$16.11	\$24.05
	P25	\$12.00	\$17.15	\$14.35	\$14.65	\$14.41	\$14.77	\$11.93	\$16.37
	P50	\$15.00	\$23.92	\$17.05	\$18.24	\$16.82	\$18.50	\$15.25	\$20.15
	P75	\$20.64	\$31.76	\$26.26	\$23.66	\$23.06	\$25.89	\$20.64	\$32.31
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	6.3%							
	Non-exempt	93.8%							
Career Path	Part of Formal Career Path	20.0%							
	Average Levels Utilized	2.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	33.3%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A6) Benefits Clerk/Administrator

Maintains records for group insurance and other benefit plans. Communicates with employees and insurance providers to enroll employee in plans, explain coverage, and assist when needed in claim processing and/or benefit determination.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A7) Business Administrator/Manager

Performs multiple business functions in a combination of various business administration areas, as accounting, marketing, human resources, contract administration, purchasing, security, training, etc.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	2	2	2	3	3	3	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A8) Business Development Specialist

Identifies opportunities for business expansion, and develops and manages relationships in strategic markets and accounts that further business development activity. Targets and initiates contact with major prospective customers, in new or existing accounts. Assesses and qualifies potential opportunities and competitive risks.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	3	3	3	3	2	2
	Number of Employees	4	4	6	6	6	6	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	33.3%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (A9) Buyer

Evaluates, selects, negotiates, places, provides technical liaison and otherwise administers a wide variety of procurement contracts. Works closely with company technical personnel to have a thorough knowledge of the company's functions translated into purchasing requirements. Researches available supply fields to keep informed of new supply items.

Degree of Match	
More	6.7%
Equal	80.0%
Less	13.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	13	13	12	14	14	14	13	13
	Number of Employees	24	24	23	25	25	25	24	24
	Average	\$24.45	\$38.78	\$32.38	\$31.57	\$30.39	\$32.52	\$26.37	\$38.07
	P25	\$20.00	\$32.00	\$24.02	\$23.79	\$22.94	\$24.75	\$21.08	\$30.60
	P50	\$22.83	\$35.43	\$30.30	\$31.24	\$28.80	\$32.32	\$25.00	\$34.72
	P75	\$26.96	\$46.15	\$37.40	\$40.47	\$39.75	\$41.15	\$30.60	\$44.93
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	60.0%							
	No Bonus Paid	40.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	86.7%							
	Non-exempt	13.3%							
Career Path	Part of Formal Career Path	28.6%							
	Average Levels Utilized	3.3							
	Position has "senior" level	100.0%							
	Position has "junior" level	75.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A10) Clerk-Generic

Performs a combination of clerical tasks to support office, business, or administrative operations. Use this benchmark if you cannot match to a specific clerk job family.

Degree of Match	
More	20.0%
Equal	80.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	5	4	4	4	5	5
	Number of Employees	62	62	62	35	35	35	62	62
	Average	\$12.84	\$19.24	\$14.19	*****	*****	*****	\$12.84	\$19.24
	P25	\$9.93	\$14.80	\$10.56	*****	*****	*****	\$9.93	\$14.80
	P50	\$12.02	\$16.83	\$15.05	*****	*****	*****	\$12.02	\$16.83
Union Status	P75	\$15.05	\$22.45	\$16.83	*****	*****	*****	\$15.05	\$22.45
	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	60.0%							
	No Bonus Paid	40.0%							
Shift Differential Paid	Shift Differential Paid	20.0%							
	No Differential	80.0%							
FLSA Status	Exempt	20.0%							
	Non-exempt	80.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A11) Collections Clerk

Notifies customers of delinquent accounts and attempts to secure payment, using postal services or telephone. Maintains records and files on overdue accounts. Processes correspondence related to collections in accordance with procedures. May receive payments and post to customer's account.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	1.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A12) Comp and/or Benefits Specialist

Responsible for various activities involved in the design and administration of the company's compensation programs. These activities include developing salary ranges, merit increase budgets, job descriptions, working with survey data, providing counsel on starting salaries and salary adjustments, and communicating the company's policies and practices. May also be assigned responsibility for benefit plan development.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A13) Configuration Mgmt Analyst

In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and / or configuration verification.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A14) Contracts Administrator

Prepares proposals or bids, negotiates contracts, and performs related contract administrative tasks, including the analysis of contract performance requirements, special provisions, and terms and conditions. May have responsibility for program control initiatives.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	50.0%							
	Non-exempt	50.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A15) Contracts Assistant

Responsible for a variety of assigned activities which may include contract file maintenance, preparation of correspondence, assisting with proposal costing, data gathering and record keeping.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A16) Contracts Manager

Oversees preparation of all contractual documents. Responsible for conducting the preparation, negotiation, acceptance and management of company contracts and subcontracts. Reviews and approves all contractual documents for protection of company's contractual posture, satisfaction of customer specifications and adherence to company policy. Advises management of contractual rights and obligations and provides interpretation of terms and conditions.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



## (A17) Customer Service Representative

Match to this position customer service representatives who receive calls from customers requesting service, or sales order entry clerks who receive calls from customers, sales personnel, and/or distributors placing orders for company products. Incumbent processes information in accordance with company policy and procedures.

Degree of Match

More	14.3%
Equal	78.6%
Less	7.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	14	14	12	13	13	13	14	14
	Number of Employees	41	41	37	36	36	36	41	41
	Average	\$17.00	\$25.92	\$21.87	\$20.89	\$19.83	\$22.01	\$18.43	\$25.18
	P25	\$13.24	\$20.99	\$15.20	\$16.45	\$16.45	\$17.79	\$16.07	\$20.99
	P50	\$16.95	\$22.79	\$21.75	\$21.82	\$20.86	\$22.57	\$19.62	\$23.66
	P75	\$20.80	\$30.48	\$24.84	\$24.31	\$23.51	\$25.62	\$21.08	\$26.99
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	64.3%							
	No Bonus Paid	35.7%							
Shift Differential Paid	Shift Differential Paid	14.3%							
	No Differential	85.7%							
FLSA Status	Exempt	21.4%							
	Non-exempt	78.6%							
Career Path	Part of Formal Career Path	28.6%							
	Average Levels Utilized	2.5							
	Position has "senior" level	50.0%							
	Position has "junior" level	75.0%							
Commission	Commission Is Paid	7.1%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A18) Customer Service Supervisor

Ensures that customers receive the best sales service possible, and coordinates functions with purchasing, production, engineering or shipping. Processes orders and general correspondence.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	4	4	4	4	4
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	75.0%							
	No Bonus Paid	25.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	75.0%							
	Non-exempt	25.0%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	1.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A19) Dispatcher

Responsible for ensuring all trucks are servicing correct routes and customers. Responsible for customer service calls during the day and directing the correct response by drivers to service that customer.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	6	6	5	6	6	6	6	6
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A20) Document Control Specialist

Responsible for clerical duties related to technical documentation procedures and practices. Ensures proper upkeep of technical documents.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	2	2	1	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A21) Expediter/Dispatcher

Verifies that all stock necessary to run the department production schedule is available. Follows up on parts from a short list coming from the department.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	2	3	3	3	3	3
	Number of Employees	4	4	3	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A22) Facilities Manager

Responsible for maintenance and renovation of facilities. Generally a first level manager with internal staff or directs outside contracted services. May be responsible for other general services such as mail, cafeteria, pool cars, etc.

Degree of Match	
More	40.0%
Equal	40.0%
Less	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	5	5	5	4	4
	Number of Employees	4	4	4	5	5	5	4	4
	Average	*****	*****	*****	\$40.27	\$40.27	\$40.27	*****	*****
	P25	*****	*****	*****	\$37.50	\$37.50	\$37.50	*****	*****
	P50	*****	*****	*****	\$40.02	\$40.02	\$40.02	*****	*****
	P75	*****	*****	*****	\$42.26	\$42.26	\$42.26	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	20.0%							
	No Bonus Paid	80.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	80.0%							
	Non-exempt	20.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A23) Financial Analyst

Evaluates current financial results and proposed financial plans and makes recommendations to improve the organizations financial performance. In an government contractor organization, may participate in developing pricing rates and proposals for government or commercial contracts. May interface with government auditors and provide information and explanation of financial matters. In a commercial organization, may prepare forecasts and analyzes trends in manufacturing, sales, finance, general business conditions and other related areas. In both organizations, participates in the budget process.

Degree of Match	
More	28.6%
Equal	71.4%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	5	7	7	7	6	6
	Number of Employees	7	7	6	8	8	8	7	7
	Average	\$23.48	\$42.03	\$32.07	\$32.21	\$31.52	\$32.89	\$25.65	\$39.36
	P25	\$19.74	\$31.99	\$25.48	\$26.81	\$26.81	\$26.81	\$21.21	\$29.89
	P50	\$22.93	\$43.55	\$35.00	\$33.00	\$32.21	\$33.00	\$25.17	\$37.21
	P75	\$25.32	\$48.17	\$38.46	\$37.02	\$35.01	\$39.42	\$29.81	\$44.61
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	42.9%							
	No Bonus Paid	57.1%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	66.7%							
	Average Levels Utilized	3.8							
	Position has "senior" level	25.0%							
	Position has "junior" level	25.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A24) General Manager (Maquiladora or US-side)

In charge of the operations for large areas within the company. Often oversees local managers and their employees, as well as a local office of employees. Sets policies, operations, creates and maintains budgets, and coordinates with local management in the company to evaluate employees, company performance and efficiencies.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	5	5	5	5	5	5
	Number of Employees	7	7	7	7	7	7	7	7
	Average	\$61.50	\$91.08	\$76.93	\$69.86	\$66.85	\$71.41	\$61.50	\$91.08
	P25	\$45.00	\$57.50	\$50.00	\$51.00	\$51.00	\$51.00	\$45.00	\$57.50
	P50	\$56.16	\$93.60	\$60.10	\$60.10	\$60.10	\$60.10	\$56.16	\$93.60
	P75	\$77.88	\$116.83	\$97.12	\$87.50	\$87.50	\$87.50	\$77.88	\$116.83
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	80.0%							
	No Bonus Paid	20.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	80.0%							
	Non-exempt	20.0%							
Career Path	Part of Formal Career Path	40.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (A25) Graphics Sec/Tech Illustrator

Prepares graphic illustrations for various publications. Completes assignments from concept phase through production for specific graphic projects. Coordinates the printing and typesetting of materials, and prepares the graphic design illustrations for review and approval.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	50.0%							
	Non-exempt	50.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A26) Human Resource Assistant

Responsible for a wide variety of assigned activities, which may include: employment interviewing for hourly and clerical jobs, wage and salary record keeping, assisting in benefit administration, maintenance of employee and applicant records, and other related clerical duties.

### Degree of Match

More	16.7%
Equal	66.7%
Less	16.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	4	6	6	6	5	5
	Number of Employees	6	6	5	7	7	7	6	6
	Average	\$19.89	\$27.53	*****	\$22.77	\$22.43	\$23.11	\$19.89	\$27.53
	P25	\$15.00	\$20.15	*****	\$17.31	\$17.31	\$17.31	\$15.00	\$20.15
	P50	\$16.90	\$21.15	*****	\$20.19	\$20.19	\$20.19	\$16.90	\$21.15
	P75	\$20.46	\$30.66	*****	\$24.84	\$24.84	\$24.84	\$20.46	\$30.66
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	16.7%							
	Non-exempt	83.3%							
Career Path	Part of Formal Career Path	60.0%							
	Average Levels Utilized	1.3							
	Position has "senior" level	33.3%							
	Position has "junior" level	33.3%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A27) Human Resource Generalist

Performs various Human Resources functions in one or more of the following areas: employment of exempt and/or nonexempt staff, EEO and AAP compliance programs, employee relations, policy development, performance management, transfer programs or safety.

Degree of Match

More	33.3%
Equal	58.3%
Less	8.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	11	11	9	11	11	11	11	11
	Number of Employees	12	12	9	12	12	12	12	12
	Average	\$23.53	\$38.49	\$34.88	\$28.15	\$28.12	\$28.18	\$24.67	\$38.18
	P25	\$19.28	\$26.44	\$26.44	\$23.43	\$23.43	\$23.43	\$19.28	\$26.44
	P50	\$22.93	\$38.94	\$26.92	\$27.88	\$27.88	\$27.88	\$23.00	\$35.54
P75	\$25.50	\$45.96	\$42.50	\$33.15	\$32.98	\$33.31	\$29.59	\$45.96	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	83.3%							
	Non-exempt	16.7%							
Career Path	Part of Formal Career Path	63.6%							
	Average Levels Utilized	1.9							
	Position has "senior" level	57.1%							
	Position has "junior" level	42.9%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A28) Human Resources Manager

Manages one or more functions within the area of Human Resources. May be responsible for all Human Resource activities for a small to mid-size site, plant, division or small company. Or, may be responsible for one/two Human Resource management function(s) at the corporate level of a large organization.

Degree of Match

More	5.9%
Equal	88.2%
Less	5.9%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	15	15	14	16	16	16	15	15
	Number of Employees	15	15	14	16	16	16	15	15
	Average	\$36.10	\$57.78	\$49.76	\$46.13	\$46.13	\$46.13	\$37.42	\$57.13
	P25	\$29.42	\$41.37	\$32.19	\$37.45	\$37.45	\$37.45	\$29.42	\$41.37
	P50	\$31.25	\$55.76	\$44.14	\$44.50	\$44.50	\$44.50	\$40.87	\$50.00
	P75	\$42.07	\$71.96	\$61.90	\$55.65	\$55.65	\$55.65	\$45.48	\$71.96
Union Status	Union	5.9%							
	Non-union	94.1%							
Bonus Paid in 2016	Bonus Paid	70.6%							
	No Bonus Paid	29.4%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	94.1%							
	Non-exempt	5.9%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	75.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A29) Instructor Pilot

Works with UH-60M T-BOS or provides UH/HH-60M flight instruction in day, night, VMC, IMC, night aided, night unaided, and tactical flight conditions.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A30) Legal Counsel

Performs consultation and advisory work and carries out legal processes necessary to effect the rights, privileges, and obligations of the company.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A31) Marketing Director

Directs marketing and/or sales support activities. Develops marketing and advertising plans, promotional programs and pricing strategies. Analyzes market trends and create programs to achieve/increase market share. Provides senior management with marketing forecasts.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	3	4	4	4	4	4
	Number of Employees	8	8	7	8	8	8	8	8
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	2.0							
	Position has "senior" level	50.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A32) Marketing Manager

Supervises a specific function(s) within the marketing department. May include, but not limited to, advertising and trade events, collateral materials and communications, inside sales and sales support.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	2.5							
	Position has "senior" level	100.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



## (A33) Marketing Representative

Coordinates marketing of a product or business. May coordinate customer events and trade shows, including the advertising, direct mail, printing, customer event and/or trade show materials. Establishes and maintains vendor, distributor and customer relations.

Degree of Match

More	50.0%
Equal	0.0%
Less	50.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	26	26	26	26	26	26	26	26
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A34) Messenger/Courier

Routes correspondence and other written materials confidentially. Usually responsible for mail distribution and scheduled deliveries and pickups. May be required to operate light vehicles.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A35) Military Analyst

Serves as a researcher, analyst, or coordinator on a major military program. Individual's duties may be logistics, research, analyst, or other value-added duty that requires independent judgment and knowledge of military programs.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A36) Payroll Specialist

Reconcile payroll prior to transmission and validate confirmed reports. Manage work flow to ensure all payroll transactions are processed accurately and timely. Perform daily payroll department operations. Understand proper taxation of employer paid benefits. Process correct garnishment calculations and compliance. Execute time sheets and attendance processing and interface with payroll. Perform compliance for unclaimed property payroll checks. Process manual check and relocation metric's. Update and reconcile monthly bank statements. Research and email appropriate audience of file issues. Process accurate and timely year-end reporting when necessary. Develop ad hoc financial and operational reporting as needed.

Degree of Match	
More	0.0%
Equal	75.0%
Less	25.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	2	4	4	4	3	3
	Number of Employees	3	3	2	4	4	4	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	66.7%							
	Average Levels Utilized	4.0							
	Position has "senior" level	50.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A37) PR/Public Affairs Representative

Plans, prepares, and disseminates publicity and good-will information concerning the organization through personal contact, written communications, speeches, and participation in industry meetings and community activities.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A38) Property Management Specialist

Coordinates property management and control activities to ensure continual accountability of government, associate contractor, or company property, in accordance with applicable government regulations, customer contracts, or corporate policy.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A39) Proposal Manager

Manages all activities involved in the development and revision of proposals.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A40) Purchasing Manager

Responsible for management of the Purchasing function. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Responsible for the employment, training, motivation and discipline of supervisors and/or purchasing staff. If a government contract, ensures compliance with FAR and DFAR.

Degree of Match	
More	12.5%
Equal	62.5%
Less	25.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	7	8	8	8	7	7
	Number of Employees	8	8	8	9	9	9	8	8
	Average	\$31.22	\$45.15	\$39.72	\$39.79	\$38.63	\$40.95	\$31.81	\$42.09
	P25	\$27.02	\$36.82	\$29.52	\$36.00	\$35.46	\$36.00	\$27.02	\$35.95
	P50	\$31.05	\$40.00	\$37.25	\$37.30	\$36.53	\$37.30	\$34.31	\$37.59
	P75	\$35.95	\$57.92	\$48.83	\$44.33	\$39.83	\$48.12	\$36.72	\$50.04
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (A41) Purchasing/Procurement Assistant

Compiles information and records to prepare purchase orders for procurement of material or supplies. Contacts vendors and transportation companies to ensure that materials, supplies, and equipment are shipped and delivered on schedule. May maintain records of items purchased, prices, deliveries and inventories. Buyers should not be matched to this classification.

Degree of Match	
More	0.0%
Equal	85.7%
Less	14.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	5	7	7	7	7	7
	Number of Employees	10	10	7	10	10	10	10	10
	Average	\$21.03	\$29.66	\$23.53	\$24.73	\$23.07	\$26.40	\$21.03	\$28.97
	P25	\$19.95	\$27.04	\$20.77	\$22.98	\$20.61	\$23.67	\$19.95	\$24.64
	P50	\$20.77	\$31.23	\$24.04	\$26.78	\$20.77	\$30.05	\$20.77	\$31.23
	P75	\$23.13	\$34.91	\$31.23	\$29.00	\$28.54	\$31.65	\$23.13	\$34.91
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	71.4%							
	No Bonus Paid	28.6%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	57.1%							
	Non-exempt	42.9%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A42) Receptionist/Telephone Operator

Operates a telephone switchboard to relay incoming, outgoing and interoffice calls. Receives visitors, schedules appointments, and direct callers to destination. May also perform clerical duties, such as typing, proofreading, and sorting mail.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	1.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A43) Recruiter

This position is focused on recruiting and related EEO and AAP compliance programs. The incumbent delivers high quality professional candidates while guiding hiring managers and candidates through the selection process. This individual will perform full lifecycle recruiting and maintain excellent relations with hiring managers, candidates, and the community at-large. A wide degree of creativity, near- and long-term recruiting vision, business understanding, and personal organization is required.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A44) Safety & Environment Manager

Develops and implements safety program to prevent or correct unsafe environmental working conditions, utilizing knowledge of industrial processes, mechanics, engineering, chemistry, psychology, and industrial health and safety laws.

Degree of Match	
More	20.0%
Equal	73.3%
Less	6.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	13	13	11	14	14	14	13	13
	Number of Employees	14	14	12	17	17	17	14	14
	Average	\$33.22	\$52.29	\$47.32	\$44.36	\$43.50	\$45.22	\$33.22	\$51.51
	P25	\$23.56	\$38.46	\$28.00	\$32.00	\$32.00	\$32.00	\$23.56	\$38.46
	P50	\$28.85	\$44.93	\$38.46	\$39.07	\$38.48	\$39.07	\$28.85	\$44.93
	P75	\$40.87	\$65.00	\$63.75	\$56.93	\$56.29	\$56.93	\$40.87	\$65.00
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	93.3%							
	Non-exempt	6.7%							
Career Path	Part of Formal Career Path	7.1%							
	Average Levels Utilized	#DIV/0!							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A45) Sales Manager

Manages and directs the division sales function to ensure the achievement of sales goals and programs. Develop and execute aggressive sales and marketing plan and act as principal liaison for major accounts. Direct, develop and monitor the activities of the divisional sales and customer service staff. Develops and implements sales training, recognition and awards programs.

Degree of Match	
More	20.0%
Equal	70.0%
Less	10.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	9	9	8	10	10	10	9	9
	Number of Employees	16	16	15	23	23	23	22	22
	Average	\$39.81	\$58.95	\$55.11	\$53.76	\$50.26	\$57.67	\$38.73	\$62.66
	P25	\$33.65	\$45.00	\$39.92	\$43.04	\$40.25	\$43.04	\$30.40	\$45.00
	P50	\$35.00	\$62.59	\$45.67	\$48.05	\$45.92	\$55.85	\$35.00	\$66.00
	P75	\$50.00	\$70.00	\$67.32	\$70.01	\$63.06	\$70.01	\$50.00	\$76.11
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	80.0%							
	No Bonus Paid	20.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	20.0%							
	Average Levels Utilized	2.5							
	Position has "senior" level	50.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	40.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A46) Sales Representative

Sells company's products/services by interacting with established customer base. Develops new customer accounts through generated sales leads or cold calls.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	5	5	5	4	4
	Number of Employees	9	9	39	40	40	40	9	9
	Average	*****	*****	*****	\$37.21	\$30.28	\$41.73	*****	*****
	P25	*****	*****	*****	\$21.63	\$21.63	\$22.88	*****	*****
	P50	*****	*****	*****	\$33.00	\$28.00	\$35.00	*****	*****
	P75	*****	*****	*****	\$51.83	\$36.00	\$56.63	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	40.0%							
	Average Levels Utilized	2.0							
	Position has "senior" level	50.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	40.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A47) Scheduler

Job entails developing, analyzing, and maintaining schedules. Requires ability to resource load schedules and perform critical path analysis. Scheduling software experience such as Microsoft Project, Primavera, etc., required.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	4	6	6	6	5	5
	Number of Employees	13	13	12	19	19	19	13	13
	Average	\$20.77	\$36.27	*****	\$26.28	\$24.52	\$28.00	\$20.77	\$36.27
	P25	\$21.63	\$28.85	*****	\$21.39	\$20.46	\$21.69	\$21.63	\$28.85
	P50	\$23.56	\$33.65	*****	\$25.75	\$24.43	\$25.75	\$23.56	\$33.65
	P75	\$24.00	\$36.26	*****	\$29.35	\$26.26	\$33.89	\$24.00	\$36.26
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	16.7%							
	No Differential	83.3%							
FLSA Status	Exempt	50.0%							
	Non-exempt	50.0%							
Career Path	Part of Formal Career Path	20.0%							
	Average Levels Utilized	7.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A48) Secretary

Performs diverse secretarial and administrative duties such as typing, answering phones, arranging appointments, and maintaining filing systems. This job involves exposure to sensitive information necessitating considerable use of tact, diplomacy, discretion and judgment.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	4.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (A49) Secretary, Executive

Performs secretarial and administrative duties for an executive in the highest management levels (i.e. CEO, Executive VP, Director). Job may involve responsibility for flow of clerical work. Independently acts on correspondence that does not require the attention of a superior. Arranges appointments, travel, etc. Has good understanding of organization's policies and procedures.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A50) Security Administrator/FSO

Performs various security functions in one or more of the following areas: document control, physical security, personnel security and computer security. Normally non-supervisory position. May be titled 'Facility Security Officer'.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A51) Security Assistant

Provides typing and recordkeeping assistance in the following areas: visitor control, document control, property control, badges and check-out procedures.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A52) Security Guard

Ensures the company facility entrances and exits are secure. Monitors and records visitors, employees, and calls to the company facility after hours.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	34	34	34	34	34	34	34	34
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A53) Shipping & Receiving Clerk

Verifies and keeps records on incoming and outgoing shipments and prepares items for shipment.

Degree of Match	
More	11.1%
Equal	88.9%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	17	17	16	17	17	17	17	17
	Number of Employees	85	85	82	85	85	85	85	85
	Average	\$14.61	\$19.42	\$16.90	\$16.20	\$15.22	\$17.55	\$14.82	\$18.89
	P25	\$13.00	\$16.50	\$13.55	\$14.94	\$14.06	\$15.79	\$13.43	\$15.79
	P50	\$14.00	\$18.00	\$15.90	\$15.82	\$14.94	\$17.00	\$14.06	\$18.00
	P75	\$15.79	\$20.56	\$18.23	\$17.13	\$16.80	\$18.91	\$15.79	\$20.15
Union Status	Union	5.6%							
	Non-union	94.4%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	23.5%							
	Average Levels Utilized	2.0							
	Position has "senior" level	75.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A54) Store Manager

Responsible for a store such as a gift shop, bookstore, or general merchandise operation. Performs all tasks related to its operation. May supervise other employees.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (A55) Technical Writer/Editor

Performs editing and/or rewriting of technical reports and documents for approval of author. Determines consistency and clarity of style within technical reports. Usually works without direct daily supervision, but is in regular contact with technical staff to clarify meaning, format and style of their work.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (A56) Training Coordinator

Responsible for conducting supervisory, management or non-technical skills training courses for internal staff. Interfaces with functional organizations to develop specifications for content of courses. Prepares lesson plans including the method, media and documentation to be presented. Instructs participants in classroom lectures and/or group sessions. Conducts follow-up to determine applicability of course material.

Degree of Match

More	12.5%
Equal	37.5%
Less	50.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	4	8	8	8	6	6
	Number of Employees	10	10	8	12	12	12	10	10
	Average	\$19.07	\$38.73	*****	\$29.76	\$27.89	\$31.39	\$19.07	\$37.32
	P25	\$17.51	\$29.45	*****	\$25.07	\$22.61	\$25.07	\$17.51	\$27.33
	P50	\$20.00	\$42.73	*****	\$29.80	\$24.62	\$33.14	\$20.00	\$38.50
	P75	\$21.03	\$48.50	*****	\$32.88	\$32.88	\$36.17	\$21.03	\$48.50
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	62.5%							
	No Bonus Paid	37.5%							
Shift Differential Paid	Shift Differential Paid	12.5%							
	No Differential	87.5%							
FLSA Status	Exempt	87.5%							
	Non-exempt	12.5%							
Career Path	Part of Formal Career Path	28.6%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (B1) Branch Manager

Manages branch or office of financial institution such as commercial bank, credit union, finance company, mortgage banking company, savings and loan association or trust company by performing the following duties personally or through subordinate supervisors.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (B2) Collector

Locates customers to collect installments or overdue accounts, damage claims, or non-payable checks. Visits or phones clients to collect amount due or arranges for payment at a later date. May also be referred to as a Credit and Collections Assistant.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (B3) Financial Services Representative

Performs customer service functions such as opening new accounts and cross selling services. May perform other functions such as rent safe-deposit boxes; assist customers in reconciling statements, and maintaining records and reports.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (B4) Loan Officer

Examines, evaluates, and authorizes or recommends approval of customer applications for lines of credit, commercial loans, real estate loans, consumer credit loans, or credit card accounts.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (B5) Teller

As a primary point of contact with customers, receives and pays out money. Keeps records of money and negotiable instruments involved in every transaction.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (B6) Teller Supervisor

Supervises and schedules the work of all tellers in the main office or a branch to ensure efficient teller operations during business hours. Provides guidance to tellers in complex customer transactions, balancing daily settlements, and meeting customer needs. Trains new tellers. May perform teller duties as required.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (E1) Aeronautical Design Engineer

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E1) Aeronautical Design Engineer

## Level: Entry (I)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E1) Aeronautical Design Engineer

## Level: Developing Professional (II)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E1) Aeronautical Design Engineer

## Level: Seasoned Professional (III)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E1) Aeronautical Design Engineer

## Level: Career Professional (IV)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E1) Aeronautical Design Engineer

Level: Principal (V)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E1) Aeronautical Design Engineer

Level: Master/Expert (VI)

Performs work in which the principles, theories and general body of knowledge of aeronautical engineering are required. May be involved in the development cycle of an organization's products or in providing professional services to external customers. Typically requires a Bachelor's degree with mechanical engineering training.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E2) Avionics Integration Engineer

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E2) Avionics Integration Engineer

## Level: Entry (I)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E2) Avionics Integration Engineer

## Level: Developing Professional (II)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E2) Avionics Integration Engineer

## Level: Seasoned Professional (III)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E2) Avionics Integration Engineer

## Level: Career Professional (IV)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E2) Avionics Integration Engineer

Level: Principal (V)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E2) Avionics Integration Engineer

## Level: Master/Expert (VI)

Review and approve electrical engineering designs for aircraft avionics systems, confirm design conformity to FAA standards. Assemble documentation for ground test plans, electrical load analysis and other FAA reporting requirements. Responsible for creating aircraft electrical load analysis / electrical load statements. Typically requires a Bachelor's degree in Electrical Engineering, Computer Engineering or equivalent area of focus.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E3) Chemical Engineer

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

Degree of Match	
More	0.0%
Equal	71.4%
Less	28.6%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	3	6	6	6	5	5
	Number of Employees	7	7	5	16	16	16	7	7
	Average	\$31.72	\$49.93	*****	\$40.51	\$38.63	\$43.46	\$32.55	\$49.17
	P25	\$25.36	\$40.82	*****	\$34.61	\$34.51	\$34.61	\$27.33	\$40.82
	P50	\$30.05	\$49.49	*****	\$36.94	\$35.86	\$36.94	\$31.83	\$49.49
P75	\$36.54	\$55.75	*****	\$43.65	\$37.37	\$52.08	\$36.54	\$55.75	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	85.7%							
	No Bonus Paid	14.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	0	1	1	1	1	1
	Number of Employees	1	1	0	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	3	3	2	3	3	3	3	3
	Number of Employees	5	5	4	4	4	4	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	1	1	1	2	2	2	1	1
	Number of Employees	1	1	1	11	11	11	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	

# (E3) Chemical Engineer

## Level: Entry (I)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E3) Chemical Engineer

## Level: Developing Professional (II)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	1	1	1	2	2
	Number of Employees	2	2	1	1	1	1	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	2	2	1	1	1	1	2	2
	Number of Employees	2	2	1	1	1	1	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E3) Chemical Engineer

## Level: Seasoned Professional (III)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E3) Chemical Engineer

## Level: Career Professional (IV)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E3) Chemical Engineer

## Level: Principal (V)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E3) Chemical Engineer

## Level: Master/Expert (VI)

Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Oversees personnel controlling equipment such as condensers, absorption and evaporation towers, columns, and stills. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E4) Electrical Design Engineer

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	3	5	5	5	4	4
	Number of Employees	27	27	26	29	29	29	27	27
	Average	*****	*****	*****	\$43.95	\$40.17	\$48.18	*****	*****
	P25	*****	*****	*****	\$35.58	\$35.58	\$38.46	*****	*****
	P50	*****	*****	*****	\$42.47	\$36.76	\$45.00	*****	*****
P75	*****	*****	*****	\$45.00	\$45.00	\$57.21	*****	*****	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	1	1	0	1	1	1	1	1
	Number of Employees	1	1	0	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	24	24	24	26	26	26	24	24
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	

# (E4) Electrical Design Engineer

## Level: Entry (I)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	7	7	7	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	7	7	7	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E4) Electrical Design Engineer

## Level: Developing Professional (II)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E4) Electrical Design Engineer

## Level: Seasoned Professional (III)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	7	7	7	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	7	7	7	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E4) Electrical Design Engineer

## Level: Career Professional (IV)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E4) Electrical Design Engineer

## Level: Principal (V)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E4) Electrical Design Engineer

## Level: Master/Expert (VI)

Performs work in which the principles, theories and general body of knowledge of electrical engineering is required. May be involved in one or more phases of the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in Electrical Engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E5) Engineering Manager

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

Degree of Match	
More	6.7%
Equal	73.3%
Less	20.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	11	11	8	13	13	13	11	11
	Number of Employees	27	27	24	29	29	29	27	27
	Average	\$44.91	\$68.75	\$62.92	\$59.03	\$57.58	\$61.15	\$44.91	\$68.42
	P25	\$40.00	\$60.00	\$46.25	\$55.36	\$55.36	\$55.36	\$40.00	\$55.71
	P50	\$44.75	\$63.41	\$61.42	\$60.80	\$60.05	\$60.80	\$44.75	\$63.41
P75	\$52.88	\$79.33	\$72.98	\$63.46	\$62.78	\$65.49	\$52.88	\$79.33	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	86.7%							
	No Bonus Paid	13.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	2	2	1	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	3	3	1	3	3	3	3	3
	Number of Employees	3	3	1	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	6	6	6	8	8	8	6	6
	Number of Employees	22	22	22	24	24	24	22	22
	Average	\$47.70	\$71.54	\$65.41	\$60.76	\$58.59	\$63.95	\$47.70	\$71.00
	P25	\$43.56	\$60.00	\$48.75	\$56.87	\$56.09	\$56.87	\$43.56	\$58.93
	P50	\$48.91	\$66.23	\$61.42	\$61.74	\$59.01	\$64.65	\$48.91	\$66.23
P75	\$54.75	\$77.29	\$77.29	\$64.42	\$63.60	\$66.35	\$54.75	\$77.29	

# (E5) Engineering Manager

## Level: Entry (I)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E5) Engineering Manager

## Level: Developing Professional (II)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	

# (E5) Engineering Manager

## Level: Seasoned Professional (III)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	1	1	1	0	0
	Number of Employees	0	0	0	1	1	1	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	1	1	1	0	0
	Number of Employees	0	0	0	1	1	1	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E5) Engineering Manager

## Level: Career Professional (IV)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

Degree of Match

More	0.0%
Equal	66.7%
Less	33.3%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	2	3	3	3	3	3
	Number of Employees	11	11	10	11	11	11	11	11
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	2	2	1	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	9	9	9	9	9	9	9	9
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E5) Engineering Manager

## Level: Principal (V)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E5) Engineering Manager

Level: Master/Expert (VI)

Directs the engineering activities of the assigned function or department within the organization. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required. Note: This position may be a multi-incumbent position. Bachelor's degree required; some employers may prefer a graduate degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E6) Engineering Technician

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match	
More	0.0%
Equal	88.9%
Less	11.1%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	7	7	7	7	7	7
	Number of Employees	18	18	18	18	18	18	18	18
	Average	\$20.09	\$27.71	\$24.48	\$23.98	\$23.09	\$24.77	\$20.62	\$26.32
	P25	\$18.00	\$25.00	\$21.12	\$20.55	\$20.46	\$20.55	\$18.64	\$23.46
	P50	\$20.24	\$27.41	\$22.59	\$22.39	\$21.33	\$23.50	\$20.54	\$25.50
P75	\$21.12	\$30.00	\$25.48	\$27.38	\$26.24	\$27.38	\$21.38	\$29.34	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	22.2%							
	No Differential	77.8%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	5	5	5	5	5	5	5	5
	Number of Employees	15	15	15	15	15	15	15	15
	Average	\$19.65	\$26.66	\$23.96	\$23.21	\$22.02	\$24.26	\$20.28	\$24.63
	P25	\$17.89	\$24.11	\$20.86	\$19.58	\$19.39	\$19.64	\$18.21	\$20.39
	P50	\$20.00	\$26.25	\$22.59	\$22.39	\$21.27	\$23.50	\$19.43	\$25.00
P75	\$20.66	\$29.64	\$25.24	\$25.25	\$24.89	\$25.75	\$20.81	\$25.75	

# (E6) Engineering Technician

## Level: Entry (I)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E6) Engineering Technician

## Level: Developing Professional (II)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E6) Engineering Technician

## Level: Seasoned Professional (III)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	8	8	8	8	8	8	8	8
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	8	8	8	8	8	8	8	8
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E6) Engineering Technician

## Level: Career Professional (IV)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	

# (E6) Engineering Technician

## Level: Principal (V)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E6) Engineering Technician

## Level: Master/Expert (VI)

Provides technical support to engineers working in such areas as research, design, development, testing or manufacturing process improvement. Works from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. Conducts engineering tests and detailed experimental testing to collect design data or assist in research work. Typically requires a Associate's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E7) Environmental Engineer

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	1	1	1	0	0
	Number of Employees	0	0	0	2	2	2	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	1	1	1	0	0
	Number of Employees	0	0	0	2	2	2	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E7) Environmental Engineer

## Level: Entry (I)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E7) Environmental Engineer

## Level: Developing Professional (II)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	

# (E7) Environmental Engineer

## Level: Seasoned Professional (III)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E7) Environmental Engineer

## Level: Career Professional (IV)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E7) Environmental Engineer

## Level: Principal (V)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E7) Environmental Engineer

## Level: Master/Expert (VI)

Specializes in solving problems concerned with environment. Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, powerplants, water and sewage systems, and waste disposal units to solve environmental problems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E8) Field Service Engineer

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E8) Field Service Engineer

## Level: Entry (I)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E8) Field Service Engineer

## Level: Developing Professional (II)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E8) Field Service Engineer

## Level: Seasoned Professional (III)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E8) Field Service Engineer

## Level: Career Professional (IV)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E8) Field Service Engineer

Level: Principal (V)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E8) Field Service Engineer

## Level: Master/Expert (VI)

Provides on-site support to customers for hardware products and systems. May also support operating system software. Troubleshoots system following standard procedures to locate and fix problems. Associate's degree minimum

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E9) Industrial/Manufacturing Engineer

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	0.0%
Equal	88.2%
Less	11.8%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	9	9	8	10	10	10	9	9
	Number of Employees	38	38	37	48	48	48	38	38
	Average	\$32.10	\$51.27	\$43.15	\$40.99	\$38.38	\$43.50	\$32.75	\$49.38
	P25	\$27.88	\$41.67	\$37.01	\$34.13	\$30.77	\$37.00	\$27.88	\$37.97
	P50	\$29.11	\$46.95	\$40.87	\$39.90	\$39.08	\$39.90	\$29.57	\$44.52
P75	\$38.11	\$61.38	\$49.74	\$44.47	\$43.26	\$46.00	\$38.86	\$61.24	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	52.9%							
	No Bonus Paid	47.1%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	4	4	3	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	19	19	19	19	19	19	19	19
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	5	5	5	6	6	6	5	5
	Number of Employees	15	15	15	25	25	25	15	15
	Average	\$31.09	\$46.93	\$39.31	\$37.49	\$35.22	\$40.00	\$32.39	\$43.17
	P25	\$28.11	\$39.40	\$29.90	\$30.38	\$29.54	\$31.50	\$28.57	\$35.60
	P50	\$30.00	\$44.08	\$37.01	\$36.79	\$36.79	\$37.73	\$30.00	\$37.00
P75	\$34.78	\$49.44	\$46.38	\$43.20	\$39.62	\$44.35	\$36.32	\$46.38	

# (E9) Industrial/Manufacturing Engineer

## Level: Entry (I)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	0.0%
Equal	66.7%
Less	33.3%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E9) Industrial/Manufacturing Engineer

## Level: Developing Professional (II)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	2	2	2	4	4	4	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	2	2	2	1	1
	Number of Employees	1	1	1	3	3	3	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E9) Industrial/Manufacturing Engineer

## Level: Seasoned Professional (III)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	4	4	4	3	3
	Number of Employees	12	12	12	18	18	18	12	12
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	75.0%							
	No Bonus Paid	25.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	9	9	9	9	9	9	9	9
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	3	3	3	9	9	9	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E9) Industrial/Manufacturing Engineer

## Level: Career Professional (IV)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	7	7	7	9	9	9	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	7	7	7	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	1	1	1	0	0
	Number of Employees	0	0	0	2	2	2	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E9) Industrial/Manufacturing Engineer

## Level: Principal (V)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E9) Industrial/Manufacturing Engineer

## Level: Master/Expert (VI)

Responsible for developing, implementing and maintaining methods, operation sequence and processes in the fabrication of parts, components, sub-assemblies and final assemblies. May work in the role of a Quality Engineer. Bachelor of Science in Engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

## Level: Entry (I)

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

## Level: Developing Professional (II)

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E10) Info Assurance (Security) Engineer

## Level: Seasoned Professional (III)

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

## Level: Career Professional (IV)

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

Level: Principal (V)

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E10) Info Assurance (Security) Engineer

**Level: Master/Expert (VI)**

Consults with systems analysts/engineers in the design and evaluation of secure systems, networks, and database products. Uses methods such as encryption technology, vulnerability analysis and security risk management. Typically requires a Bachelor's degree in management information systems, or computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

## Level: Entry (I)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

## Level: Developing Professional (II)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

## Level: Seasoned Professional (III)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E11) Logistics Engineer

## Level: Career Professional (IV)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

Level: Principal (V)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E11) Logistics Engineer

Level: Master/Expert (VI)

Provides management, customers, and sub-contractors with logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	33.3%
Equal	66.7%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	6	6	6	6	6	6	6	6
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	6	6	6	6	6	6	6	6
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

## Level: Entry (I)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	100.0%
Equal	0.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

## Level: Developing Professional (II)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

## Level: Seasoned Professional (III)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

## Level: Career Professional (IV)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E12) Materials Engineer

Level: Principal (V)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E12) Materials Engineer

## Level: Master/Expert (VI)

Responsible for materials selection and control, mechanical property testing, process control, statistics, manufacturing, environmental exposure, and/or project management. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E13) Mechanical Design Engineer

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

Degree of Match	
More	11.1%
Equal	88.9%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	7	7	7	6	6
	Number of Employees	12	12	12	14	14	14	12	12
	Average	\$32.03	\$46.91	\$44.64	\$40.59	\$38.63	\$43.53	\$32.03	\$46.91
	P25	\$27.21	\$38.46	\$38.29	\$33.17	\$33.17	\$33.17	\$27.21	\$38.46
	P50	\$31.23	\$42.17	\$39.94	\$38.46	\$38.00	\$38.46	\$31.23	\$42.17
P75	\$34.86	\$52.86	\$51.36	\$44.50	\$40.12	\$51.06	\$34.86	\$52.86	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	77.8%							
	No Bonus Paid	22.2%							
Shift Differential Paid	Shift Differential Paid	11.1%							
	No Differential	88.9%							
FLSA Status	Exempt	88.9%							
	Non-exempt	11.1%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	4	4	4	5	5	5	4	4
	Number of Employees	9	9	9	11	11	11	9	9
	Average	*****	*****	*****	\$39.58	\$36.64	\$43.98	*****	*****
	P25	*****	*****	*****	\$34.49	\$33.29	\$34.49	*****	*****
	P50	*****	*****	*****	\$40.44	\$36.06	\$41.17	*****	*****
P75	*****	*****	*****	\$43.98	\$39.71	\$49.26	*****	*****	

# (E13) Mechanical Design Engineer

## Level: Entry (I)

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E13) Mechanical Design Engineer

## Level: Developing Professional (II)

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E13) Mechanical Design Engineer

## Level: Seasoned Professional (III)

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E13) Mechanical Design Engineer

## Level: Career Professional (IV)

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E13) Mechanical Design Engineer

**Level: Principal (V)**

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E13) Mechanical Design Engineer

**Level: Master/Expert (VI)**

Performs work in which the principles, theories and general body of knowledge of mechanical engineering are required. May be involved in the development cycle of an organization's products or in providing services to external customers. Typically requires a Bachelor's degree in mechanical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E14) Optical Engineer

## Level: Entry (I)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

## Level: Developing Professional (II)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

## Level: Seasoned Professional (III)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

## Level: Career Professional (IV)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

Level: Principal (V)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E14) Optical Engineer

Level: Master/Expert (VI)

Performs activities concerned with the design, development, testing, and manufacturing of optic-electronic systems and components, including lasers, fiber-optics and telecommunication products. Typically requires a Bachelor's degree in optical engineering.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E15) Principal Investigator

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E15) Principal Investigator

## Level: Entry (I)

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E15) Principal Investigator

## Level: Developing Professional (II)

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E15) Principal Investigator

## Level: Seasoned Professional (III)

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E15) Principal Investigator

## Level: Career Professional (IV)

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E15) Principal Investigator

**Level: Principal (V)**

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E15) Principal Investigator

## Level: Master/Expert (VI)

A highly skilled and extremely knowledgeable individual who has meticulous, comprehensive knowledge of a specific space or defense technology or operational area such as propulsion, optics, radar, directed energy or communications. Typically requires a Bachelor's degree.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E16) Project/Program Director

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	2	2	2	1	1
	Number of Employees	1	1	1	2	2	2	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	2	2	2	1	1
	Number of Employees	1	1	1	2	2	2	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E16) Project/Program Director

## Level: Entry (I)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E16) Project/Program Director

## Level: Developing Professional (II)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E16) Project/Program Director

## Level: Seasoned Professional (III)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E16) Project/Program Director

## Level: Career Professional (IV)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E16) Project/Program Director

Level: Principal (V)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E16) Project/Program Director

## Level: Master/Expert (VI)

Provides supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. Identifies and recommends objectives and scope of technical projects and communicates goals, scope, approach and schedules to assigned personnel. Establishes budgets, forecasts manpower, equipment and supply needs. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E17) Project/Program Manager

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	11	11	11	10	10	10	11	11
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	25.0%							
	No Bonus Paid	75.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	7	7	7	6	6	6	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E17) Project/Program Manager

## Level: Entry (I)

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E17) Project/Program Manager

## Level: Developing Professional (II)

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	0	0	0	1	1
	Number of Employees	1	1	1	0	0	0	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	0	0	0	1	1
	Number of Employees	1	1	1	0	0	0	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E17) Project/Program Manager

## Level: Seasoned Professional (III)

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E17) Project/Program Manager

## Level: Career Professional (IV)

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E17) Project/Program Manager

**Level: Principal (V)**

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E17) Project/Program Manager

## Level: Master/Expert (VI)

Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes project and task workloads within budget and schedule guidelines. Include in this job first level supervisors or leads performing these tasks. Typically requires a Master's degree in an engineering field.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E18) Quality/Test Engineer

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	15.4%
Equal	84.6%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	9	9	8	9	9	9	9	9
	Number of Employees	41	41	33	42	42	42	41	41
	Average	\$29.93	\$48.58	\$43.08	\$37.25	\$34.87	\$40.27	\$29.66	\$46.32
	P25	\$24.41	\$39.30	\$34.37	\$30.22	\$26.69	\$33.69	\$24.41	\$38.22
	P50	\$27.87	\$52.26	\$42.22	\$36.33	\$32.70	\$41.03	\$27.87	\$45.12
P75	\$37.27	\$57.80	\$53.08	\$40.54	\$37.62	\$44.69	\$37.27	\$57.12	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	38.5%							
	No Bonus Paid	61.5%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	92.3%							
	Non-exempt	7.7%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	2	2	1	2	2	2	2	2
	Number of Employees	12	12	4	12	12	12	12	12
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Manufacturing - All Other	Number of Responses	6	6	6	6	6	6	6	6
	Number of Employees	26	26	26	27	27	27	26	26
	Average	\$30.07	\$46.46	\$43.42	\$37.27	\$35.36	\$39.18	\$30.07	\$44.00
	P25	\$24.85	\$34.62	\$27.88	\$27.24	\$26.45	\$27.84	\$24.85	\$34.62
	P50	\$29.29	\$48.81	\$48.81	\$37.28	\$31.74	\$40.91	\$29.29	\$41.42
P75	\$37.02	\$57.12	\$57.12	\$39.96	\$38.58	\$43.98	\$37.02	\$57.12	

# (E18) Quality/Test Engineer

## Level: Entry (I)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	50.0%
Equal	50.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	12	12	12	12	12	12	12	12
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	12	12	12	12	12	12	12	12
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E18) Quality/Test Engineer

## Level: Developing Professional (II)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****



# (E18) Quality/Test Engineer

## Level: Seasoned Professional (III)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E18) Quality/Test Engineer

## Level: Career Professional (IV)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	3	3	3	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	3	3	3	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E18) Quality/Test Engineer

Level: Principal (V)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E18) Quality/Test Engineer

## Level: Master/Expert (VI)

Performs duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the company. May design and conduct tests. Will analyze results of tests or outputs intended for customers. May use mathematical and statistical methods. Will make recommendations based on findings. Typically requires a Bachelor's degree in an engineering field in which the job will be testing.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E19) Software Engineer

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match	
More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E19) Software Engineer

## Level: Entry (I)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E19) Software Engineer

## Level: Developing Professional (II)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E19) Software Engineer

## Level: Seasoned Professional (III)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E19) Software Engineer

## Level: Career Professional (IV)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E19) Software Engineer

## Level: Principal (V)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E19) Software Engineer

## Level: Master/Expert (VI)

Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E20) Technical Support Engineer

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

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

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****

# (E20) Technical Support Engineer

## Level: Entry (I)

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E20) Technical Support Engineer

## Level: Developing Professional (II)

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E20) Technical Support Engineer

## Level: Seasoned Professional (III)

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E20) Technical Support Engineer

## Level: Career Professional (IV)

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	



# (E20) Technical Support Engineer

**Level: Principal (V)**

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

# (E20) Technical Support Engineer

## Level: Master/Expert (VI)

Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Typically requires a Bachelor's degree in computer science.

Degree of Match

More	*****
Equal	*****
Less	*****

All Organizations		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Industry		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Manufacturing - Automotive	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - Chemical	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Manufacturing - All Other	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	

## (Ex1) CEO / President

Directs the development of short and long-range objectives, policies, budgets and operating plans for the organization. As approved by the Board of Directors, oversees their consistent interpretation, implementation and achievement. Establishes an organization hierarchy and delegates limits of authority to subordinate executives regarding policies, contractual commitment, expenditures and personnel matters. Represents the organization to the financial community, industry groups, key customers, representatives of government and regulatory agencies, and the general public. May serve as presiding officer of the Board of Directors and guide its deliberations and activities.

Degree of Match

More	30.0%
Equal	60.0%
Less	10.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	10	10	8	10
	Number of Employees	10	10	8	10
	Average	\$106.61	\$129.79	\$113.43	\$118.33
	P25	\$74.09	\$110.15	\$75.00	\$89.03
	P50	\$98.30	\$129.71	\$105.00	\$113.27
	P75	\$129.57	\$148.72	\$146.57	\$137.07
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	70.0%			
	No Bonus Paid	30.0%			
	Average Bonus Amount	*****			
	Bonus Potential	<ul style="list-style-type: none"> <li>• 25% of base depending on EBITDA Production &amp; Sales Volume</li> <li>• Based on company profitability</li> </ul>			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	10.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	<ul style="list-style-type: none"> <li>• Life Insurance</li> </ul>			

# (Ex2) Chief Administrative Officer / Admin VP

Directs and coordinates a broad range of staff and service functions that provide support, service and assistance to the organization. Develops, implements, and monitors related goals, policies, programs and practices.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	100.0%			
	No Bonus Paid	0.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

## (Ex3) Chief Financial Officer / Controller

Responsible for an organization's overall financial plans and policies and accounting practices. Directs treasury, budgeting, audit, tax and accounting activities for the corporation. Establishes and administers financial reporting system with controls and standards to safeguard company assets.

Degree of Match	
More	0.0%
Equal	87.5%
Less	12.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	8	8	6	8
	Number of Employees	8	8	6	8
	Average	\$63.71	\$87.83	\$87.33	\$73.65
	P25	\$41.70	\$61.31	\$48.56	\$50.31
	P50	\$46.55	\$78.26	\$67.36	\$58.45
Union Status	P75	\$88.89	\$100.91	\$129.18	\$90.58
	Union	0.0%			
Bonus Paid in 2016	Non-union	100.0%			
	Bonus Paid	87.5%			
	No Bonus Paid	12.5%			
	Average Bonus Amount	*****			
Shift Differential Paid	Bonus Potential	<ul style="list-style-type: none"> <li>• 10% of base depending on EBITDA Production &amp; Sales Volume</li> <li>• Based on company profitability</li> </ul>			
	Shift Differential Paid	0.0%			
FLSA Status	No Differential	100.0%			
	Exempt	100.0%			
Commission	Non-exempt	0.0%			
	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
C-Level Perqs	Average Percentage Amount	*****			
	Responses	*****			

# (Ex4) Chief Operating Officer

Directs and coordinates the activities of the organization in accordance with policies, goals and objectives established by the CEO and the Board of Directors. Ensures the achievement of short and long-range goals for operations, human resources, financial performance and growth.

Degree of Match	
More	0.0%
Equal	80.0%
Less	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	5	5	5	5
	Number of Employees	5	5	5	5
	Average	\$83.55	\$101.16	\$101.16	\$93.93
	P25	\$67.31	\$90.00	\$90.00	\$79.70
	P50	\$70.00	\$91.35	\$91.35	\$85.00
	P75	\$88.46	\$125.43	\$125.43	\$112.98
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	80.0%			
	No Bonus Paid	20.0%			
	Average Bonus Amount	*****			
	Bonus Potential	• Based on company profitability			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex5) Top Contracts Executive

Plans and directs the organization's contract function. Has a significant role in pre-contract negotiations and has full responsibility for contract administration.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	*****			
	Non-union	*****			
Bonus Paid in 2016	Bonus Paid	*****			
	No Bonus Paid	*****			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	*****			
	No Differential	*****			
FLSA Status	Exempt	*****			
	Non-exempt	*****			
Commission	Commission Is Paid	*****			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex6) Top Human Resources Executive

Directs the development and implementation of most or all company-wide Human Resources policies and programs covering employment, orientation, training, labor relations, compensation, AA/EEO compliance, organization development, relocation, safety and health, benefits, employee relations, employee assistance, etc.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	3	3	2	3
	Number of Employees	3	3	2	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	100.0%			
	No Bonus Paid	0.0%			
	Average Bonus Amount	*****			
	Bonus Potential	• 10% of base depending on EBITDA Production & Sales Volume			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			



# (Ex7) Top IT Executive

Reports to either CEO or COO. Top executive responsible for all management information systems. Works through subordinate managers. Responsible for budget and all decisions regarding systems, networks, hardware, and software used by the company.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	100.0%			
	No Bonus Paid	0.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	0.0%			
	Non-exempt	100.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex8) Top Manufacturing / Production Executive

Formulates and implements manufacturing policies and programs to maintain and improve the competitive position and profitability of the organization. Directs and coordinates production activities so that approved products are manufactured on schedule and meet quality standards and cost objectives.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	4	4	4	4
	Number of Employees	5	5	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	50.0%			
	No Bonus Paid	50.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	• Eligible for quarterly bonuses			

# (Ex9) Top Programs Executive

Reports to either CEO or COO. Responsible for oversight of all of the company's programs. Works through subordinate Program Directors/Managers/Project Coordinators. Responsible for managing all major proposals.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	100.0%			
	No Bonus Paid	0.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex10) Top Quality Assurance Executive

Develops and implements a total quality management (TQM) program to improve operating processes in use throughout the organization and its divisions. Participates in the strategic planning process to integrate quality improvements with the overall business plan.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	4	4	4	4
	Number of Employees	4	4	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	75.0%			
	No Bonus Paid	25.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex11) Top Technical Vice President

This is the top technical Vice President in the organization. The incumbent may be responsible for one or more of the following functions: engineering and/or research, program/project management, chief engineer or scientist with management responsibility.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	3	3	3	3
	Number of Employees	3	3	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	66.7%			
	No Bonus Paid	33.3%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (Ex12) VP Business Development/Marketing

Develops and maintains key customer business relationships in domestic and/or international markets. Has primary responsibility for identifying and developing opportunities for business expansion. Develops marketing strategies and proposes long-range business plans. Acts as liaison with customer agencies and offices.

Degree of Match	
More	40.0%
Equal	60.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]
Survey Data	Number of Responses	5	5	5	5
	Number of Employees	5	5	5	5
	Average	\$92.69	\$116.63	\$106.63	\$110.60
	P25	\$60.00	\$98.46	\$75.48	\$82.50
	P50	\$76.44	\$110.00	\$90.00	\$105.00
	P75	\$80.00	\$115.38	\$115.38	\$108.17
Union Status	Union	0.0%			
	Non-union	100.0%			
Bonus Paid in 2016	Bonus Paid	80.0%			
	No Bonus Paid	20.0%			
	Average Bonus Amount	*****			
	Bonus Potential	*****			
Shift Differential Paid	Shift Differential Paid	0.0%			
	No Differential	100.0%			
FLSA Status	Exempt	100.0%			
	Non-exempt	0.0%			
Commission	Commission Is Paid	0.0%			
	Average Dollar Amount	*****			
	Average Percentage Amount	*****			
C-Level Perqs	Responses	*****			

# (IT1) Application Engineer

Responsible for pre-sales and/or post-sales support of company products, services or systems. Provides technical support in sales presentations and product demonstrations, conducts customer training, and provides solutions to customer application problems.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT2) Computer Operator

Determines equipment setup and operation; loads equipment with required items; and switches necessary auxiliary equipment into circuit.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (IT3) Configuration Manager

Responsible for direct management of the Configuration Analysis staff. Directly manages exempt level employees. Is the primary liaison between Program Management and other functional groups. Resolves issues regarding configuration management documentation. May manage nonexempt employees directly or through supervisors/leads.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT4) Data Entry Operator

Responsible for data entry of material from source documents into a computer . Verifies data entered.  
 Follows established procedures in processing the data.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT5) Database Analyst

Plans, designs, implements and may maintain computerized databases, including database definition, structure, documentation, long range requirements, operational guidelines, and protection.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT6) GIS Technician

Assists in the design, development and creation of databases, maps and other related projects. Performs routine mapping duties. Operates computer workstation to update maps as new data is received.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT7) GIS/GPS Analyst

Requires a solid knowledge of computer based technology. Plans, designs, develops basic spatial and relational databases. May build databases by capturing map information with a coordinated digitizer. Locates sources of GIS data from government. Operates computer workstations, digitizers, printers, and plotters. May create user applications and interfaces.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT8) Info System Security Officer/Manager

Manages the Information Systems Security function. Develops, implements, and evaluate Information Systems security programs. Ensures implementation of security programs for the detection of malicious code, viruses, and intruders.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT9) MIS Programmer

Performs work involved with the design, development, testing and documentation of computer programs which support an organization's internal management information system.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT10) MIS Analyst

Performs work involved with the design, development, testing and documentation of computer programs which support an organization's internal management information system.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (IT11) Network Engineer

Plans and evaluates network systems and makes recommendations for required resources. Provides technical assistance in networking planning, engineering and architecture.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	2	2	2	1	1
	Number of Employees	1	1	1	3	3	3	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT12) Network Support Technician

Supports internal users in the installation, and upgrading of desktop computers or laptops. Primarily works with the operating system and software which supports networking capability. Can perform some hardware repairs and upgrades.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	33.3%							
	Non-exempt	66.7%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	2.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT13) Program Analyst

Analyzes program activities such as acquisition program planning, proposal pricing, financial management, cost analysis, and other tasks related to government contracts.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT14) Program Manager

Under general direction, coordinate all aspects of a customer's order to ensure customer satisfaction and on-time delivery. Interface directly with customer to ensure a clear understanding of all issues concerning the order. Work with appropriate people regarding material requirements, forecasts, and accounting issues.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT15) Software Developer

Develops, plans and analyzes, designs products, and programs computer software that requires extensive research. Utilizes advance knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies. Excludes paraprofessional positions.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT16) System Admin/Network Analyst

Responsible for the evaluation, acquisition, installation and support of local area networks and/or wide area networks. Also match to this position exempt level systems administrators responsible for the on-going administration and support of a LAN or WAN.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	50.0%							
	Non-exempt	50.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT17) System Analyst

Develops, gathers and organizes system related information. Analyzes and formats information developed and used to evaluate the system. Develops, plans, coordinates and integrates systems related requirements to support operational needs. Conducts studies, technical assessments, system analysis and architectural level analysis to determine system performance and effectiveness. May formulate and use mathematical models or representations to conduct analysis.

Degree of Match	
More	40.0%
Equal	60.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	3	5	5	5	4	4
	Number of Employees	5	5	4	7	7	7	5	5
	Average	*****	*****	*****	\$44.46	\$43.45	\$45.47	*****	*****
	P25	*****	*****	*****	\$40.49	\$39.65	\$40.49	*****	*****
	P50	*****	*****	*****	\$41.95	\$40.49	\$44.24	*****	*****
	P75	*****	*****	*****	\$48.50	\$45.73	\$51.26	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	60.0%							
	No Bonus Paid	40.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	40.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT18) System Design Engineer

Analyzes customer systems and functions and determines requirements for equipment and/or software. Designs and documents a system to accomplish system functions in an optimum manner. Develops plans for system from project inception to conclusion.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	5.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (IT19) Tech Support Rep (Help Desk)

Provides technical support to customers via telephone, fax or email. Escalates complex problems to Technical Support Engineer.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	50.0%							
	Non-exempt	50.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	2.5							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT20) Web Content Administrator

Responsible for developing and providing content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Responsible for managing and performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for website improvement and enhancements.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (IT21) Web Developer

Creates and/or maintains organization web sites and links to other web sites. Creates Web front-end user interfaces to new or existing databases using a combination of HTML and SQL, C, VB (Visual Basic), or other languages. May develop custom programs using other languages such as Perl, C, C++, Java, ActiveX or VRML (Virtual Reality Modeling Language).

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M1) Aircraft Inspector

Perform a variety of inspections, test, and examinations of products and services to determine their conformity to established quality requirements. Provides surveillance and oversight of the quality system in assigned areas, documents inspection, test, and examination results and status.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M2) Aircraft Mechanic

Repairs aircraft structures, such as wings and fuselage, and functional components including rigging, surface controls, and plumbing and hydraulic units. Perform final operational testing and troubleshooting of entire power plant, drive train, hydraulic, oxygen, pneumatic, fuel, surface control and rigging systems. Include in this classification, Aircraft Maintenance Technicians responsible for the performance of all maintenance tasks and required documentation associated with a daily flight schedule, sorite generation, required inspections, and applicable safety standards. Airframe and Powerplant Mechanics License required.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M3) Assembler Mechanical

Assembles small mechanical parts and subassemblies. Fits and assembles small mechanical and electrical parts for subassemblies. Combines subassemblies into final assemblies.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	3	4	4	4	3	3
	Number of Employees	611	611	443	611	611	611	443	443
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	75.0%							
	No Differential	25.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	66.7%							
	Average Levels Utilized	5.5							
	Position has "senior" level	50.0%							
	Position has "junior" level	50.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M4) Assembler, Electrical

Assembles electrical and electronic components on printed circuit boards, wiring harnesses, power supplies, and other electrical assemblies or subassemblies.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	112	112	112	112	112	112	112	112
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	2.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M5) Avionics Mechanic

Avionics technicians repair and maintain components used for aircraft navigation and radio communications, weather radar systems, and other instruments and computers that control flight, engine, and other primary functions.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



## (M6) Chemical Operator

Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steamjacketed kettles, and reactor vessels.

Degree of Match

More	33.3%
Equal	66.7%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	9	9	9	9	9	9	9	9
	Number of Employees	461	461	461	461	461	461	461	461
	Average	\$19.41	\$29.55	\$19.38	\$25.77	\$21.72	\$28.93	\$19.41	\$29.65
	P25	\$17.60	\$27.55	\$17.89	\$22.71	\$19.05	\$23.43	\$17.60	\$27.58
	P50	\$19.14	\$27.59	\$19.14	\$27.58	\$19.81	\$27.58	\$19.14	\$28.45
	P75	\$20.46	\$31.86	\$20.46	\$29.01	\$22.71	\$35.36	\$20.46	\$31.86
Union Status	Union	11.1%							
	Non-union	88.9%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	44.4%							
	No Differential	55.6%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	6.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	33.3%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M7) Chemical Plant and System Operator

Control and/or operate entire chemical processes or systems of machines, using panel boards, control boards, or semi-automatic equipment.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	4	4	4	4	4
	Number of Employees	50	50	50	50	50	50	50	50
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	3.5							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M8) Machinist I/Production CNC

Operates multi-purpose computerized numerically controlled machine to perform variety of machining operations. Sets up and operates multi-purpose computerized numerically-controlled machine to perform any combinations of machining operations. Programs, sets up and operates multi-purpose computerized numerically-controlled machine to perform any combinations of machining operations.

Degree of Match	
More	20.0%
Equal	80.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	5	5	5	5	5	5
	Number of Employees	41	41	41	41	41	41	41	41
	Average	\$16.21	\$23.82	\$21.67	\$20.19	\$18.03	\$23.02	\$16.21	\$23.82
	P25	\$13.50	\$19.05	\$18.00	\$18.00	\$14.64	\$19.05	\$13.50	\$19.05
	P50	\$14.00	\$24.00	\$19.05	\$18.75	\$16.00	\$20.00	\$14.00	\$24.00
P75		\$16.00	\$28.38	\$25.82	\$20.48	\$18.00	\$28.38	\$16.00	\$28.38
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	20.0%							
	No Bonus Paid	80.0%							
Shift Differential Paid	Shift Differential Paid	80.0%							
	No Differential	20.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M9) Machinist II/CNC/Set-up

Operates multi-purpose computerized numerically controlled machine to perform variety of machining operations. Sets up and operates multi-purpose computerized numerically-controlled machine to perform any combinations of machining operations. Programs, sets up and operates multi-purpose computerized numerically-controlled machine to perform any combinations of machining operations.

Degree of Match

More	50.0%
Equal	50.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	4	4	4	4	4
	Number of Employees	57	57	57	57	57	57	57	57
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	25.0%							
	Non-union	75.0%							
Bonus Paid in 2016	Bonus Paid	25.0%							
	No Bonus Paid	75.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	4.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M10) Diesel/Auto Mechanic

Experienced with diesel engines, heavy equipment and hydraulics. Performs repairs and maintenance on equipment as needed.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M11) Drafter, Designer (CAD)

Assists engineers in the design and development of complex plans and drawings using CAD equipment. Prepares new or modified designs and verifies completed work. May delegate completion of drawings to drafters. Coordinates with other internal departments affected by design development.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	12	12	12	12	12	12	12	12
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M12) Drater, CAD

Prepares detail drawing of mechanical or electrical parts, components and assemblies for engineering, manufacturing or repair purposes using CAD equipment.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	10	10	10	10	10	10	10	10
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M13) Electrical & Control Mechanic

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment or electrical systems. Include technicians responsible for maintaining computerized production control systems in this category.

Degree of Match

More	12.5%
Equal	50.0%
Less	37.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	8	8	8	8	8	8	8	8
	Number of Employees	57	57	57	57	57	57	57	57
	Average	\$23.05	\$28.97	\$24.55	\$27.28	\$25.78	\$28.95	\$23.05	\$28.97
	P25	\$21.38	\$28.00	\$22.47	\$25.51	\$21.42	\$28.20	\$21.38	\$28.00
	P50	\$24.11	\$29.00	\$24.63	\$28.86	\$27.42	\$29.55	\$24.11	\$29.00
	P75	\$25.96	\$30.47	\$28.21	\$30.55	\$30.47	\$31.34	\$25.96	\$30.47
Union Status	Union	12.5%							
	Non-union	87.5%							
Bonus Paid in 2016	Bonus Paid	87.5%							
	No Bonus Paid	12.5%							
Shift Differential Paid	Shift Differential Paid	37.5%							
	No Differential	62.5%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	37.5%							
	Average Levels Utilized	4.0							
	Position has "senior" level	33.3%							
	Position has "junior" level	33.3%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (M14) Electronic Technician

Performs the setup, calibration, testing and trouble-shooting of circuits, components, assemblies or final products completed by the manufacturing area.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	10	10	10	10	10	10	10	10
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	33.3%							
	Non-union	66.7%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M15) Fabricator

Fabricates and assembles products as specified by work order, diagrams and templates, using hand tools, power tools, and machinery. Shapes components to specific dimensions and welds or fastens them.

Degree of Match	
More	28.6%
Equal	57.1%
Less	14.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	7	7	7	6	6
	Number of Employees	65	65	65	66	66	66	65	65
	Average	\$15.63	\$22.79	\$17.75	\$17.87	\$15.90	\$21.19	\$14.16	\$22.51
	P25	\$13.03	\$20.50	\$15.25	\$15.93	\$13.35	\$20.33	\$13.03	\$20.38
	P50	\$14.25	\$22.96	\$16.25	\$17.00	\$16.00	\$21.62	\$14.50	\$21.75
	P75	\$14.88	\$24.58	\$19.71	\$19.63	\$17.95	\$22.37	\$15.75	\$24.10
Union Status	Union	14.3%							
	Non-union	85.7%							
Bonus Paid in 2016	Bonus Paid	42.9%							
	No Bonus Paid	57.1%							
Shift Differential Paid	Shift Differential Paid	28.6%							
	No Differential	71.4%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	16.7%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M16) Materials Handler – No Forklift

Performs duties related to the movement and storage of stock within assigned area.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	17	17	17	17	17	17	17	17
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M17) Materials Handler – Forklift Operator

Performs duties related to the movement and storage of stock within assigned area.

Degree of Match

More	17.4%
Equal	78.3%
Less	4.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	23	23	21	22	22	22	22	22
	Number of Employees	585	585	566	581	581	581	569	569
	Average	\$13.99	\$18.63	\$14.59	\$16.15	\$14.65	\$17.96	\$13.90	\$19.86
	P25	\$12.49	\$15.25	\$12.50	\$14.04	\$12.45	\$14.52	\$12.08	\$14.70
	P50	\$13.88	\$18.00	\$13.85	\$15.00	\$13.89	\$16.98	\$13.64	\$17.15
P75	\$15.75	\$19.22	\$16.42	\$17.48	\$16.63	\$18.48	\$15.88	\$20.00	
Union Status	Union	8.7%							
	Non-union	91.3%							
Bonus Paid in 2016	Bonus Paid	65.2%							
	No Bonus Paid	34.8%							
Shift Differential Paid	Shift Differential Paid	65.2%							
	No Differential	34.8%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	27.3%							
	Average Levels Utilized	3.7							
	Position has "senior" level	50.0%							
	Position has "junior" level	33.3%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M18) General Maintenance Worker

Repairs and maintains physical structures using hand tools and power tools. The work requires training and experience in two or more craft areas such as carpentry, painting and plastering, plumbing. May also service machines, or perform vehicle servicing.

Degree of Match

More	10.0%
Equal	90.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	10	10	10	10	10	10	10	10
	Number of Employees	99	99	99	99	99	99	99	99
	Average	\$18.99	\$27.25	\$20.98	\$23.00	\$20.10	\$25.30	\$18.66	\$27.20
	P25	\$16.11	\$23.28	\$17.50	\$20.01	\$16.69	\$20.29	\$16.56	\$23.21
	P50	\$18.08	\$26.59	\$19.44	\$21.28	\$18.60	\$25.89	\$17.29	\$26.09
P75	\$20.89	\$30.97	\$23.36	\$26.80	\$22.23	\$28.00	\$19.11	\$31.57	
Union Status	Union	10.0%							
	Non-union	90.0%							
Bonus Paid in 2016	Bonus Paid	70.0%							
	No Bonus Paid	30.0%							
Shift Differential Paid	Shift Differential Paid	60.0%							
	No Differential	40.0%							
FLSA Status	Exempt	10.0%							
	Non-exempt	90.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M19) Injection Mold Technician

This person will have experience with setting up and operate injection-molding machines to cast products from thermoplastic materials.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	23	23	23	23	23	23	23	23
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M20) Injection Molding Operator

Set-ups and adjusts machine controls according to established process standards for a given job. Troubleshoots process problems during production runs. Coordinates with production scheduling to ensure customer satisfaction.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	56	56	56	56	56	56	56	56
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	50.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M21) Inspector

Follows a well-defined method of visually inspecting, testing, and measuring parts, materials, sub-assemblies or final assemblies for conformance to quality standards.

Degree of Match	
More	9.1%
Equal	90.9%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	10	10	10	11	11	11	10	10
	Number of Employees	54	54	54	56	56	56	54	54
	Average	\$12.93	\$19.67	\$16.63	\$18.96	\$16.70	\$21.42	\$13.44	\$19.80
	P25	\$11.47	\$16.87	\$13.67	\$15.61	\$13.00	\$16.70	\$11.89	\$16.87
	P50	\$12.50	\$20.50	\$16.99	\$17.32	\$15.97	\$18.31	\$13.25	\$20.50
	P75	\$15.35	\$21.82	\$19.88	\$18.27	\$16.87	\$22.39	\$15.55	\$21.82
Union Status	Union	9.1%							
	Non-union	90.9%							
Bonus Paid in 2016	Bonus Paid	54.5%							
	No Bonus Paid	45.5%							
Shift Differential Paid	Shift Differential Paid	63.6%							
	No Differential	36.4%							
FLSA Status	Exempt	9.1%							
	Non-exempt	90.9%							
Career Path	Part of Formal Career Path	9.1%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



## (M22) Inventory Control/Material Plnr

Compiles information on receipt or disbursement of inventories and computer inventory balances, prices and costs. Operates a personal computer and appropriate software package. Reconciles discrepancies in inventories. Notifies appropriate people of irregularities and when levels reach designated reorder points. Provides information to determine status of current orders and to forecast needs to fill future orders.

Degree of Match

More	33.3%
Equal	66.7%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	6	6	6	6	6
	Number of Employees	20	20	20	20	20	20	20	20
	Average	\$18.85	\$28.40	\$24.99	\$23.69	\$21.88	\$25.37	\$18.98	\$27.60
	P25	\$14.07	\$22.00	\$19.47	\$18.59	\$17.38	\$18.99	\$14.07	\$22.00
	P50	\$17.64	\$23.50	\$22.77	\$20.20	\$20.20	\$20.68	\$18.01	\$23.50
	P75	\$18.75	\$26.94	\$24.73	\$23.34	\$23.09	\$23.85	\$18.94	\$26.94
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	16.7%							
	Non-exempt	83.3%							
Career Path	Part of Formal Career Path	16.7%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M23) Kit Assembler

Responsible to prepare kits in accordance with work order instructions as provided. Verifies part and quantities are correct, and bags and labels parts.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M24) Laboratory Technician

Performs chemical and/or physical analyses or scientific tests for research, development or quality control for processes or products. Assists in compiling, analyzing and interpreting results.

Degree of Match

More	25.0%
Equal	75.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	7	8	8	8	7	7
	Number of Employees	42	42	42	44	44	44	42	42
	Average	\$17.53	\$24.71	\$19.65	\$20.17	\$19.12	\$23.17	\$17.45	\$23.37
	P25	\$14.98	\$20.66	\$15.32	\$16.84	\$15.07	\$18.34	\$14.98	\$17.33
	P50	\$17.00	\$25.96	\$18.00	\$19.60	\$17.67	\$22.97	\$16.83	\$24.85
	P75	\$18.29	\$28.80	\$24.23	\$21.56	\$20.60	\$28.03	\$18.12	\$27.98
Union Status	Union	12.5%							
	Non-union	87.5%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	25.0%							
	No Differential	75.0%							
FLSA Status	Exempt	12.5%							
	Non-exempt	87.5%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	4.5							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M25) Laborer

Performs a variety of non-skilled work inside and outside of the facility. May assist in movement of material, and office furniture. Performs grounds keeping work as well as general clean-up activities.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	6	6	6	6	6
	Number of Employees	285	285	285	285	285	285	285	285
	Average	\$13.20	\$15.24	\$13.12	\$14.03	\$13.20	\$15.07	\$13.20	\$15.24
	P25	\$11.21	\$13.62	\$11.21	\$13.11	\$11.21	\$13.62	\$11.21	\$13.62
	P50	\$12.67	\$14.81	\$11.93	\$13.47	\$12.67	\$14.81	\$12.67	\$14.81
	P75	\$13.76	\$16.88	\$13.39	\$14.41	\$13.76	\$16.86	\$13.76	\$16.88
Union Status	Union	16.7%							
	Non-union	83.3%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	66.7%							
	No Differential	33.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	16.7%							
	Average Levels Utilized	3.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M26) Logistics Specialist

Defines, develops, directs, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support, spares, repairs, overhaul, equipment provisioning, tooling, data and other related services. Represents the company with commercial and military customers to plan, budget, an schedule support programs.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	5	5	5	5	5	5	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	33.3%							
	Non-exempt	66.7%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M27) Machine Operator (Production)

Has knowledge of and operates various types of machines. Inspects work for conformance to standards.  
Assists with machine setup and stacking, packing and marking finished products.

Degree of Match

More	18.8%
Equal	75.0%
Less	6.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	16	16	15	16	16	16	15	15
	Number of Employees	735	735	723	735	735	735	723	723
	Average	\$14.19	\$19.73	\$15.66	\$16.97	\$14.53	\$19.59	\$14.26	\$20.07
	P25	\$12.09	\$16.50	\$14.25	\$14.06	\$13.08	\$15.03	\$12.06	\$16.65
	P50	\$13.96	\$18.31	\$16.00	\$17.10	\$14.50	\$18.31	\$14.50	\$19.50
	P75	\$16.04	\$21.56	\$17.53	\$18.63	\$16.04	\$24.11	\$16.07	\$22.18
Union Status	Union	12.5%							
	Non-union	87.5%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	62.5%							
	No Differential	37.5%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	26.7%							
	Average Levels Utilized	2.7							
	Position has "senior" level	25.0%							
	Position has "junior" level	25.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M28) Machinist

Sets up and operates machine tools and fits and assembles parts to make or repair metal parts, mechanisms, tools or machines. Plans sequence of operations. Sets up and operates lathe, milling machine, shaper, or grinder to machine parts to specifications.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	5	5	5	6	6
	Number of Employees	15	15	15	14	14	14	15	15
	Average	\$17.34	\$23.62	\$19.07	\$20.18	\$18.93	\$21.16	\$17.34	\$23.62
	P25	\$15.94	\$22.36	\$18.79	\$19.11	\$17.10	\$19.11	\$15.94	\$22.36
	P50	\$17.65	\$24.07	\$19.82	\$20.28	\$18.50	\$22.06	\$17.65	\$24.07
	P75	\$18.38	\$24.92	\$20.15	\$21.10	\$19.11	\$23.68	\$18.38	\$24.92
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	66.7%							
	No Differential	33.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M29) Maintenance Mechanic

Repairs and maintains machinery and mechanical equipment, such as motors, pumps, conveyors, belts, fans air conditioners, etc. Examines mechanical equipment to diagnose trouble. Include in this classification, Mechanical Technicians working on or off site to troubleshoot and repair mechanical or electrical problems with equipment. Disassembles and repairs (including welding) or replaces broken parts. Adjusts functional parts of mechanical devices as necessary. Cleans and lubricates parts. Orders replacement parts. Requisitions new parts and equipment.

## Degree of Match

More	28.6%
Equal	52.4%
Less	19.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	20	20	17	20	21	21	19	19
	Number of Employees	299	299	172	299	309	309	296	296
	Average	\$21.21	\$29.34	\$26.17	\$26.30	\$23.32	\$28.77	\$21.22	\$29.38
	P25	\$19.04	\$27.19	\$24.00	\$23.35	\$20.39	\$26.93	\$18.75	\$27.10
	P50	\$22.09	\$29.29	\$26.00	\$26.25	\$22.95	\$29.10	\$22.15	\$29.40
	P75	\$23.80	\$32.03	\$27.97	\$27.58	\$24.80	\$31.10	\$23.86	\$32.19
Union Status	Union	4.8%							
	Non-union	95.2%							
Bonus Paid in 2016	Bonus Paid	76.2%							
	No Bonus Paid	23.8%							
Shift Differential Paid	Shift Differential Paid	66.7%							
	No Differential	33.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	35.0%							
	Average Levels Utilized	4.6							
	Position has "senior" level	42.9%							
	Position has "junior" level	28.6%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (M30) Maintenance Supervisor

Supervisor over the maintenance unit. Determines work assignments, evaluates performance, administers company policies and procedures. Responsible for performance of the assigned work unit.

Degree of Match	
More	8.3%
Equal	83.3%
Less	8.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	12	12	11	11	11	11	12	12
	Number of Employees	34	34	33	33	33	33	34	34
	Average	\$27.38	\$43.26	\$37.83	\$34.88	\$32.83	\$36.97	\$27.38	\$43.26
	P25	\$21.05	\$32.48	\$28.51	\$29.03	\$27.98	\$29.87	\$21.05	\$32.48
	P50	\$26.78	\$43.50	\$30.00	\$32.03	\$30.25	\$35.00	\$26.78	\$43.50
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	25.0%							
	No Differential	75.0%							
FLSA Status	Exempt	75.0%							
	Non-exempt	25.0%							
Career Path	Part of Formal Career Path	8.3%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M31) Manager/Director Quality Assurance

Manages department and overall expectations pertaining to setting accurate schedules, costs and resources. Ensures delivery against QA department goals and objectives, i.e. meeting commitments and coordinating overall quality assurance schedule. Provides necessary definition, development and deployment of product quality assurance strategy, addressing all phases of product development. Directly supervises quality assurance team lead, quality assurance engineers and testers including the preparation and delivery of staff performance evaluations and career development activities.

## Degree of Match

More	11.1%
Equal	77.8%
Less	11.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	9	9	8	9	9	9	9	9
	Number of Employees	10	10	8	10	10	10	10	10
	Average	\$38.30	\$52.25	\$42.77	\$46.87	\$46.15	\$47.59	\$38.30	\$52.25
	P25	\$30.00	\$43.27	\$29.62	\$38.66	\$38.66	\$38.66	\$30.00	\$43.27
	P50	\$40.00	\$50.00	\$43.14	\$45.82	\$45.82	\$45.82	\$40.00	\$50.00
	P75	\$43.27	\$62.50	\$44.95	\$48.96	\$48.85	\$48.96	\$43.27	\$62.50
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	88.9%							
	No Bonus Paid	11.1%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	22.2%							
	Average Levels Utilized	3.0							
	Position has "senior" level	50.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M32) Material Planner

Responsible for planning, scheduling and monitoring the movement of material through the production cycle. Coordinates the efficient movement of materials with purchasing, production and other departments.

Degree of Match	
More	0.0%
Equal	80.0%
Less	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	3	5	5	5	4	4
	Number of Employees	10	10	8	13	13	13	10	10
	Average	*****	*****	*****	\$34.08	\$30.00	\$37.53	*****	*****
	P25	*****	*****	*****	\$30.98	\$26.11	\$35.08	*****	*****
	P50	*****	*****	*****	\$35.08	\$35.08	\$35.85	*****	*****
	P75	*****	*****	*****	\$42.60	\$35.65	\$47.16	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	40.0%							
	No Bonus Paid	60.0%							
Shift Differential Paid	Shift Differential Paid	20.0%							
	No Differential	80.0%							
FLSA Status	Exempt	80.0%							
	Non-exempt	20.0%							
Career Path	Part of Formal Career Path	20.0%							
	Average Levels Utilized	4.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M33) Metal Finishing Technician

Finishes metal parts/devices to insure that finished products meet visual and dimensional requirements. Processes include deburring, grinding, polishing, and abrasion blasting. Uses micrometers and standard inspection equipment.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	66.7%							
	No Differential	33.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	4.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M34) Molding Machine Operator

Operate and adjust molding machine to produce parts to very exacting tolerances. Maintain proper cycle time, temperature and pressure. Activate injection or compression molding machines set up by others. Prepare mold and raw material for cycle run.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M35) Offset Press Operator

Operates offset/multilith printing press and other related equipment. Ensures that production deadlines are met. May prepare plates and collate finished pages. Cleans, services, adjusts and makes routine equipment repairs. Ensures adequate supplies of paper, ink and other materials are available.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M36) Packaging Operator

Pack and/or wrap containers with products and materials. May perform job manually or operate machinery to perform function. Inspects packaged items for conformance with specifications. May weigh and transport containers to other areas in plant. May operate scanning system for data entry.

Degree of Match

More	14.3%
Equal	71.4%
Less	14.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	6	7	7	7	7	7
	Number of Employees	159	159	156	159	159	159	159	159
	Average	\$14.41	\$19.24	\$15.40	\$17.48	\$14.47	\$18.83	\$14.41	\$19.24
	P25	\$12.69	\$16.57	\$12.54	\$15.12	\$12.69	\$15.52	\$12.69	\$16.57
	P50	\$14.33	\$17.64	\$14.51	\$16.36	\$14.79	\$16.88	\$14.33	\$17.64
	P75	\$16.51	\$20.66	\$18.83	\$17.99	\$16.51	\$18.71	\$16.51	\$20.66
Union Status	Union	14.3%							
	Non-union	85.7%							
Bonus Paid in 2016	Bonus Paid	71.4%							
	No Bonus Paid	28.6%							
Shift Differential Paid	Shift Differential Paid	57.1%							
	No Differential	42.9%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	28.6%							
	Average Levels Utilized	5.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M37) Painter (Production)

Applies paint, lacquer, rust-proofing agent or other coating onto metal, wood or fabricated items, using spray equipment or brush. Positions work pieces, cleans surfaces, and paints or coats according to job specifications.

Degree of Match

More	14.3%
Equal	85.7%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	7	7	7	6	6
	Number of Employees	78	78	68	90	90	90	68	68
	Average	\$15.49	\$20.68	\$15.80	\$17.34	\$15.63	\$19.44	\$15.29	\$20.54
	P25	\$13.47	\$17.75	\$13.29	\$16.00	\$13.27	\$17.07	\$13.16	\$17.56
	P50	\$14.86	\$20.04	\$15.00	\$16.54	\$15.48	\$19.24	\$14.25	\$19.62
P75	\$17.57	\$23.02	\$18.08	\$18.50	\$17.21	\$20.00	\$17.57	\$23.00	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	57.1%							
	No Bonus Paid	42.9%							
Shift Differential Paid	Shift Differential Paid	85.7%							
	No Differential	14.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	16.7%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



## (M38) Plant Manager

Directs and coordinates overall plant operations. Ensures that objectives are achieved at the lowest cost consistent with quality requirements. Directs operations through supervisors in production, maintenance, and other related operations.

### Degree of Match

More	8.3%
Equal	75.0%
Less	16.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	11	11	10	10	10	10	11	11
	Number of Employees	12	12	11	11	11	11	12	12
	Average	\$56.36	\$85.45	\$68.19	\$65.75	\$65.45	\$66.05	\$57.15	\$83.31
	P25	\$38.70	\$73.46	\$46.52	\$48.87	\$48.87	\$48.87	\$43.00	\$65.73
	P50	\$62.93	\$86.54	\$56.54	\$67.22	\$67.22	\$67.22	\$62.93	\$86.54
	P75	\$72.50	\$99.88	\$97.15	\$85.13	\$85.13	\$85.13	\$72.50	\$99.88
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	41.7%							
	Average Levels Utilized	2.4							
	Position has "senior" level	20.0%							
	Position has "junior" level	20.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M39) Plant Superintendent

As delegated by the Plant Manager, manages the manufacturing activities of the plant. Ensures continuous and efficient production in desired quantity and quality.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	3	3	3	4	4
	Number of Employees	5	5	5	3	3	3	5	5
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	4.0							
	Position has "senior" level	0.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M40) Production Coordinator

Schedules and coordinates flow of work within or between departments of manufacturing plant to expedite production. Establishes priorities for specific customer orders and revises schedule according to specifications, priorities, and availability of manpower, parts, material, etc.

Degree of Match

More	0.0%
Equal	80.0%
Less	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	5	5	5	5	5	5
	Number of Employees	8	8	8	8	8	8	8	8
	Average	\$28.17	\$38.47	\$34.33	\$34.16	\$34.11	\$34.28	\$28.17	\$38.47
	P25	\$25.00	\$30.54	\$25.00	\$30.54	\$30.54	\$30.54	\$25.00	\$30.54
	P50	\$27.88	\$35.00	\$30.54	\$35.00	\$35.00	\$35.00	\$27.88	\$35.00
	P75	\$30.54	\$44.52	\$36.03	\$36.03	\$36.03	\$30.54	\$44.52	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	60.0%							
	No Bonus Paid	40.0%							
Shift Differential Paid	Shift Differential Paid	20.0%							
	No Differential	80.0%							
FLSA Status	Exempt	80.0%							
	Non-exempt	20.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M41) Production Manager

Reports to either a Plant Superintendent or the Plant Manager. Typically supervises two or more Production Supervisors but is not responsible for all manufacturing activities.

Degree of Match	
More	14.3%
Equal	78.6%
Less	7.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	12	12	10	13	13	13	12	12
	Number of Employees	25	25	21	34	34	34	25	25
	Average	\$37.04	\$58.01	\$46.19	\$47.18	\$44.74	\$49.45	\$37.04	\$58.01
	P25	\$27.40	\$40.27	\$29.71	\$35.56	\$32.31	\$39.00	\$27.40	\$40.27
	P50	\$36.83	\$56.71	\$39.23	\$54.30	\$48.08	\$54.30	\$36.83	\$56.71
Union Status	Union	0.0%							
	Non-union	100.0%							
	Bonus Paid in 2016	85.7%							
	No Bonus Paid	14.3%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	92.9%							
	Non-exempt	7.1%							
Career Path	Part of Formal Career Path	38.5%							
	Average Levels Utilized	3.0							
	Position has "senior" level	40.0%							
	Position has "junior" level	40.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M42) Production Operator (SMT)

Sets up and operates Fuji equipment used in the manufacturing of surface mount printed circuit boards.  
 Must be able to identify components and read, interpret and follow machine set-up diagrams.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	119	119	119	119	119	119	119	119
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M43) Production Supervisor

Supervisor over a production unit. Determines work assignments, evaluates performance, administers company policies and procedures. Responsible for performance of the assigned work unit.

Degree of Match

More	0.0%
Equal	94.7%
Less	5.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	17	17	16	18	18	18	17	17
	Number of Employees	138	138	122	151	151	151	138	138
	Average	\$25.19	\$40.47	\$32.71	\$32.30	\$29.27	\$35.88	\$25.41	\$38.91
	P25	\$19.23	\$30.00	\$23.78	\$24.57	\$22.59	\$27.44	\$19.23	\$30.00
	P50	\$22.00	\$37.50	\$27.86	\$31.15	\$27.71	\$35.44	\$22.00	\$37.50
	P75	\$30.00	\$49.00	\$45.60	\$36.59	\$32.85	\$41.15	\$31.87	\$44.52
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	68.4%							
	No Bonus Paid	31.6%							
Shift Differential Paid	Shift Differential Paid	21.1%							
	No Differential	78.9%							
FLSA Status	Exempt	84.2%							
	Non-exempt	15.8%							
Career Path	Part of Formal Career Path	38.9%							
	Average Levels Utilized	2.3							
	Position has "senior" level	28.6%							
	Position has "junior" level	28.6%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M44) Production Team Member (Temporary)

Responsible for performing production work in factories. Starts, operates, tends, stops, and cleans machines. Assembles finished product. Inspects product to ensure high quality. Temporary labor.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	3	3	3	3	3	3
	Number of Employees	59	59	59	59	59	59	59	59
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	66.7%							
	No Differential	33.3%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M45) Production Worker

The production worker position performs all tasks involved in the production of the company's products. This includes rubber, stretch cord, sewing and packing. The position follows standard work methods and practices safe work habits to ensure production is as efficient and safe as possible. This classification includes production workers that do not match other manufacturing job titles in the survey.

Degree of Match	
More	16.7%
Equal	83.3%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	6	6	6	6	6
	Number of Employees	681	681	681	681	681	681	681	681
	Average	\$13.47	\$19.66	\$15.69	\$15.98	\$13.60	\$18.91	\$13.47	\$19.66
	P25	\$9.96	\$13.11	\$10.71	\$11.04	\$9.96	\$13.11	\$9.96	\$13.11
	P50	\$13.13	\$17.22	\$13.13	\$15.32	\$13.13	\$17.22	\$13.13	\$17.22
Union Status	Union	16.7%							
		83.3%							
	Non-union	83.3%							
		16.7%							
Bonus Paid in 2016	Bonus Paid	83.3%							
	No Bonus Paid	16.7%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (M46) Program Administrator Manager

Under general supervision, coordinate all aspects of a customer's order to ensure customer satisfaction and on-time delivery. Interface directly with customer to ensure a clear understanding of all issues concerning the order. Work with appropriate people regarding material requirements, forecasts, and accounting issues.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	4	4	4	4	4	4	4	4
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M47) Quality Assurance Supervisor

Responsible for the supervision of the employees involved in the testing and inspection of products at various stages of production. Compiles and evaluates statistical data to determine and maintain quality and reliability of products. May set-up and perform destructive and nondestructive tests on materials and parts. May recommend changes in standards.

## Degree of Match

More	12.5%
Equal	62.5%
Less	25.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	5	8	8	8	7	7
	Number of Employees	9	9	7	10	10	10	9	9
	Average	\$31.34	\$48.93	\$38.39	\$40.02	\$39.95	\$40.11	\$31.34	\$48.93
	P25	\$15.20	\$33.65	\$21.63	\$28.88	\$28.88	\$28.88	\$15.20	\$33.65
	P50	\$38.46	\$47.00	\$38.46	\$39.51	\$39.51	\$39.51	\$38.46	\$47.00
	P75	\$41.13	\$56.71	\$40.00	\$46.18	\$46.18	\$46.18	\$41.13	\$56.71
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	37.5%							
	No Bonus Paid	62.5%							
Shift Differential Paid	Shift Differential Paid	12.5%							
	No Differential	87.5%							
FLSA Status	Exempt	75.0%							
	Non-exempt	25.0%							
Career Path	Part of Formal Career Path	37.5%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	66.7%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M48) Quality Tech & Testing Specialist

This position is responsible for conducting CMM measurements and the testing and inspection of components, materials, and products. May be responsible for developing CMM testing routines on new and current products and components. Duties may include development and improvement of CMM software programs and documentation. Typically has completed advanced technical training and has experience in hands-on inspection and testing.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	8	8	7	8	8	8	7	7
	Number of Employees	61	61	55	61	61	61	55	55
	Average	\$22.30	\$30.08	\$25.14	\$28.14	\$26.04	\$29.39	\$23.21	\$30.64
	P25	\$18.14	\$25.86	\$20.91	\$20.74	\$18.62	\$22.65	\$19.00	\$27.70
	P50	\$20.91	\$30.70	\$23.96	\$29.65	\$25.41	\$30.70	\$22.00	\$31.00
	P75	\$24.83	\$32.91	\$26.21	\$34.17	\$33.18	\$34.41	\$25.69	\$33.97
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	62.5%							
	No Bonus Paid	37.5%							
Shift Differential Paid	Shift Differential Paid	37.5%							
	No Differential	62.5%							
FLSA Status	Exempt	37.5%							
	Non-exempt	62.5%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M49) Robot Programmer/Automation Specialist

Will design, program, troubleshoot and maintain complex automation systems including robotic systems. Responsible for the installation, networking, administration, maintenance and application of PC based computer systems.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	2	2	2	1	1
	Number of Employees	8	8	1	8	8	8	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M50) Saw Operator

Operates machines to cut various types of material to predetermined specifications. Perform other tasks related to the primary assignment.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	3	3	3	3	3	3	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	50.0%							
	No Bonus Paid	50.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M51) Sheetmetal Operator

Operates fabricating machines, such as shears, brakes, bending rolls, and punch and drill presses to cut, bend, and straighten sheet metal. May shape metal over anvils, blocks or forms, using hammer. May setup and operate soldering and welding equipment to join sheet metal parts.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	17	17	17	17	17	17	17	17
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M52) SMT Equipment Technician

Provides process support and performs preventative and emergency maintenance on Fuji surface mount, Universal Insertion, Electrovert solderwave and other related equipment used in the manufacture of surface mount and through-hole printed circuit boards.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M53) Test Operator

Sets up and conducts routine and repetitive tests on circuits, components and final assemblies using automatic electronic testing equipment following established test procedures.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	25	25	25	25	25	25	25	25
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (M54) Tool & Die Maker

Constructs and repairs machine shop tools, jigs, fixtures or dies for forging, punching and other metal forming work.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	4	4	4	4	4	4	4	4
	Number of Employees	39	39	39	39	39	39	39	39
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	75.0%							
	No Bonus Paid	25.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	25.0%							
	Average Levels Utilized	3.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (M55) Tool Crib Attendant

Receives, stores and issues hand tools, machine tools, dies, measuring devices and other equipment. Keeps records of tools issued. Takes inventory and requisitions stock as needed. Inspects tools for wear or defects and takes appropriate action.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	5	5	4	5	5	5	4	4
	Number of Employees	11	11	9	11	11	11	9	9
	Average	\$16.83	\$21.10	*****	\$20.35	\$20.19	\$20.52	*****	*****
	P25	\$14.71	\$18.35	*****	\$17.64	\$17.64	\$17.64	*****	*****
	P50	\$16.01	\$20.07	*****	\$18.35	\$18.35	\$18.35	*****	*****
	P75	\$18.35	\$20.58	*****	\$20.58	\$20.58	*****	*****	
Union Status	Union	20.0%							
	Non-union	80.0%							
Bonus Paid in 2016	Bonus Paid	20.0%							
	No Bonus Paid	80.0%							
Shift Differential Paid	Shift Differential Paid	60.0%							
	No Differential	40.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M56) Wave Solder Operator

Setup and operate the wave solder and wash equipment to perform the tasks necessary to manufacture PCBs. Read and follow assembly prints, work instructions, drawings, procedures and specifications used in the manufacture of PCBs.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (M57) Welder

Primary job is welding. Has the ability to weld in all positions and on all types of materials used in accordance with specific code requirements.

Degree of Match	
More	14.3%
Equal	85.7%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	7	7	6	7	7	7	6	6
	Number of Employees	121	121	49	121	121	121	49	49
	Average	\$17.03	\$24.72	\$20.70	\$20.27	\$17.81	\$23.41	\$17.02	\$25.55
	P25	\$14.36	\$20.04	\$16.13	\$16.58	\$14.36	\$19.74	\$13.39	\$21.00
	P50	\$14.75	\$24.00	\$17.25	\$18.52	\$16.50	\$20.00	\$15.63	\$24.50
P75	\$19.55	\$26.56	\$22.31	\$21.78	\$20.57	\$24.90	\$20.74	\$26.35	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	57.1%							
	No Bonus Paid	42.9%							
Shift Differential Paid	Shift Differential Paid	57.1%							
	No Differential	42.9%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S1) Custodian

Maintains buildings in a clean and orderly condition. Sweeps and mops floors, empties trash cans, washes windows and performs related duties.

Degree of Match	
More	16.7%
Equal	83.3%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	6	6	6	6	6	6	6	6
	Number of Employees	11	11	11	11	11	11	11	11
	Average	\$11.22	\$13.95	\$11.42	\$13.01	\$12.90	\$13.12	\$11.22	\$13.95
	P25	\$11.09	\$12.50	\$11.09	\$11.57	\$11.57	\$11.57	\$11.09	\$12.50
	P50	\$11.40	\$14.30	\$11.40	\$12.50	\$12.50	\$12.50	\$11.40	\$14.30
	P75	\$11.67	\$14.71	\$11.86	\$13.75	\$13.75	\$13.75	\$11.67	\$14.71
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	66.7%							
	No Bonus Paid	33.3%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S2) Electrician

Repairs, installs, replaces and tests electrical circuits, equipment and appliances, using hand tools and testing instruments, to supply electrical power for lighting, equipment, and machine operations.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	0	1	1	1	0	0
	Number of Employees	3	3	0	3	3	3	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	100.0%							
	No Differential	0.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S3) Food Service Assistant

Performs a variety of routine tasks in kitchen, tray line and dish washing areas according to standard practice and procedures.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S4) Materials Supervisor

Supervise employees that are responsible for managing the flow of materials into the production process.  
 Train employees in MRP, MSP and material movement.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	3	3	2	3	3	3	3	3
	Number of Employees	7	7	6	7	7	7	7	7
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	33.3%							
	No Differential	66.7%							
FLSA Status	Exempt	66.7%							
	Non-exempt	33.3%							
Career Path	Part of Formal Career Path	66.7%							
	Average Levels Utilized	2.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (S5) Retail Salesperson

Responsible for selling products, merchandise, and services in a retail setting.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S6) Sanitation Worker (Food Processing)

Consists of picking up, carrying, and recycling containers. May also include operating machines to dispose of garbage and other wastes.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S7) Security Supervisor

Supervise the security guards and in some organizations other building services personnel. Ensure that policy and procedures are implemented that protect company property and equipment. Ensure the safety of employees.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

## (S8) Stockroom Clerk

Receives, stores, and issues materials, equipment, and other items from stockroom, warehouse, or storage yard. Keeps records and compile stock reports.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	100.0%							
	Average Levels Utilized	2.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	100.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S9) Truck Driver-Heavy

Operates truck of more than three tons. Transports cargo to and from specified destinations. Verifies truck load to ensure conformance with shipping documents. May load, secure and unload cargo. May collect payment for goods delivered. Maintains contact with supervisor or dispatcher. Maintains records and logs.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	1	1	1	1	1	1	1	1
	Number of Employees	1	1	1	1	1	1	1	1
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S10) Truck Driver-Light

Operates truck of less than three tons. Transports cargo to and from specified destinations. Verifies truck load to ensure conformance with shipping documents. May load, secure and unload cargo. May collect payment for goods delivered. Maintains contact with supervisor or dispatcher. Maintains records and logs.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	2	2	2	2	2
	Number of Employees	2	2	2	2	2	2	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	0.0%							
	No Bonus Paid	100.0%							
Shift Differential Paid	Shift Differential Paid	50.0%							
	No Differential	50.0%							
FLSA Status	Exempt	0.0%							
	Non-exempt	100.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (S11) Warehouse Supervisor

Supervise and coordinates activities of workers concerned with ordering, receiving, storing, inventorying, issuing, and shipping materials, supplies, tools, equipment, and parts, in stockroom, warehouse, or yard. Interview job applicants, conduct performance reviews and is involved in pay administration.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	2	3	3	3	2	2
	Number of Employees	3	3	3	4	4	4	3	3
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****	*****	*****	*****	
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	33.3%							
	No Bonus Paid	66.7%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	33.3%							
	Average Levels Utilized	2.0							
	Position has "senior" level	100.0%							
	Position has "junior" level	0.0%							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (T1) Biologist

Performs research, development, testing, and/or analysis activities using the principles, theories, and general body of knowledge in the field of biology. May be involved with development of an organization's products or in providing services to external customers.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							



# (T2) Chemist

Performs research, development, testing, and/or analysis activities using the principles, theories and general body of knowledge in the field of chemistry. May be involved with development or an organization's products or in providing services to external customers.

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

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	2	2	1	3	3	3	2	2
	Number of Employees	2	2	1	4	4	4	2	2
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	0.0%							
	Non-union	100.0%							
Bonus Paid in 2016	Bonus Paid	100.0%							
	No Bonus Paid	0.0%							
Shift Differential Paid	Shift Differential Paid	0.0%							
	No Differential	100.0%							
FLSA Status	Exempt	100.0%							
	Non-exempt	0.0%							
Career Path	Part of Formal Career Path	0.0%							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	0.0%							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (T3) Metrologist

Develops, documents, and maintains calibration systems, procedures, and methods. Use statistics to analyze measurement standards and processes. Recommends calibration standards and inspection, measurement, and test equipment (IM&TE). Maintains calibration laboratory and/or departmental accreditation, and quality systems. Performs laboratory and/or departmental administration and management.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (T4) Physicist

Conducts research into phases of physical phenomena associated with the subjects of mechanics, heat, light, sound, electricity, pneumatics, magnetism and radiation.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# (T5) Simulation Training Analyst

Performs a variety of operational, analytical, planning, and related tasks in the areas of constructive and virtual training simulations support for combat, combat support, and combat service support training events for the U.S. Military.

Degree of Match	
More	*****
Equal	*****
Less	*****

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Maximum Hire [ \$ ]	Actual Average Base Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Lowest Pay Available [ \$ ]	Highest Pay Available [ \$ ]
Survey Data	Number of Responses	0	0	0	0	0	0	0	0
	Number of Employees	0	0	0	0	0	0	0	0
	Average	*****	*****	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****	*****	*****
Union Status	Union	*****							
	Non-union	*****							
Bonus Paid in 2016	Bonus Paid	*****							
	No Bonus Paid	*****							
Shift Differential Paid	Shift Differential Paid	*****							
	No Differential	*****							
FLSA Status	Exempt	*****							
	Non-exempt	*****							
Career Path	Part of Formal Career Path	*****							
	Average Levels Utilized	*****							
	Position has "senior" level	*****							
	Position has "junior" level	*****							
Commission	Commission Is Paid	*****							
	Average Dollar Amount	*****							
	Average Percentage Amount	*****							

# Credits

**Written by:**

Michael F. Maciekowich  
National Director

Brendan Williams  
Director

Michael Conway  
Statistical Analyst

For more information on this survey, or for special data analysis, please contact

Michael F. Maciekowich  
Astron Solutions  
505 8th Avenue, Suite 2200  
New York, NY 10018  
Phone: (800) 520-3889 x8886  
Fax: (212) 792-8256  
E-mail: michaelm@astronsolutions.com

Brendan Williams  
Astron Solutions  
505 8th Avenue, Suite 2200  
New York, NY 10018  
Phone: (800) 520-3889 x8884  
Fax: (212) 792-8256  
E-mail: brwilliams@astronsolutions.com

Michael Conway  
Astron Solutions  
505 8th Avenue, Suite 2200  
New York, NY 10018  
Phone: (800) 520-3889 x8888  
Fax: (212) 792-8256  
E-mail: mjconway@astronsolutions.com

## About Astron Solutions

- **Expertise** – Astron Solutions is a human resources and compensation consulting firm dedicated to the delivery of consulting services and supportive technology. Astron's focus is to develop and implement compensation and performance management programs that support the strategic direction of organizations through the creation of a positive employee relations environment.
- **Complete Packages** – Astron Solutions is able to offer organizations a complete, customized human resources package including advice, innovative program design, and user-friendly PC-based software.
- **Flat Fee Pricing** – Astron Solutions is unique in that it offers one price consulting, a set price for a project that includes all fees and expenses.
- **Reasonable Pricing** – Astron Solutions provides human resource management consulting services equivalent to those provided by large consulting firms, at a cost similar to those charged by sole practitioner consultants.
- **Focus** – Astron Solutions' focus is on the design and implementation of programs that impact an organization's two most important human resource concerns: rising human resource costs and the ability to remain free of organized labor influence.
- **Consulting Specialties** – Astron Solutions' consulting services focus on the areas of total cash compensation, internal job-based pay, external market-based pay, reward and recognition, performance management, communication tools, and employee surveys.
- **Information Technology Specialties** – Astron Solutions' Flare® provides the human resource professional with a series of web-based tools to aid in the day-to-day administration of several human resources programs:
  - **Job description development**
  - **Performance appraisals**
  - **Pay for performance distributions**
  - **Exit interview analysis**
  - **Employee opinion surveys**
  - **HR audit surveys**
- **Finders Keepers** – Are you afraid that your star employees will "jump ship?" Astron Solutions' Finders Keepers Easy Employee Retention Kit will help you every step of the way in your efforts in finding and keeping the best. It's hard to say goodbye to great employees. Our 5-step kit will help you say it less often.

To learn more about Astron Solutions, our services, or our clients, visit our website at <http://www.astronsolutions.com/>

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