



**Muskingum Growth Partnership**

***2011 WAGE & BENEFIT  
SURVEY  
RESULTS***

**Zanesville-Muskingum County Chamber of Commerce**

**205 North Fifth Street . Zanesville, OH 43701**

**(740)455-8282**

Conducted By



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# **INTRODUCTION**

## INTRODUCTION

The Zanesville-Muskingum County Chamber of Commerce in conjunction with the Muskingum Growth Partnership and the Muskingum Valley Human Resource Management Association presents the 2011 results of its annual wage and benefit survey. The survey was compiled by JK Evans & Associates, LLC, a human resources consulting firm based in Zanesville.

The purpose of the survey is to gather current data on the wage and benefit practices of businesses in the area. Businesses can use this information for planning, budgeting, and making other employment decisions. Likewise, businesses considering Zanesville - Muskingum County as a location may also use the survey data to aid in their decision-making. The survey is intended to provide wage and benefit averages and examples for comparison and benchmarking purposes. No attempt has been made to draw conclusions about results. Interpretation of the data is intentionally left up to businesses, which can use the survey information for their individual purposes.

The survey questionnaire was accessed on-line at the Chamber of Commerce web site by businesses wishing to participate. Thirty-nine businesses responded to the survey and provided wage & benefit data. JK Evans & Associates, LLC compiled the survey responses and presents it in a meaningful statistical and graph form to facilitate comparison of survey results with other businesses. All businesses did not answer all questions. Therefore, the number of respondents to each survey question varies. Additionally presented graphs and charts will not always add up to 100% percent because results were rounded to the nearest whole number. The report is presented in the following six sections:

**Section I  
Business Demographics**

**including the types of organizations that participated, ownership types, total number of employees, and union contract information.**

**Section II  
Wages**

**including wage data for jobs under the broad occupational categories.**

**Section III  
Compensation Practices**

**including raise information, types of plans used, premium pay, overtime practices, meal and break policies, shift differential practices, and incentive plan types.**

**Section IV  
Benefits**

**including insurance, leave, and work-life benefits.**

**Section V  
Employment Practices**

**including mileage rates, uniform policies, employee recognition programs, and pre and post employment screening practices.**

**Section VI  
Economy Challenges**

**including cost saving steps and jobs levels where layoffs have occurred.**

The names of participating businesses are confidential and are not published and will not be released. Survey participants were randomly assigned a letter code to identify individual data and to maintain confidentiality.

## **Wage Results**

The wage information is presented in a meaningful statistical and graph form that facilitates comparison of survey results with the wages paid by Muskingum County area businesses. The questionnaire contained jobs representing a cross section of occupational groups including Accounting and Purchasing; Clerical and Administrative; Financial/Banking; Health Care; Behavioral Health; Child Development/Day Care; Engineering; General Maintenance; Production, Warehousing and Distribution; Restaurant and Food Service; Service, Sales and Retail; Skilled Trades; Technical; and Management.

Positions receiving less than three responses were not included in this report. Sufficient responses were not received for the following positions:

### **Behavioral Health**

Case Manager  
Chemical Dependency Counselor I, II, IIIE  
Licensed Independent Social Worker  
Licensed Professional Counselor  
Licensed Professional Clinical Counselor  
Licensed Social Worker

### **Engineering**

Drafter

### **Financial Banking**

Consumer Loan Underwriter  
Collections Specialist

### **Health Care**

Medical Doctor / Physician  
Nurse Practitioner  
Nurse's Aid/Technician  
Occupational Therapist  
Occupational Therapist Assistant  
Physical Therapist  
Physical Therapist Assistant  
Radiology Technologist  
Speech Therapist

### **Management**

Retail Store Manager

### **Restaurant & Food Service**

Greeter/Hostess  
Waiter/Waitress

### **Service, Sales and Retail**

Cashier  
Installer  
Stock Clerk

### **Skilled Trades**

Carpenter  
Plumber

### **Technical**

Research & Design Analyst  
Programmer  
Web Designer

### **Warehousing & Distribution**

O.T.R. Truck Driver

### **Other Positions**

Attorney/LPA  
Personal Trainer/Fitness Instructor

Wages were reported as annual, bi-weekly and hourly rates. When annual salaries were reported, the amount was converted to an hourly rate using 2080 hours for those organizations reporting 40 hours or more per week. This conversion rate was prorated accordingly for organizations reporting less than a 40-hour workweek.

Thanks to the respondents to the 2011 Zanesville-Muskingum County Wage & Benefit Survey. Your participation is very much appreciated by the Chamber and the community. Questions pertaining to the report should be directed to the Chamber at 455-8282.

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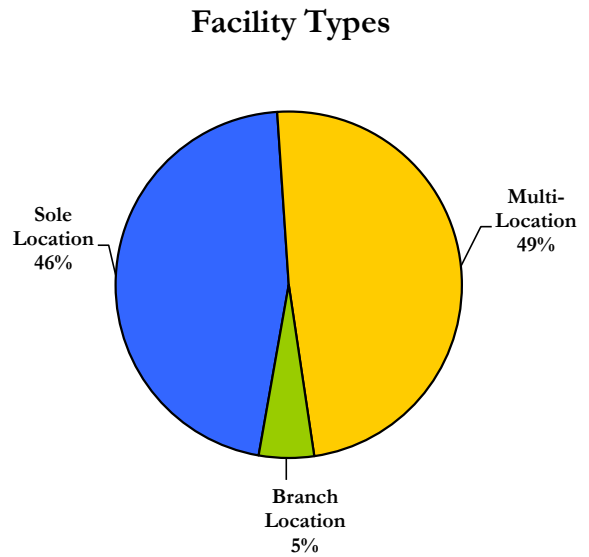
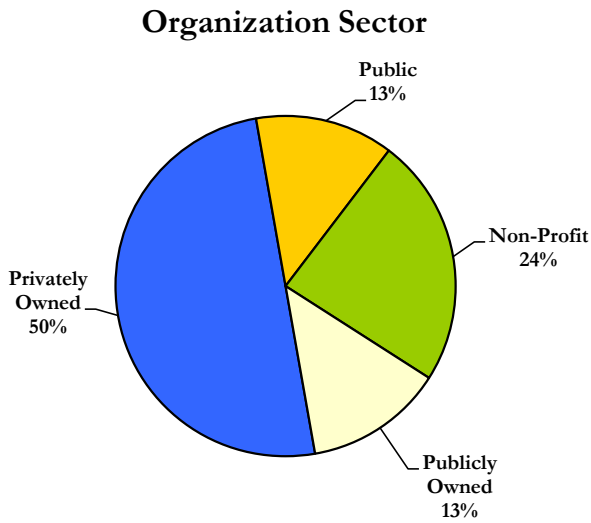
<b>INTRODUCTION</b>	<b>SECTION</b>
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**SECTION I**

**EMPLOYER**  
**DEMOGRAPHICS**

# EMPLOYER DEMOGRAPHICS

## ORGANIZATION STRUCTURE AND FACILITY TYPE



## EMPLOYERS BY INDUSTRY

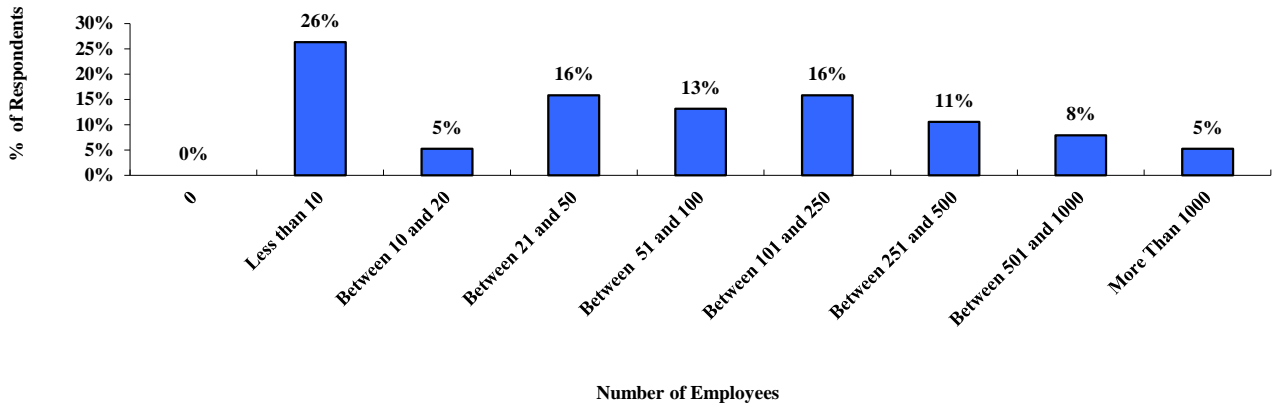
Type of Industry	Respondents	
	Percent	Number
Manufacturing	18%	7
Distribution	10%	4
Non-Profit Organization	10%	4
Healthcare	8%	3
Insurance	8%	3
Banking, Credit Unions, and Lending	5%	2
Construction	5%	2
Education	5%	2
Federal, State and County (Government)	3%	1
Lawn and Landscape	3%	1
Other	3%	1
Cities, Townships, and Villages (Government)	3%	1
Consulting	3%	1
Contracting	3%	1
Financial Services/Investments	3%	1
Housing	3%	1
Management Services	3%	1
Skilled Trades	3%	1
Utilities	3%	1



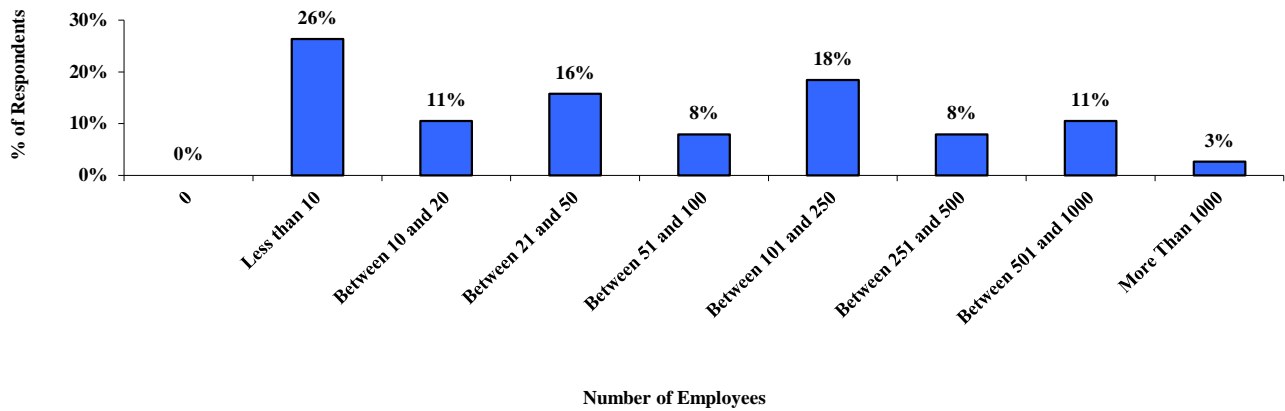
# EMPLOYER DEMOGRAPHICS

## NUMBER OF EMPLOYEES

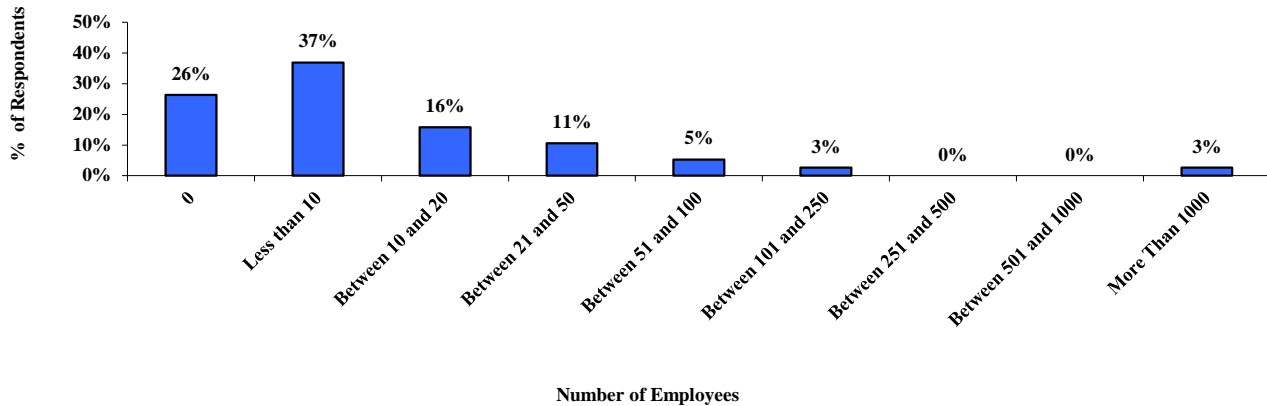
### Total Number of Employees



### Number of Full Time Employees



### Number of Part Time Employees

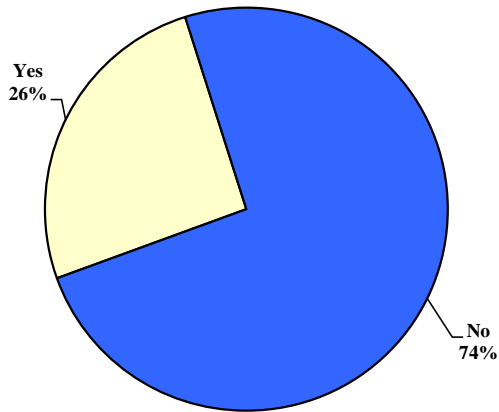


# EMPLOYER DEMOGRAPHICS

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## UNIONS

Employers with Union Contracts



Union Contract Lengths		
Contract Length	Respondents	
	Percent	Number
1 year	0%	0
2 years	10%	1
3 years	50%	5
4 years	0%	0
5 years	0%	0
More than 5 years	40%	4

## **SECTION II**

### **WAGES**

# **ACCOUNTING & PURCHASING**

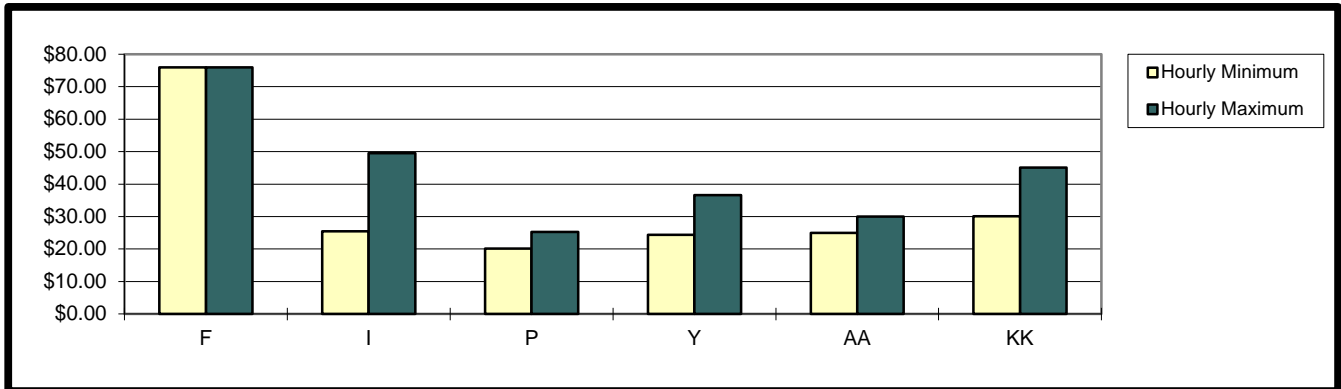
# Accountant, CPA

Oversees the final accounting data, prepares financial statements, participates in financial planning, preparing annual budgets, forecasting and special projects as required.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$75.93	\$75.93	\$6,074.77	\$6,074.77	\$157,944.00	\$157,944.00
I	\$25.48	\$49.52	\$2,038.46	\$3,961.54	\$53,000.00	\$103,000.00
P	\$20.19	\$25.24	\$1,615.38	\$2,019.23	\$42,000.00	\$52,500.00
Y	\$24.42	\$36.63	\$1,953.85	\$2,930.77	\$50,800.00	\$76,200.00
AA	\$25.00	\$30.00	\$100.00	\$120.00	\$2,600.00	\$3,120.00
KK	\$30.05	\$45.10	\$2,403.96	\$3,608.31	\$62,503.00	\$93,816.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
F	\$75.93	Median	F	\$75.93
KK	\$30.05		I	\$49.52
I	\$25.48		KK	\$45.10
AA	\$25.00		Y	\$36.63
Y	\$24.42		AA	\$30.00
P	\$20.19		P	\$25.24
<b>Average</b>	\$33.51		<b>Average</b>	\$43.74



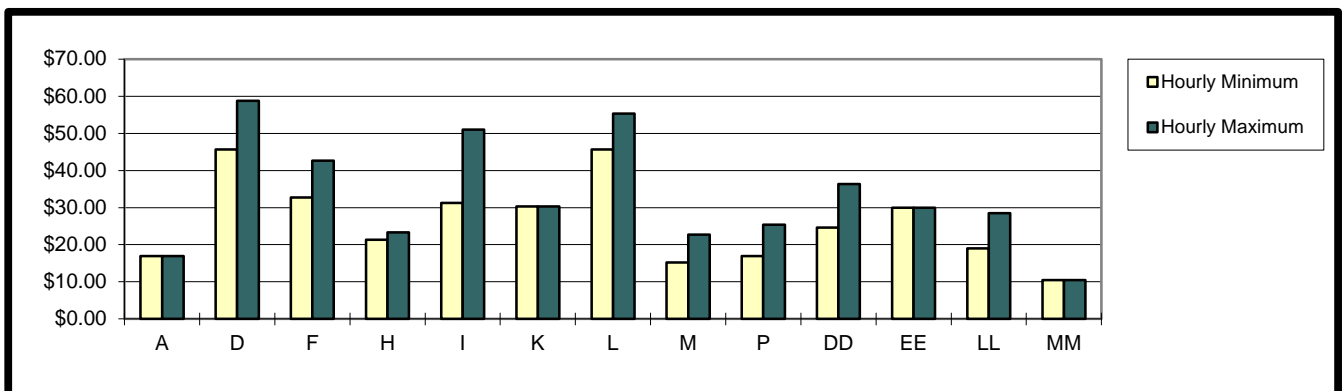
## Accountant/Financial Officer (Non-Certified)

Evaluates accounting reports and data, and monitors and controls the organization's accounting processes. Prepares financial reports and works closely with management in providing financial information to assist in making management decisions. Audits ledgers, reconciles accounts and maintains responsibility for accounting and financial records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$16.97	\$16.97	\$1,357.60	\$1,357.60	\$35,297.60	\$35,297.60
D	\$45.64	\$58.79	\$3,651.20	\$4,703.20	\$94,931.20	\$122,283.20
F	\$32.70	\$42.63	\$2,616.00	\$3,410.31	\$68,016.00	\$88,668.00
H	\$21.32	\$23.32	\$1,705.60	\$1,865.60	\$44,345.60	\$48,505.60
I	\$31.25	\$50.96	\$2,500.00	\$4,076.92	\$65,000.00	\$106,000.00
K	\$30.26	\$30.26	\$2,420.80	\$2,420.80	\$62,940.80	\$62,940.80
L	\$45.67	\$55.29	\$3,653.85	\$4,423.08	\$95,000.10	\$115,000.08
M	\$15.20	\$22.70	\$1,178.00	\$17,474.63	\$30,628.00	\$454,340.50
P	\$16.92	\$25.38	\$1,353.85	\$2,030.77	\$35,200.00	\$52,800.00
DD	\$24.61	\$36.35	\$1,968.92	\$2,908.15	\$51,192.00	\$75,612.00
EE	\$30.00	\$30.00	\$2,400.00	\$2,400.00	\$62,400.00	\$62,400.00
LL	\$18.99	\$28.50	\$1,519.23	\$2,280.00	\$39,500.00	\$59,280.00
MM	\$10.50	\$10.50	\$84.00	\$84.00	\$2,184.00	\$2,184.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
L	\$45.67	Median	D	\$58.79
D	\$45.64		L	\$55.29
F	\$32.70		I	\$50.96
I	\$31.25		F	\$42.63
K	\$30.26		DD	\$36.35
EE	\$30.00		K	\$30.26
DD	\$24.61		EE	\$30.00
H	\$21.32		LL	\$28.50
LL	\$18.99		P	\$25.38
A	\$16.97		H	\$23.32
P	\$16.92		M	\$22.70
M	\$15.20		A	\$16.97
MM	\$10.50		MM	\$10.50
<b>Average</b>	\$26.16			<b>Average</b>



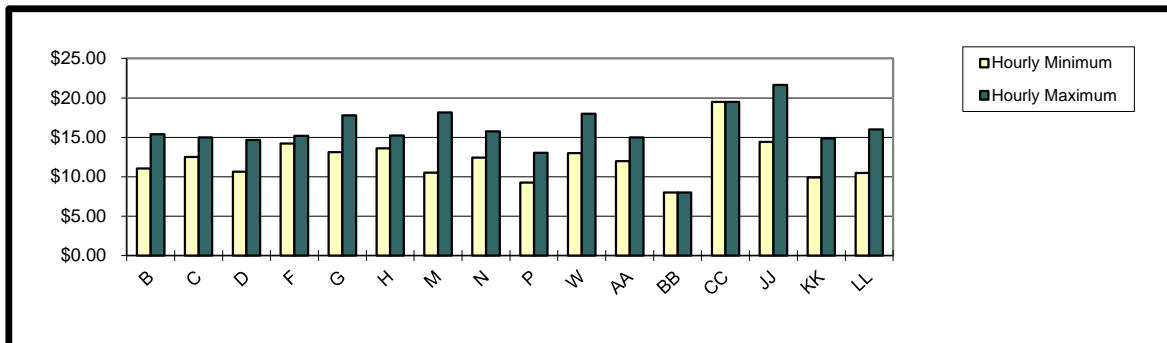
# Accounting Clerk/Bookkeeper

Posts accounting data to records and maintains general bookkeeping documents such as accounts receivables or payables.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$11.07	\$15.41	\$885.60	\$1,232.80	\$23,025.60	\$32,052.80
C	\$12.50	\$15.00	\$1,000.00	\$1,200.00	\$26,000.00	\$31,200.00
D	\$10.66	\$14.67	\$1,000.00	\$1,200.00	\$22,172.80	\$30,513.60
F	\$14.23	\$15.21	\$1,138.62	\$1,217.08	\$29,604.00	\$31,644.00
G	\$13.11	\$17.80	\$1,048.80	\$1,424.00	\$27,268.80	\$37,024.00
H	\$13.60	\$15.23	\$1,088.00	\$1,218.40	\$28,288.00	\$31,678.40
M	\$10.52	\$18.14	\$815.30	\$1,405.85	\$21,197.80	\$36,552.10
N	\$12.45	\$15.75	\$996.00	\$1,260.00	\$25,896.00	\$32,760.00
P	\$9.25	\$13.05	\$740.00	\$1,044.00	\$19,240.00	\$27,144.00
W	\$13.00	\$18.00	\$975.00	\$1,350.00	\$25,350.00	\$35,100.00
AA	\$12.00	\$15.00	\$240.00	\$300.00	\$6,240.00	\$7,800.00
BB	\$8.00	\$8.00	\$640.00	\$640.00	\$16,640.00	\$16,640.00
CC	\$19.49	\$19.49	\$1,461.54	\$1,461.54	\$38,000.00	\$38,000.00
JJ	\$14.42	\$21.63	\$1,153.85	\$1,730.77	\$30,000.00	\$45,000.00
KK	\$9.90	\$14.88	\$792.00	\$1,190.00	\$20,592.00	\$30,940.00
LL	\$10.50	\$16.00	\$840.00	\$1,280.00	\$21,840.00	\$33,280.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
CC	\$19.49	Median	JJ	\$21.63	
JJ	\$14.42		CC	\$19.49	
F	\$14.23		M	\$18.14	
H	\$13.60		W	\$18.00	
G	\$13.11		G	\$17.80	
W	\$13.00		LL	\$16.00	
C	\$12.50		N	\$15.75	
N	\$12.45		B	\$15.41	
AA	\$12.00		H	\$15.23	
B	\$11.07		F	\$15.21	
D	\$10.66		AA	\$15.00	
M	\$10.52		C	\$15.00	
LL	\$10.50		KK	\$14.88	
KK	\$9.90		D	\$14.67	
P	\$9.25		P	\$13.05	
BB	\$8.00		BB	\$8.00	
<b>Average</b>	\$12.17			<b>Average</b>	\$15.83



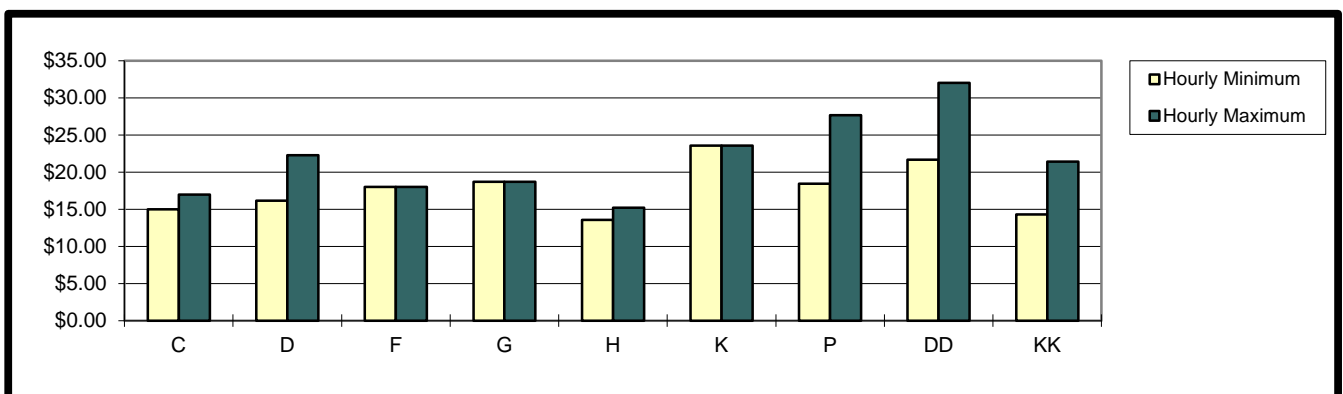
# Buyer/Purchasing Agent

Procures and expedites materials and services. Obtains quotes, evaluates bids, and recommends purchase. Processes requisition and maintains related records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
C	\$15.00	\$17.00	\$1,200.00	\$1,360.00	\$31,200.00	\$35,360.00
D	\$16.18	\$22.27	\$1,294.40	\$1,781.60	\$33,654.40	\$46,321.60
F	\$18.02	\$18.02	\$1,441.85	\$1,441.85	\$37,488.00	\$37,488.00
G	\$18.69	\$18.69	\$1,495.20	\$1,495.20	\$38,875.20	\$38,875.20
H	\$13.60	\$15.23	\$1,088.00	\$1,218.40	\$28,288.00	\$31,678.40
K	\$23.59	\$23.59	\$1,887.20	\$1,887.20	\$49,067.20	\$49,067.20
P	\$18.46	\$27.69	\$1,476.92	\$2,215.38	\$38,400.00	\$57,600.00
DD	\$21.68	\$32.03	\$1,734.40	\$2,562.40	\$45,094.40	\$66,622.40
KK	\$14.29	\$21.44	\$1,143.42	\$1,715.12	\$29,729.00	\$44,593.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
K	\$23.59	Median	DD	\$32.03
DD	\$21.68		P	\$27.69
G	\$18.69		K	\$23.59
P	\$18.46		D	\$22.27
F	\$18.02		KK	\$21.44
D	\$16.18		G	\$18.69
C	\$15.00		F	\$18.02
KK	\$14.29		C	\$17.00
H	\$13.60		H	\$15.23
Average	\$17.72			Average



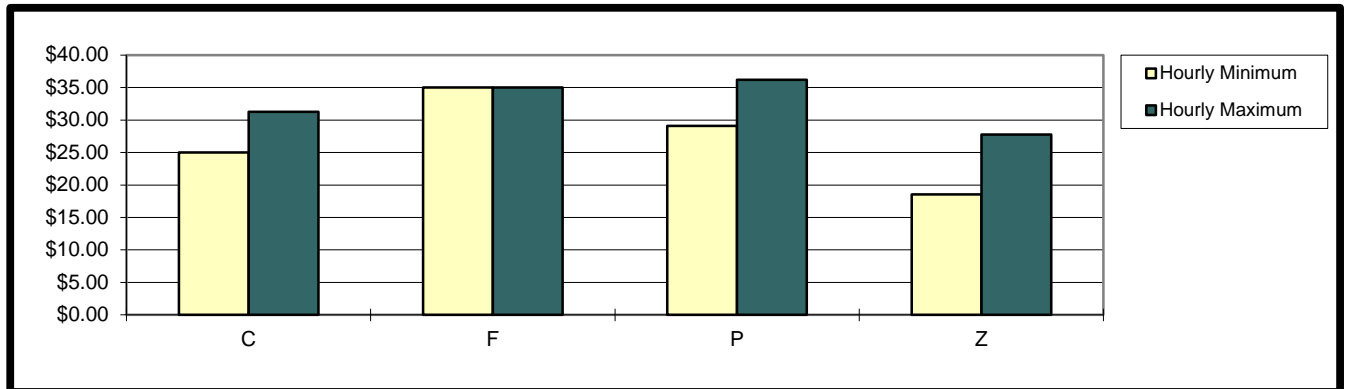
# Purchasing Manager

Individual who negotiates with vendors for goods and services, establishes purchasing policies and ensures compliance, develops new supply sources where vendors are inadequate, examines bids and makes awards, establishes account/ credit and terms, may negotiate purchase orders and monitor costs.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
C	\$25.00	\$31.25	\$2,000.00	\$2,500.00	\$52,000.00	\$65,000.00
F	\$34.99	\$34.99	\$2,799.23	\$2,799.23	\$72,780.00	\$72,780.00
P	\$29.09	\$36.18	\$2,326.92	\$2,894.23	\$60,500.00	\$75,250.00
Z	\$18.53	\$27.76	\$1,482.69	\$2,221.15	\$38,550.00	\$57,750.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
F	\$34.99	Median	P	\$36.18
P	\$29.09		F	\$34.99
C	\$25.00		C	\$31.25
Z	\$18.53		Z	\$27.76
Average	\$26.90		Average	\$32.55



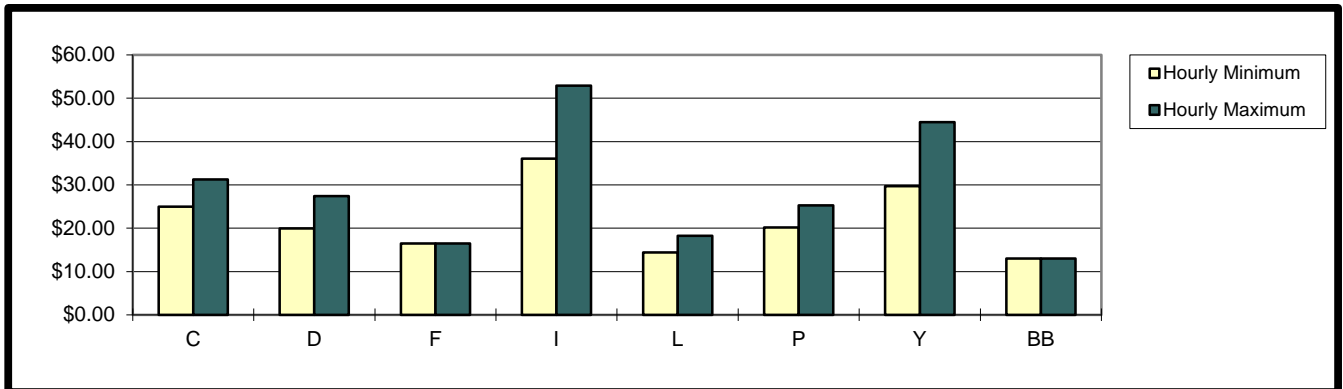
# Senior Accountant

Performs advanced bookkeeping including balancing accounts and records, verifying data, and preparing accounting reports for management. May supervise other accounting staff.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
C	\$25.00	\$31.25	\$2,000.00	\$2,500.00	\$52,000.00	\$65,000.00
D	\$19.93	\$27.44	\$1,594.40	\$2,195.20	\$41,454.40	\$57,075.20
F	\$16.50	\$16.50	\$1,320.00	\$1,320.00	\$34,320.00	\$34,320.00
I	\$36.06	\$52.88	\$2,884.62	\$4,230.77	\$75,000.00	\$110,000.00
L	\$14.42	\$18.27	\$1,153.85	\$1,461.54	\$30,000.10	\$38,000.04
P	\$20.19	\$25.24	\$1,615.38	\$2,019.23	\$42,000.00	\$52,500.00
Y	\$29.71	\$44.52	\$2,376.92	\$3,561.54	\$61,800.00	\$92,600.00
BB	\$13.00	\$13.00	\$1,040.00	\$1,040.00	\$27,040.00	\$27,040.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$36.06	<b>Median</b>	I	\$52.88
Y	\$29.71		Y	\$44.52
C	\$25.00		C	\$31.25
P	\$20.19		D	\$27.44
D	\$19.93		P	\$25.24
F	\$16.50		L	\$18.27
L	\$14.42		F	\$16.50
BB	\$13.00		BB	\$13.00
<b>Average</b>	\$21.85			<b>Average</b>



# **CHILD DEVELOPMENT/DAY CARE**

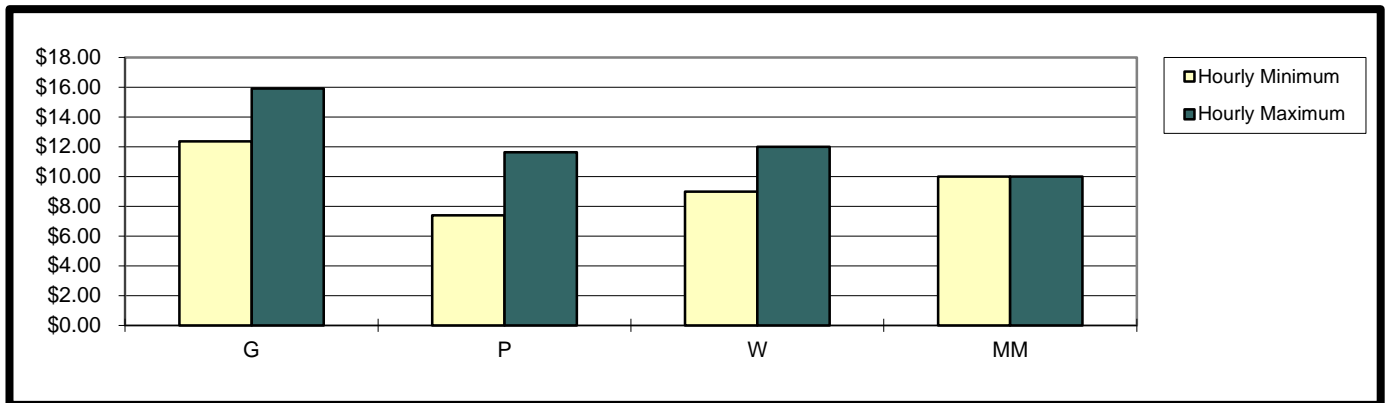
# Classroom Assistant/Teacher's Aide

Provide instructional and clerical support for classroom teachers and assists and monitors students.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
<b>G</b>	\$12.36	\$15.92	\$791.04	\$1,018.88	\$20,567.04	\$26,490.88
<b>P</b>	\$7.40	\$11.63	\$592.31	\$930.77	\$15,400.00	\$24,200.00
<b>W</b>	\$9.00	\$12.00	\$675.00	\$900.00	\$17,550.00	\$23,400.00
<b>MM</b>	\$10.00	\$10.00	\$500.00	\$500.00	\$13,000.00	\$13,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
<b>G</b>	\$12.36		<b>G</b>	\$15.92
<b>MM</b>	\$10.00		<b>W</b>	\$12.00
<b>W</b>	\$9.00		<b>P</b>	\$11.63
<b>P</b>	\$7.40		<b>MM</b>	\$10.00
<b>Average</b>	\$9.69		<b>Average</b>	\$12.39



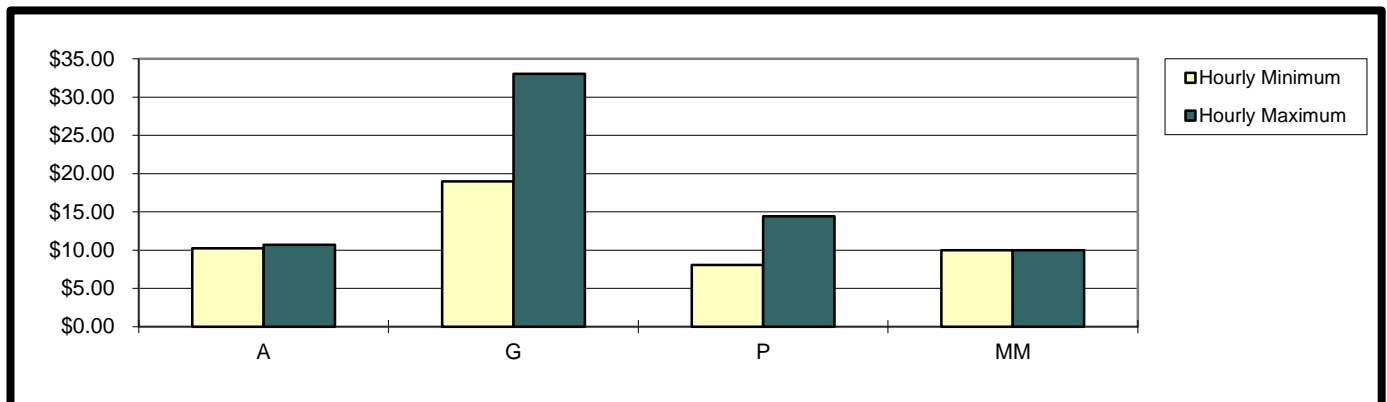
# Early Childhood Teacher

Teaches in a public or private setting and implements individual and group educational programs for children enrolled in pre-school program.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$10.22	\$10.72	\$817.60	\$857.60	\$21,257.60	\$22,297.60
G	\$18.99	\$33.05	\$1,329.38	\$2,313.15	\$34,564.00	\$60,142.00
P	\$8.08	\$14.42	\$646.15	\$1,153.85	\$16,800.00	\$30,000.00
MM	\$10.00	\$10.00	\$80.00	\$80.00	\$2,080.00	\$2,080.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
G	\$18.99	Median	G	\$33.05
A	\$10.22		P	\$14.42
MM	\$10.00		A	\$10.72
P	\$8.08		MM	\$10.00
Average	\$11.82		Average	\$17.05



# **CLERICAL & ADMINISTRATIVE**

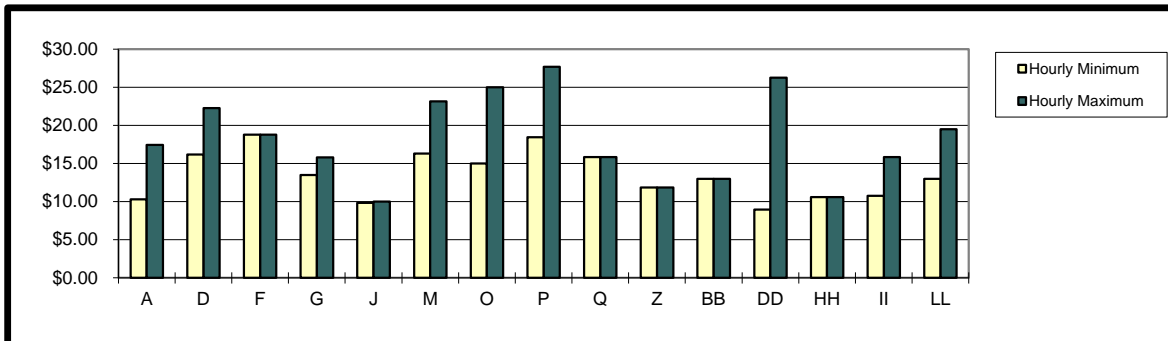
# Administrative Assistant/Executive Secretary

Provides responsible administrative, executive and secretarial support to management. An administrative exempt position that exercises discretion, and provides input, information and support to management in making management decisions, development of policy and operation of the organization. Employee may handle confidential information.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$10.30	\$17.44	\$824.00	\$1,395.20	\$21,424.00	\$36,275.20
D	\$16.18	\$22.27	\$1,294.40	\$1,781.60	\$33,654.40	\$46,321.60
F	\$18.78	\$18.78	\$1,502.31	\$1,502.31	\$39,060.00	\$39,060.00
G	\$13.50	\$15.82	\$1,080.00	\$1,265.60	\$28,080.00	\$32,905.60
J	\$9.83	\$10.00	\$786.40	\$800.00	\$20,446.40	\$20,800.00
M	\$16.31	\$23.18	\$1,264.03	\$1,796.45	\$32,864.65	\$46,707.70
O	\$15.00	\$25.00	\$1,200.00	\$2,000.00	\$31,200.00	\$52,000.00
P	\$18.46	\$27.69	\$1,476.92	\$2,215.38	\$38,400.00	\$57,600.00
Q	\$15.87	\$15.87	\$1,269.23	\$1,269.23	\$33,000.00	\$33,000.00
Z	\$11.85	\$11.85	\$829.50	\$829.50	\$21,567.00	\$21,567.00
BB	\$13.00	\$13.00	\$1,040.00	\$1,040.00	\$27,040.00	\$27,040.00
DD	\$8.98	\$26.26	\$538.80	\$1,575.60	\$14,008.80	\$40,965.60
HH	\$10.61	\$10.61	\$848.80	\$848.80	\$22,068.80	\$22,068.80
II	\$10.75	\$15.84	\$860.00	\$1,267.20	\$22,360.00	\$32,947.20
LL	\$13.00	\$19.50	\$1,040.00	\$1,560.00	\$27,040.00	\$40,560.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
F	\$18.78	Median	P	\$27.69	
P	\$18.46		DD	\$26.26	
M	\$16.31		O	\$25.00	
D	\$16.18		M	\$23.18	
Q	\$15.87		D	\$22.27	
O	\$15.00		LL	\$19.50	
G	\$13.50		F	\$18.78	
BB	\$13.00		A	\$17.44	
LL	\$13.00		Q	\$15.87	
Z	\$11.85		II	\$15.84	
II	\$10.75		G	\$15.82	
HH	\$10.61		BB	\$13.00	
A	\$10.30		Z	\$11.85	
J	\$9.83		HH	\$10.61	
DD	\$8.98		J	\$10.00	
<b>Average</b>	<b>\$13.49</b>			<b>Average</b>	<b>\$18.21</b>



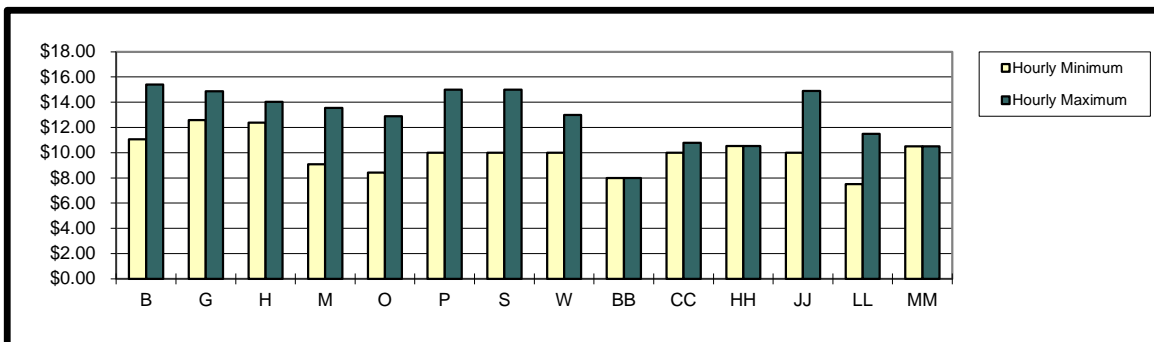
# Clerk/Receptionist

Performs general clerical duties including typing, word processing, filing and other basic tasks. Greets customers and answers telephone. Directs customers and calls to requested parties, provides general information, and answers routine inquiries.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$11.07	\$15.41	\$885.60	\$1,232.80	\$23,025.60	\$32,052.80
G	\$12.59	\$14.88	\$1,007.20	\$1,190.40	\$26,187.20	\$30,950.40
H	\$12.39	\$14.02	\$991.20	\$1,121.60	\$25,771.20	\$29,161.60
M	\$9.08	\$13.55	\$703.70	\$1,050.13	\$18,296.20	\$27,303.25
O	\$8.41	\$12.90	\$672.80	\$1,032.00	\$17,492.80	\$26,832.00
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
S	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
W	\$10.00	\$13.00	\$750.00	\$975.00	\$19,500.00	\$25,350.00
BB	\$8.00	\$8.00	\$640.00	\$640.00	\$16,640.00	\$16,640.00
CC	\$10.00	\$10.77	\$400.00	\$807.69	\$10,400.00	\$21,000.00
HH	\$10.52	\$10.52	\$841.60	\$841.60	\$21,881.60	\$21,881.60
JJ	\$10.00	\$14.90	\$800.00	\$1,192.31	\$20,800.00	\$31,000.00
LL	\$7.50	\$11.50	\$360.00	\$552.00	\$9,360.00	\$14,352.00
MM	\$10.50	\$10.50	\$525.00	\$525.00	\$13,650.00	\$13,650.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
G	\$12.59	Median	B	\$15.41
H	\$12.39		S	\$15.00
B	\$11.07		P	\$15.00
HH	\$10.52		JJ	\$14.90
MM	\$10.50		G	\$14.88
JJ	\$10.00		H	\$14.02
P	\$10.00		M	\$13.55
W	\$10.00		W	\$13.00
S	\$10.00		O	\$12.90
CC	\$10.00		LL	\$11.50
M	\$9.08		CC	\$10.77
O	\$8.41		HH	\$10.52
BB	\$8.00		MM	\$10.50
LL	\$7.50		BB	\$8.00
<b>Average</b>	\$10.00			<b>Average</b>



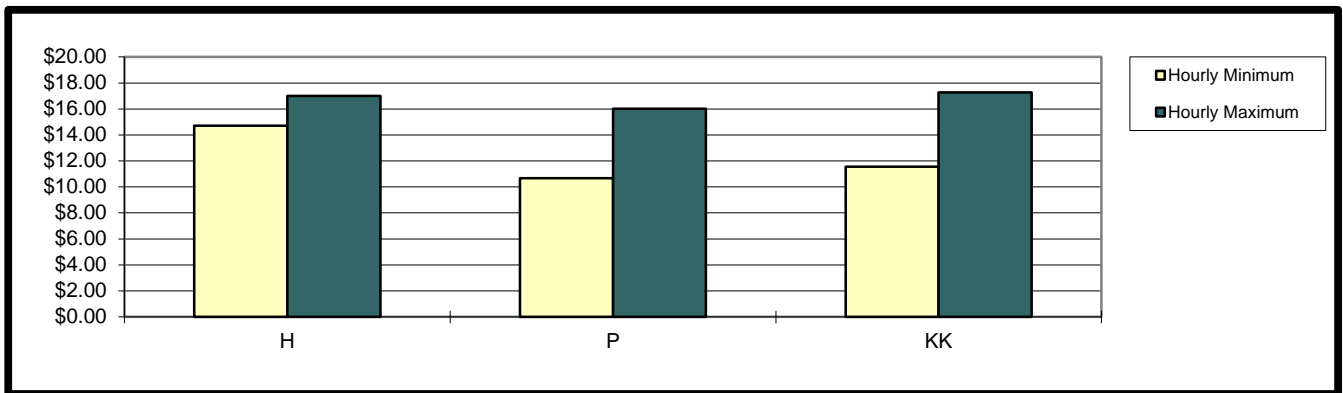
# Data Entry Operator

Enters data into computer spreadsheets or databases. Encodes information, sorts and retrieves data and generates reports.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
H	\$14.72	\$17.00	\$1,177.60	\$1,360.00	\$30,617.60	\$35,360.00
P	\$10.67	\$16.01	\$853.85	\$1,280.77	\$22,200.00	\$33,300.00
KK	\$11.55	\$17.28	\$924.00	\$1,382.00	\$24,024.00	\$35,932.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
H	\$14.72	Median	KK	\$17.28
KK	\$11.55		H	\$17.00
P	\$10.67		P	\$16.01
Average	\$12.31		Average	\$16.76



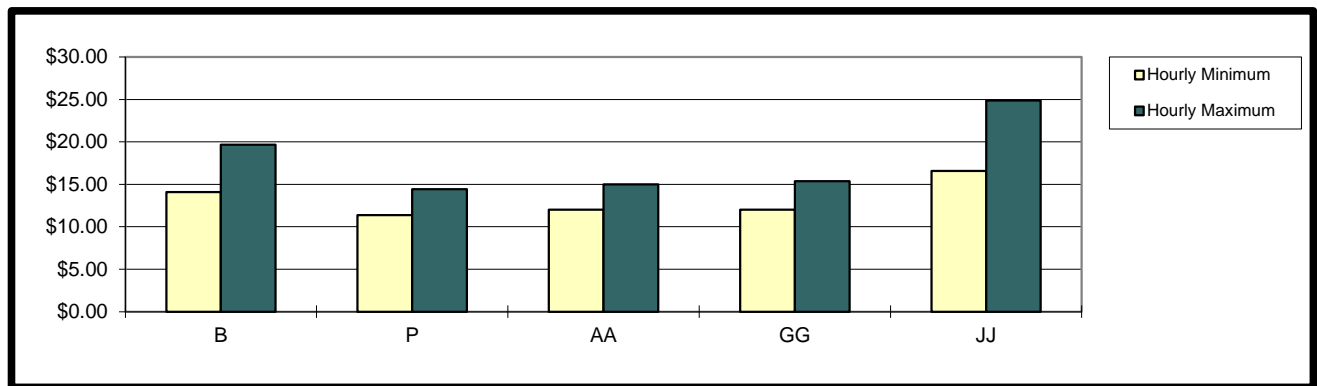
# Office Manager

Manages office operations and office staff, and ensures work complies with organizational policy and procedures. Evaluates and implements procedures to improve office efficiency and productivity.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$14.08	\$19.65	\$1,126.40	\$1,572.00	\$29,286.40	\$40,872.00
P	\$11.38	\$14.42	\$910.38	\$1,153.85	\$23,670.00	\$30,000.00
AA	\$12.00	\$15.00	\$576.00	\$720.00	\$14,976.00	\$18,720.00
GG	\$12.00	\$15.38	\$960.00	\$1,230.40	\$24,960.00	\$31,990.40
JJ	\$16.59	\$24.86	\$1,326.92	\$1,988.46	\$34,500.00	\$51,700.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
JJ	\$16.59	Median	JJ	\$24.86
B	\$14.08		B	\$19.65
GG	\$12.00		GG	\$15.38
AA	\$12.00		AA	\$15.00
P	\$11.38		P	\$14.42
Average	\$13.21		Average	\$17.86



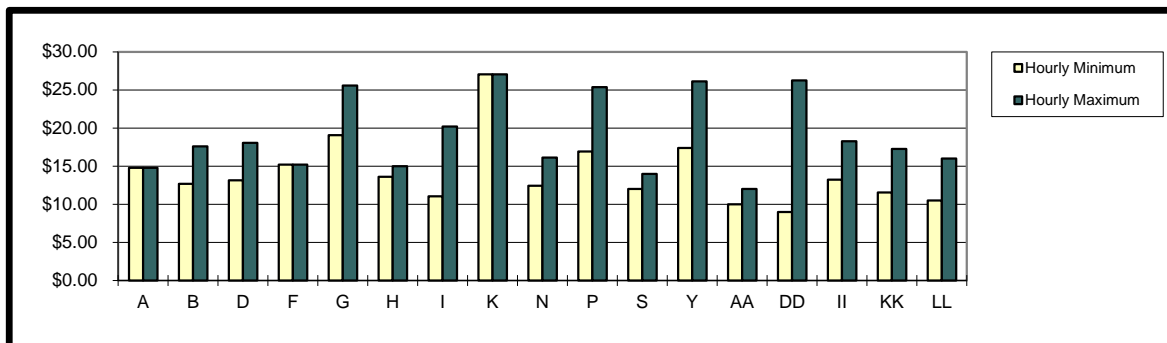
# Payroll/Personnel Clerk

Processes the organization's payroll. Maintains and processes employment records, and performs related general clerical duties. Processes status changes, and prepares reports reflecting personnel action and other information.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$14.77	\$14.77	\$1,181.60	\$1,181.60	\$30,721.60	\$30,721.60
B	\$12.69	\$17.60	\$1,015.20	\$1,408.00	\$26,395.20	\$36,608.00
D	\$13.13	\$18.07	\$1,050.40	\$1,445.60	\$27,310.40	\$37,585.60
F	\$15.21	\$15.21	\$1,217.08	\$1,217.08	\$31,644.00	\$31,644.00
G	\$19.07	\$25.60	\$1,525.60	\$2,048.00	\$39,665.60	\$53,248.00
H	\$13.60	\$15.00	\$1,088.00	\$1,200.00	\$28,288.00	\$31,200.00
I	\$11.06	\$20.19	\$884.62	\$1,615.38	\$23,000.00	\$42,000.00
K	\$27.06	\$27.06	\$2,164.80	\$2,164.80	\$56,284.80	\$56,284.80
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$16.92	\$25.38	\$1,353.85	\$2,030.77	\$35,200.00	\$52,800.00
S	\$12.00	\$14.00	\$960.00	\$1,120.00	\$24,960.00	\$29,120.00
Y	\$17.40	\$26.11	\$1,392.31	\$2,088.46	\$36,200.00	\$54,300.00
AA	\$10.00	\$12.00	\$120.00	\$144.00	\$3,120.00	\$3,744.00
DD	\$8.98	\$26.26	\$718.40	\$2,100.80	\$18,678.40	\$54,620.80
II	\$13.25	\$18.29	\$1,060.00	\$1,463.20	\$27,560.00	\$38,043.20
KK	\$11.55	\$17.28	\$924.00	\$1,382.00	\$24,024.00	\$35,932.00
LL	\$10.50	\$16.00	\$840.00	\$1,280.00	\$21,840.00	\$33,280.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
K	\$27.06	Median	K	\$27.06	
G	\$19.07		DD	\$26.26	
Y	\$17.40		Y	\$26.11	
P	\$16.92		G	\$25.60	
F	\$15.21		P	\$25.38	
A	\$14.77		I	\$20.19	
H	\$13.60		II	\$18.29	
II	\$13.25		D	\$18.07	
D	\$13.13		B	\$17.60	
B	\$12.69		KK	\$17.28	
N	\$12.45		N	\$16.15	
S	\$12.00		LL	\$16.00	
KK	\$11.55		F	\$15.21	
I	\$11.06		H	\$15.00	
LL	\$10.50		A	\$14.77	
AA	\$10.00		S	\$14.00	
DD	\$8.98		AA	\$12.00	
<b>Average</b>	\$14.10			<b>Average</b>	\$19.12



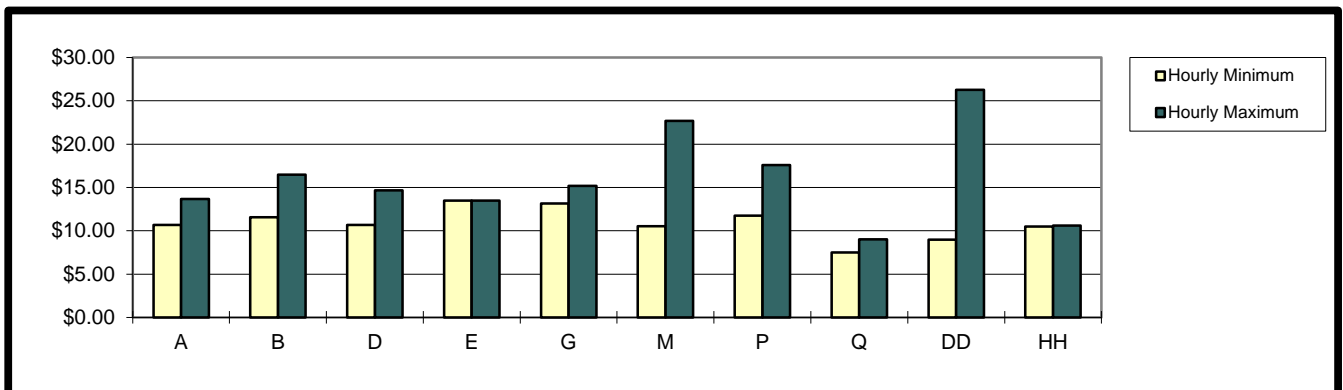
# Secretary

Provides general secretarial support for supervisor, other staff or for a function. Word processes documents, enters data, and generates reports, correspondence and other documents. Maintains office files and operates copier and other general office equipment.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$10.68	\$13.68	\$854.40	\$1,094.40	\$22,214.40	\$28,454.40
B	\$11.58	\$16.49	\$926.40	\$1,319.20	\$24,086.40	\$34,299.20
D	\$10.66	\$14.67	\$852.80	\$1,173.60	\$22,172.80	\$30,513.60
E	\$13.50	\$13.50	\$675.00	\$675.00	\$17,550.00	\$17,550.00
G	\$13.15	\$15.17	\$920.50	\$1,061.90	\$23,933.00	\$27,609.40
M	\$10.52	\$22.70	\$815.30	\$1,759.25	\$21,197.80	\$45,740.50
P	\$11.73	\$17.60	\$938.46	\$1,407.69	\$24,400.00	\$36,600.00
Q	\$7.50	\$9.00	\$225.00	\$270.00	\$5,850.00	\$7,020.00
DD	\$8.98	\$26.26	\$718.40	\$2,100.80	\$18,678.40	\$54,620.80
HH	\$10.50	\$10.61	\$840.00	\$848.80	\$21,840.00	\$22,068.80

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
E	\$13.50	Median	DD	\$26.26	
G	\$13.15		M	\$22.70	
P	\$11.73		P	\$17.60	
B	\$11.58		B	\$16.49	
A	\$10.68		G	\$15.17	
D	\$10.66		D	\$14.67	
M	\$10.52		A	\$13.68	
HH	\$10.50		E	\$13.50	
DD	\$8.98		HH	\$10.61	
Q	\$7.50		Q	\$9.00	
Average	\$10.88			Average	\$15.97



**ENGINEERING**

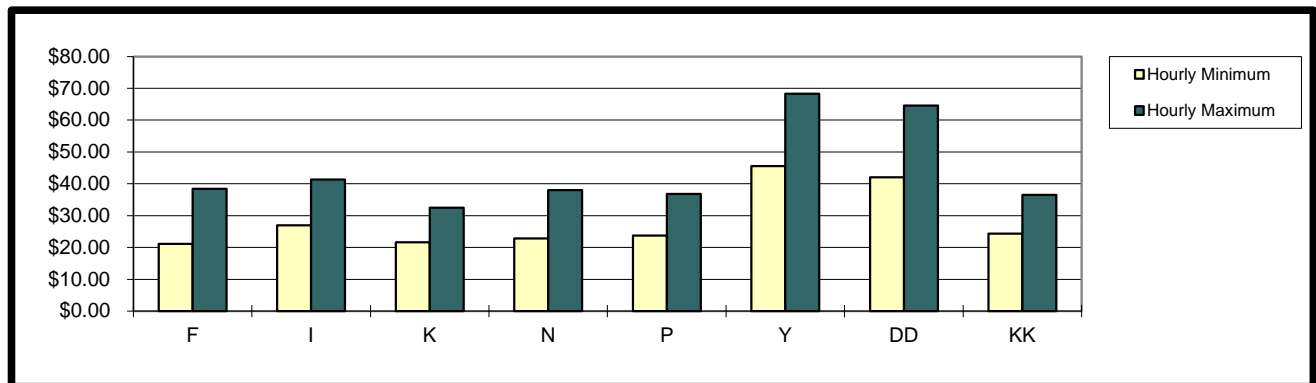
# Engineer

A professional engineer. Develops engineering plans and specifications for major projects or products, and maintains responsibility to complete engineering projects in accordance with timeframes and professional engineering standards.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$21.16	\$38.47	\$1,692.92	\$3,077.54	\$44,016.00	\$80,016.00
I	\$26.92	\$41.35	\$2,153.85	\$3,307.69	\$56,000.00	\$86,000.00
K	\$21.64	\$32.45	\$1,731.20	\$2,596.00	\$45,011.20	\$67,496.00
N	\$22.84	\$38.03	\$1,826.92	\$3,042.31	\$47,500.00	\$79,100.00
P	\$23.75	\$36.83	\$1,900.00	\$2,946.15	\$49,400.00	\$76,600.00
Y	\$45.58	\$68.27	\$3,646.15	\$5,461.54	\$94,800.00	\$142,000.00
DD	\$42.08	\$64.56	\$3,366.46	\$5,164.62	\$87,528.00	\$134,280.00
KK	\$24.31	\$36.49	\$1,944.73	\$2,919.46	\$50,563.00	\$75,906.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$45.58	Median	Y	\$68.27
DD	\$42.08		DD	\$64.56
I	\$26.92		I	\$41.35
KK	\$24.31		F	\$38.47
P	\$23.75		N	\$38.03
N	\$22.84		P	\$36.83
K	\$21.64		KK	\$36.49
F	\$21.16		K	\$32.45
<b>Average</b>	\$28.53		<b>Average</b>	\$44.56



# **FINANCIAL/BANKING**

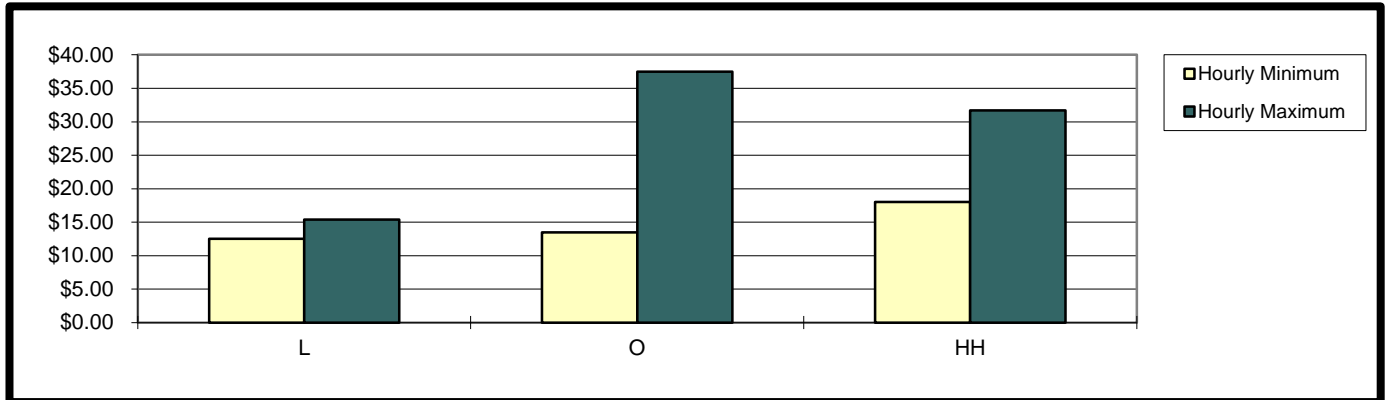
# Branch Manager

Coordinates and administers all branch office operations to assure a profitable branch office and maintains good public relations within the branch community. Responsible for participating in the achievement of corporate sales and service goals to build customer (both internal and external) relationships and enhance shareholder value.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
L	\$12.50	\$15.38	\$1,000.00	\$1,230.77	\$26,000.00	\$32,000.02
O	\$13.46	\$37.50	\$1,076.92	\$3,000.00	\$28,000.00	\$78,000.00
HH	\$18.03	\$31.72	\$1,442.31	\$2,537.50	\$37,500.06	\$65,975.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
HH	\$18.03	Median	O	\$37.50
O	\$13.46		HH	\$31.72
L	\$12.50		L	\$15.38
Average	\$14.66		Average	\$28.20



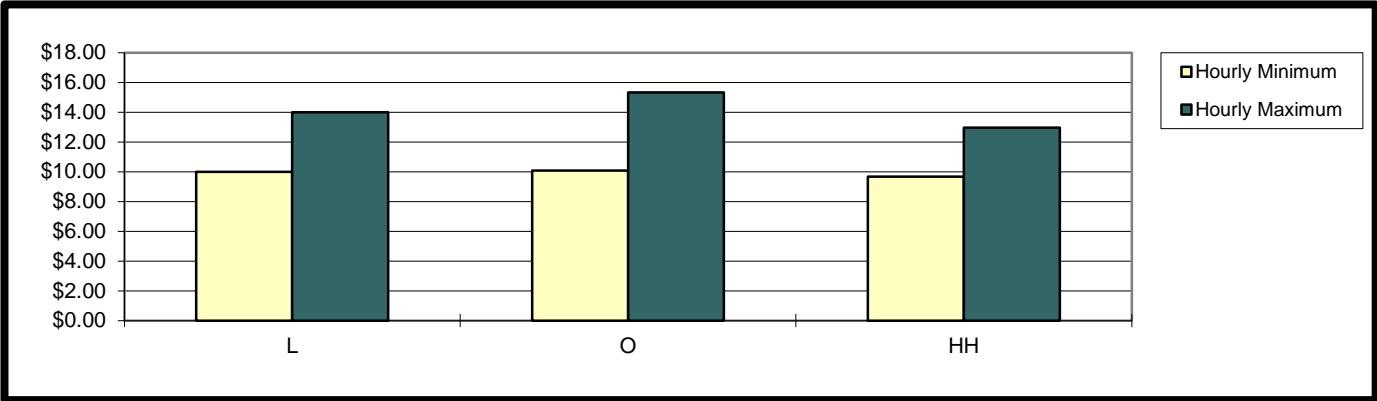
# Head Teller

Coordinates and schedules activities of tellers, ensuring that work is performed in accordance with established policies and procedures. Processes transactions and may perform the duties of a teller.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
L	\$10.00	\$14.00	\$800.00	\$1,120.00	\$20,800.00	\$29,120.00
O	\$10.08	\$15.34	\$806.40	\$1,227.20	\$20,966.40	\$31,907.20
HH	\$9.68	\$12.98	\$774.40	\$1,038.40	\$20,134.40	\$26,998.40

### Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
O	\$10.08	Median	O	\$15.34
L	\$10.00		L	\$14.00
HH	\$9.68		HH	\$12.98
<b>Average</b>	\$9.92		<b>Average</b>	\$14.11



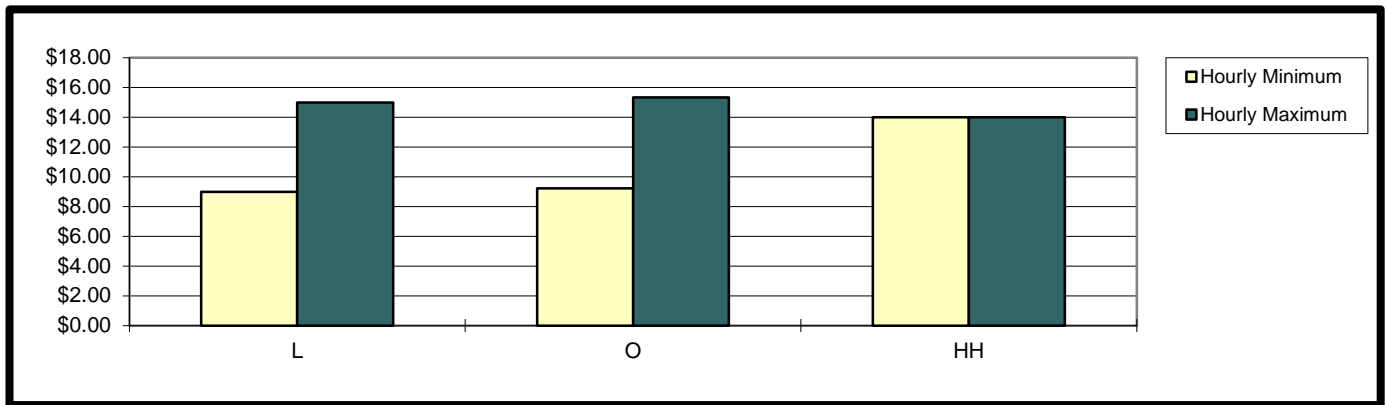
# Loan Processor

Processes loan applications by ensuring accurate and adequate information is collected from the consumer. Gathers credit information and may originate and price loans. Supports the institution's culture through on-going customer contact, quality customer service, and superior product knowledge.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
L	\$9.00	\$15.00	\$720.00	\$1,200.00	\$18,720.00	\$31,200.00
O	\$9.22	\$15.34	\$737.60	\$1,227.20	\$19,177.60	\$31,907.20
HH	\$14.01	\$14.01	\$1,120.80	\$1,120.80	\$29,140.80	\$29,140.80

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
HH	\$14.01	Median	O	\$15.34
O	\$9.22		L	\$15.00
L	\$9.00		HH	\$14.01
Average	\$10.74		Average	\$14.78



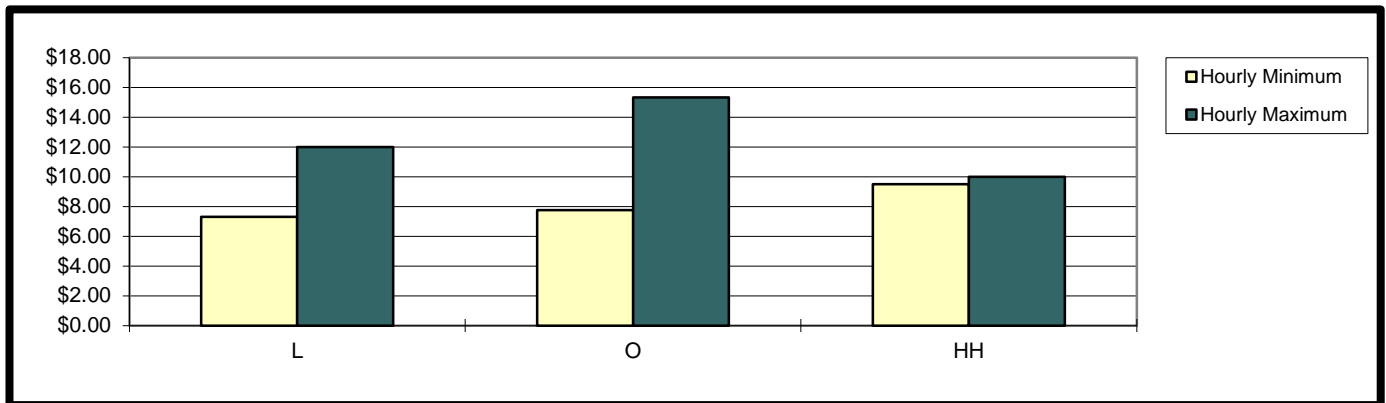
# Teller

Operates teller drawer and provides customer service to customers. Receives and processes deposits and withdrawals, and maintains records of financial transactions. Issues negotiable instruments.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
L	\$7.30	\$12.00	\$584.00	\$960.00	\$15,184.00	\$24,960.00
O	\$7.77	\$15.34	\$621.60	\$1,227.20	\$16,161.60	\$31,907.20
HH	\$9.50	\$10.00	\$760.00	\$800.00	\$19,760.00	\$20,800.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
HH	\$9.50	Median	O	\$15.34
O	\$7.77		L	\$12.00
L	\$7.30		HH	\$10.00
Average	\$8.19		Average	\$12.45



# **GENERAL MAINTENANCE**

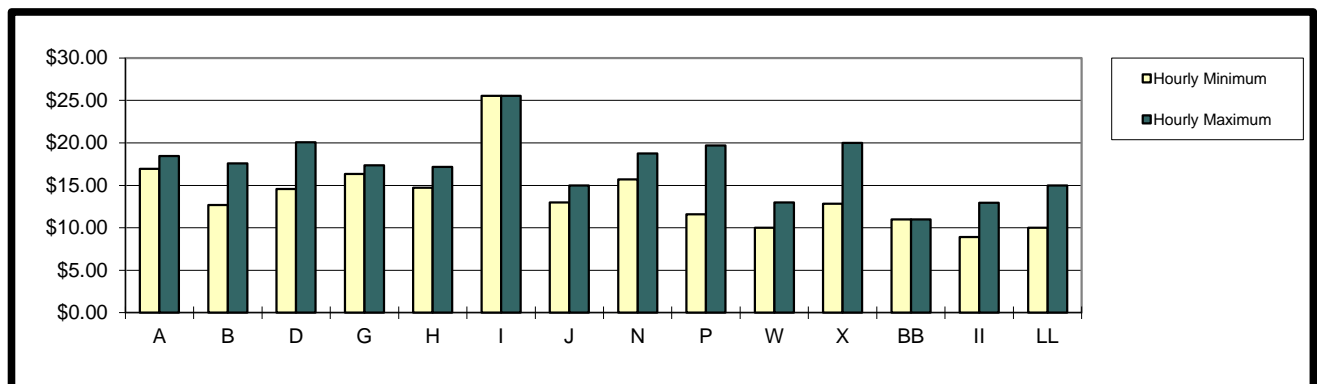
# Building Maintenance Worker

Performs general maintenance to building and facilities including general plumbing, electrical, construction and other repairs or maintenance. May perform general grounds maintenance, in conjunction with building maintenance tasks.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$16.95	\$18.47	\$1,356.00	\$1,477.60	\$35,256.00	\$38,417.60
B	\$12.69	\$17.60	\$1,015.20	\$1,408.00	\$26,395.20	\$36,608.00
D	\$14.57	\$20.06	\$1,165.60	\$1,604.80	\$30,305.60	\$41,724.80
G	\$16.35	\$17.38	\$1,308.00	\$1,390.40	\$34,008.00	\$36,150.40
H	\$14.72	\$17.17	\$1,177.60	\$1,373.60	\$30,617.60	\$35,713.60
I	\$25.55	\$25.55	\$2,044.00	\$2,044.00	\$53,144.00	\$53,144.00
J	\$13.00	\$15.00	\$1,040.00	\$1,200.00	\$27,040.00	\$31,200.00
N	\$15.70	\$18.75	\$1,256.00	\$1,500.00	\$32,656.00	\$39,000.00
P	\$11.59	\$19.71	\$926.92	\$1,576.92	\$24,100.00	\$41,000.00
W	\$10.00	\$13.00	\$750.00	\$975.00	\$19,500.00	\$25,350.00
X	\$12.85	\$20.00	\$1,028.00	\$1,600.00	\$26,728.00	\$41,600.00
BB	\$11.00	\$11.00	\$440.00	\$440.00	\$11,440.00	\$11,440.00
II	\$8.90	\$12.96	\$712.00	\$1,036.80	\$18,512.00	\$26,956.80
LL	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.55	Median	I	\$25.55
A	\$16.95		D	\$20.06
G	\$16.35		X	\$20.00
N	\$15.70		P	\$19.71
H	\$14.72		N	\$18.75
D	\$14.57		A	\$18.47
J	\$13.00		B	\$17.60
X	\$12.85		G	\$17.38
B	\$12.69		H	\$17.17
P	\$11.59		J	\$15.00
BB	\$11.00		LL	\$15.00
W	\$10.00		W	\$13.00
LL	\$10.00		II	\$12.96
II	\$8.90		BB	\$11.00
<b>Average</b>	<b>\$13.85</b>			<b>Average</b>



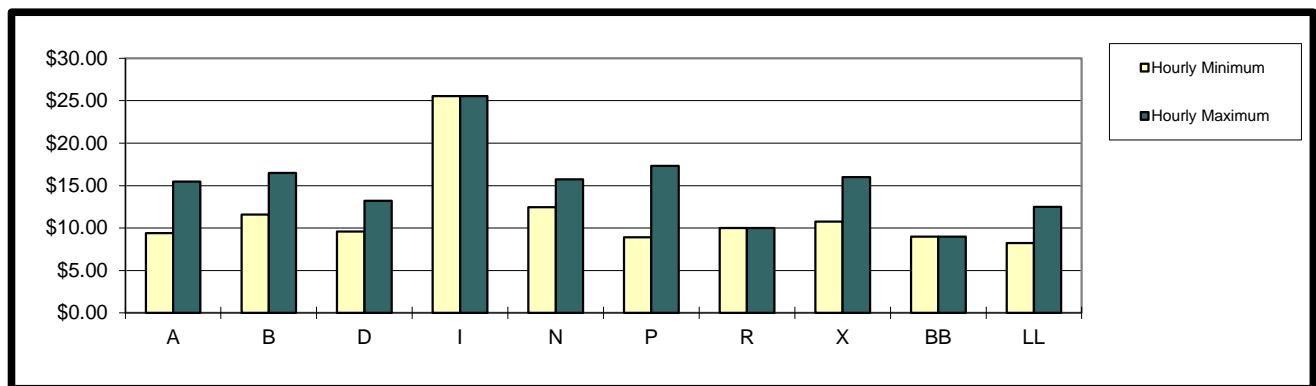
# Grounds Maintenance Worker

Performs general grounds maintenance including mowing and maintaining lawns, planting shrubs and other landscaping, and other tasks to keep grounds in attractive and safe condition. Shovels and clears walk of ice and snow.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$9.40	\$15.48	\$752.00	\$1,238.40	\$19,552.00	\$32,198.40
B	\$11.58	\$16.49	\$926.40	\$1,319.20	\$24,086.40	\$34,299.20
D	\$9.60	\$13.21	\$768.00	\$1,056.80	\$19,968.00	\$27,476.80
I	\$25.55	\$25.55	\$2,044.00	\$2,044.00	\$53,144.00	\$53,144.00
N	\$12.45	\$15.75	\$996.00	\$1,260.00	\$25,896.00	\$32,760.00
P	\$8.89	\$17.31	\$711.54	\$1,384.62	\$18,500.00	\$36,000.00
R	\$10.00	\$10.00	\$800.00	\$800.00	\$20,800.00	\$20,800.00
X	\$10.75	\$16.00	\$860.00	\$1,280.00	\$22,360.00	\$33,280.00
BB	\$9.00	\$9.00	\$360.00	\$360.00	\$9,360.00	\$9,360.00
LL	\$8.25	\$12.50	\$660.00	\$1,000.00	\$17,160.00	\$26,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.55	Median	I	\$25.55
N	\$12.45		P	\$17.31
B	\$11.58		B	\$16.49
X	\$10.75		X	\$16.00
R	\$10.00		N	\$15.75
D	\$9.60		A	\$15.48
A	\$9.40		D	\$13.21
BB	\$9.00		LL	\$12.50
P	\$8.89		R	\$10.00
LL	\$8.25		BB	\$9.00
<b>Average</b>	\$11.55		<b>Average</b>	\$15.13



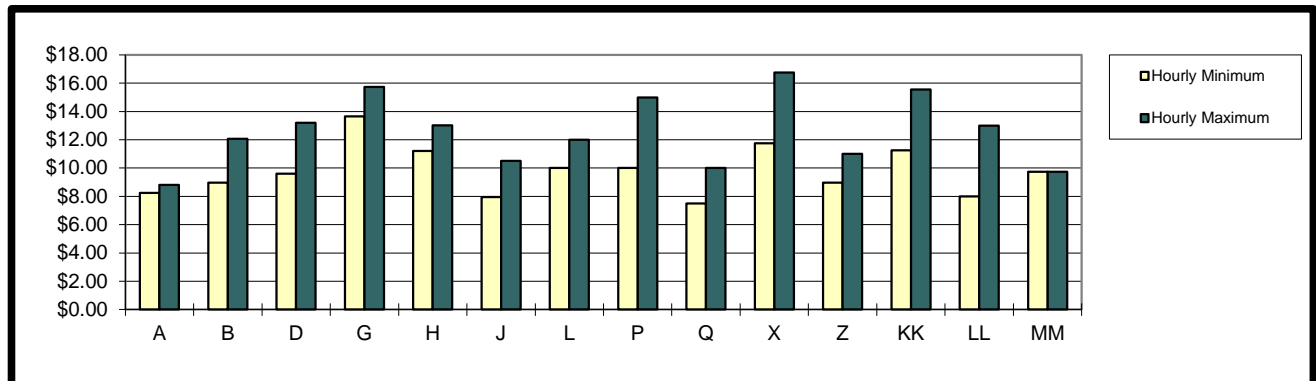
# Janitor/Custodial Worker

Cleans facilities, furniture, offices, restrooms and production spaces. Dusts, sweeps, mops, scrubs and performs other general cleaning duties.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$8.25	\$8.81	\$660.00	\$704.80	\$17,160.00	\$18,324.80
B	\$8.96	\$12.08	\$716.80	\$966.40	\$18,636.80	\$25,126.40
D	\$9.60	\$13.21	\$768.00	\$1,056.80	\$19,968.00	\$27,476.80
G	\$13.66	\$15.73	\$1,092.80	\$1,258.40	\$28,412.80	\$32,718.40
H	\$11.20	\$13.03	\$896.00	\$1,042.40	\$23,296.00	\$27,102.40
J	\$7.95	\$10.50	\$636.00	\$840.00	\$16,536.00	\$21,840.00
L	\$10.00	\$12.00	\$300.00	\$360.00	\$7,800.00	\$9,360.00
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
Q	\$7.50	\$10.00	\$225.00	\$300.00	\$5,850.00	\$7,800.00
X	\$11.75	\$16.75	\$940.00	\$1,340.00	\$24,440.00	\$34,840.00
Z	\$8.96	\$11.01	\$716.80	\$880.80	\$18,636.80	\$22,900.80
KK	\$11.25	\$15.55	\$900.00	\$1,244.00	\$23,400.00	\$32,344.00
LL	\$8.00	\$13.00	\$640.00	\$1,040.00	\$16,640.00	\$27,040.00
MM	\$9.75	\$9.75	\$292.50	\$292.50	\$7,605.00	\$7,605.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
G	\$13.66	Median	X	\$16.75	
X	\$11.75		G	\$15.73	
KK	\$11.25		KK	\$15.55	
H	\$11.20		P	\$15.00	
L	\$10.00		D	\$13.21	
P	\$10.00		H	\$13.03	
MM	\$9.75		LL	\$13.00	
D	\$9.60		B	\$12.08	
B	\$8.96		L	\$12.00	
Z	\$8.96		Z	\$11.01	
A	\$8.25		J	\$10.50	
LL	\$8.00		Q	\$10.00	
J	\$7.95		MM	\$9.75	
Q	\$7.50		A	\$8.81	
<b>Average</b>	<b>\$9.77</b>			<b>Average</b>	<b>\$12.60</b>



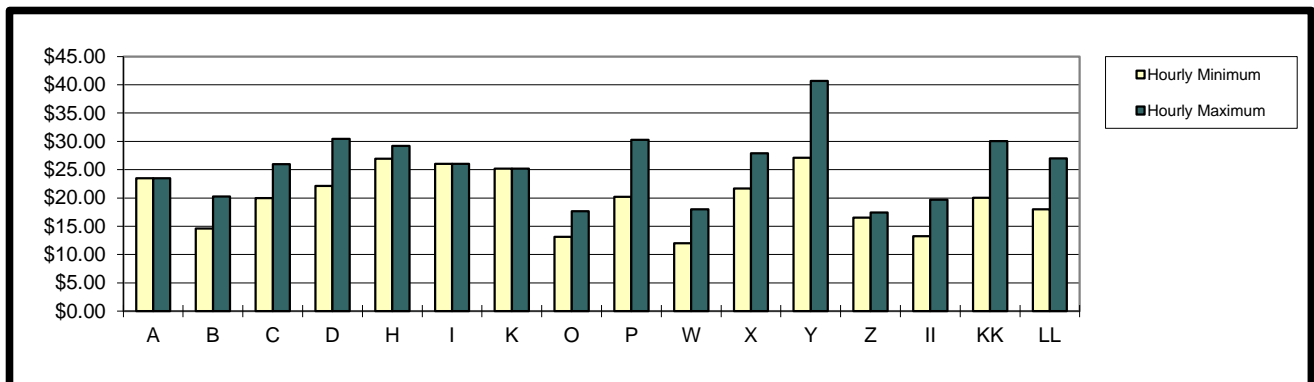
# Maintenance Supervisor

Supervises and engages in maintenance of buildings, grounds, equipment, physical plant or machinery. Maintains responsibility for maintenance function and staff, and ensures work complies with quality standards. Makes electrical, mechanical and other skilled trade repairs.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$23.47	\$23.47	\$1,877.60	\$1,877.60	\$48,817.60	\$48,817.60
B	\$14.60	\$20.24	\$1,168.00	\$1,619.20	\$30,368.00	\$42,099.20
C	\$20.00	\$26.00	\$1,600.00	\$2,080.00	\$41,600.00	\$54,080.00
D	\$22.13	\$30.46	\$1,770.40	\$2,436.80	\$46,030.40	\$63,356.80
H	\$26.94	\$29.22	\$2,155.20	\$2,337.60	\$56,035.20	\$60,777.60
I	\$26.05	\$26.05	\$2,084.00	\$2,084.00	\$54,184.00	\$54,184.00
K	\$25.20	\$25.20	\$2,016.00	\$2,016.00	\$52,416.00	\$52,416.00
O	\$13.13	\$17.63	\$1,050.00	\$1,410.58	\$27,300.00	\$36,675.00
P	\$20.19	\$30.29	\$1,615.38	\$2,423.08	\$42,000.00	\$63,000.00
W	\$12.00	\$18.00	\$900.00	\$1,350.00	\$23,400.00	\$35,100.00
X	\$21.69	\$27.88	\$1,735.15	\$2,230.35	\$45,114.00	\$57,989.00
Y	\$27.12	\$40.67	\$2,169.23	\$3,253.85	\$56,400.00	\$84,600.00
Z	\$16.55	\$17.43	\$1,324.00	\$1,394.40	\$34,424.00	\$36,254.40
II	\$13.25	\$19.69	\$1,060.00	\$1,575.20	\$27,560.00	\$40,955.20
KK	\$20.03	\$30.05	\$1,602.65	\$2,403.96	\$41,669.00	\$62,503.00
LL	\$18.00	\$27.00	\$1,440.00	\$2,159.62	\$37,440.00	\$56,150.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
Y	\$27.12	Median	Y	\$40.67	
H	\$26.94		D	\$30.46	
I	\$26.05		P	\$30.29	
K	\$25.20		KK	\$30.05	
A	\$23.47		H	\$29.22	
D	\$22.13		X	\$27.88	
X	\$21.69		LL	\$27.00	
P	\$20.19		I	\$26.05	
KK	\$20.03		C	\$26.00	
C	\$20.00		K	\$25.20	
LL	\$18.00		A	\$23.47	
Z	\$16.55		B	\$20.24	
B	\$14.60		II	\$19.69	
II	\$13.25		W	\$18.00	
O	\$13.13		O	\$17.63	
W	\$12.00		Z	\$17.43	
<b>Average</b>	\$20.02			<b>Average</b>	\$25.58



# **HEALTH CARE**

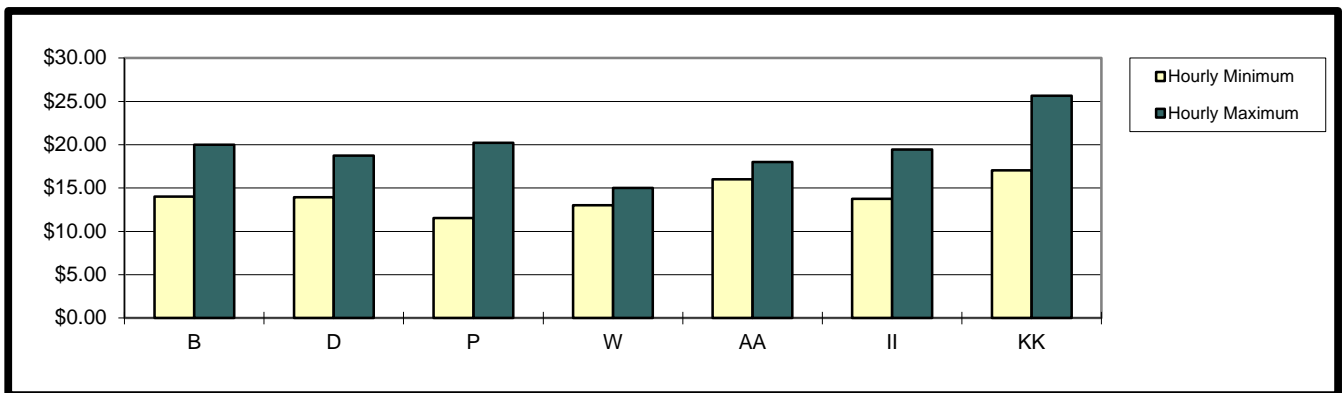
# Licensed Practical Nurse

Meets the educational, legal and training requirements of a licensed practical nurse, as required by the State Board of Nursing. Provides nursing care to employees, or to patients in a health care facility.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$14.00	\$20.00	\$1,120.00	\$1,600.00	\$29,120.00	\$41,600.00
D	\$13.93	\$18.74	\$1,114.40	\$1,499.20	\$28,974.40	\$38,979.20
P	\$11.54	\$20.24	\$923.08	\$1,619.23	\$24,000.00	\$42,100.00
W	\$13.00	\$15.00	\$975.00	\$1,125.00	\$25,350.00	\$29,250.00
AA	\$16.00	\$18.00	\$1,280.00	\$1,440.00	\$33,280.00	\$37,440.00
II	\$13.75	\$19.46	\$1,100.00	\$1,556.80	\$28,600.00	\$40,476.80
KK	\$17.06	\$25.67	\$1,364.88	\$2,053.96	\$35,487.00	\$53,403.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
KK	\$17.06	Median	KK	\$25.67
AA	\$16.00		P	\$20.24
B	\$14.00		B	\$20.00
D	\$13.93		II	\$19.46
II	\$13.75		D	\$18.74
W	\$13.00		AA	\$18.00
P	\$11.54		W	\$15.00
Average	\$14.18		Average	\$19.59



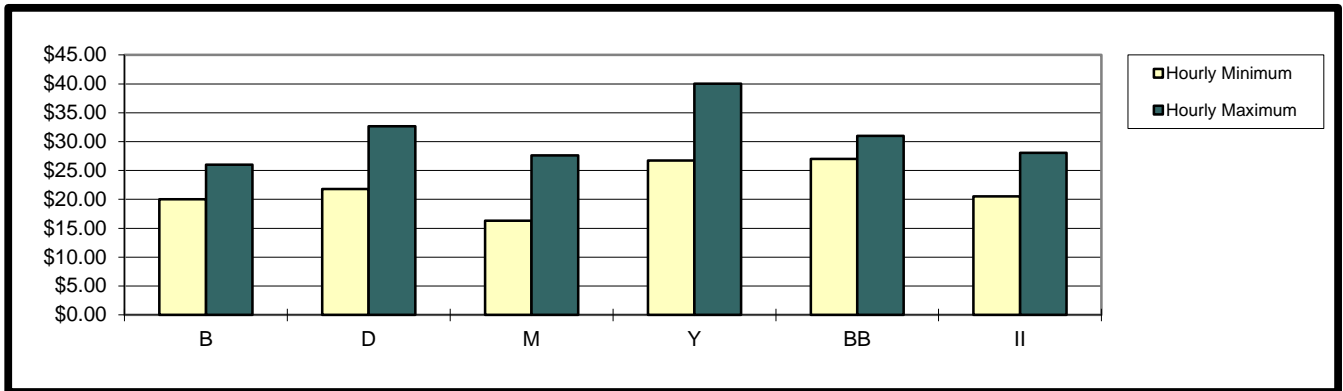
# Registered Nurse

Meets the educational, legal and training requirements of a registered nurse, as required by the State Board of Nursing. Provides professional nursing care to employees, or to patients in a health care facility.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$20.00	\$26.00	\$1,600.00	\$2,080.00	\$41,600.00	\$54,080.00
D	\$21.79	\$32.68	\$1,743.20	\$2,614.40	\$45,323.20	\$67,974.40
M	\$16.31	\$27.60	\$1,264.03	\$2,139.00	\$32,864.65	\$55,614.00
Y	\$26.73	\$40.05	\$2,138.46	\$3,203.85	\$55,600.00	\$83,300.00
BB	\$27.00	\$31.00	\$1,080.00	\$1,240.00	\$28,080.00	\$32,240.00
II	\$20.50	\$28.07	\$1,640.00	\$2,245.60	\$42,640.00	\$58,385.60

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
BB	\$27.00	Median	Y	\$40.05
Y	\$26.73		D	\$32.68
D	\$21.79		BB	\$31.00
II	\$20.50		II	\$28.07
B	\$20.00		M	\$27.60
M	\$16.31		B	\$26.00
Average	\$22.06		Average	\$30.90



# **MANAGEMENT**

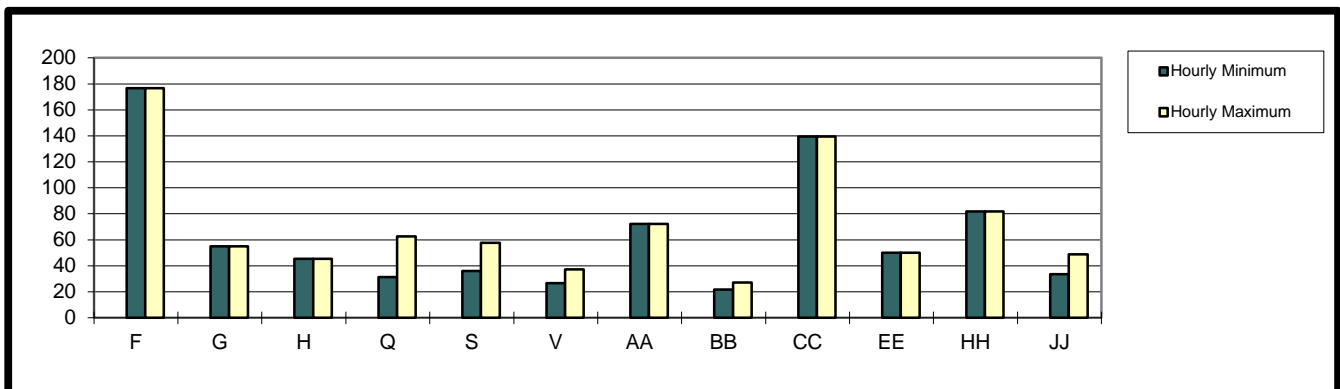
# Chief Executive Officer

Responsible for providing strategic leadership for the company by possibly working with the Board of Directors and the Executive Management Team to establish long-range goals, strategies, plans and policies. Oversees staff, develops budgets, approves expenditures.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$176.69	\$176.69	\$14,135.08	\$14,135.08	\$367,512.00	\$367,512.00
G	\$54.95	\$54.95	\$4,395.88	\$4,395.88	\$114,293.00	\$114,293.00
H	\$45.24	\$45.24	\$3,619.20	\$3,619.20	\$94,099.20	\$94,099.20
Q	\$31.25	\$62.50	\$2,500.00	\$5,000.00	\$65,000.00	\$130,000.00
S	\$36.06	\$57.69	\$2,884.62	\$4,615.38	\$75,000.00	\$120,000.00
V	\$26.67	\$37.33	\$2,000.25	\$2,799.75	\$52,006.50	\$72,793.50
AA	\$72.12	\$72.12	\$5,769.23	\$5,769.23	\$150,000.00	\$150,000.00
BB	\$21.63	\$27.02	\$1,730.77	\$2,161.54	\$45,000.00	\$56,200.00
CC	\$139.49	\$139.49	\$10,461.54	\$10,461.54	\$272,000.00	\$272,000.00
EE	\$50.00	\$50.00	\$4,000.00	\$4,000.00	\$104,000.00	\$104,000.00
HH	\$81.73	\$81.73	\$6,538.46	\$6,538.46	\$169,999.96	\$169,999.96
JJ	\$33.65	\$48.80	\$2,692.31	\$3,903.85	\$70,000.00	\$101,500.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
F	\$176.69	Median	F	\$176.69
CC	\$139.49		CC	\$139.49
HH	\$81.73		HH	\$81.73
AA	\$72.12		AA	\$72.12
G	\$54.95		Q	\$62.50
EE	\$50.00		S	\$57.69
H	\$45.24		G	\$54.95
S	\$36.06		EE	\$50.00
JJ	\$33.65		JJ	\$48.80
Q	\$31.25		H	\$45.24
V	\$26.67		V	\$37.33
BB	\$21.63		BB	\$27.02
<b>Average</b>	<b>\$64.12</b>			<b>Average</b>



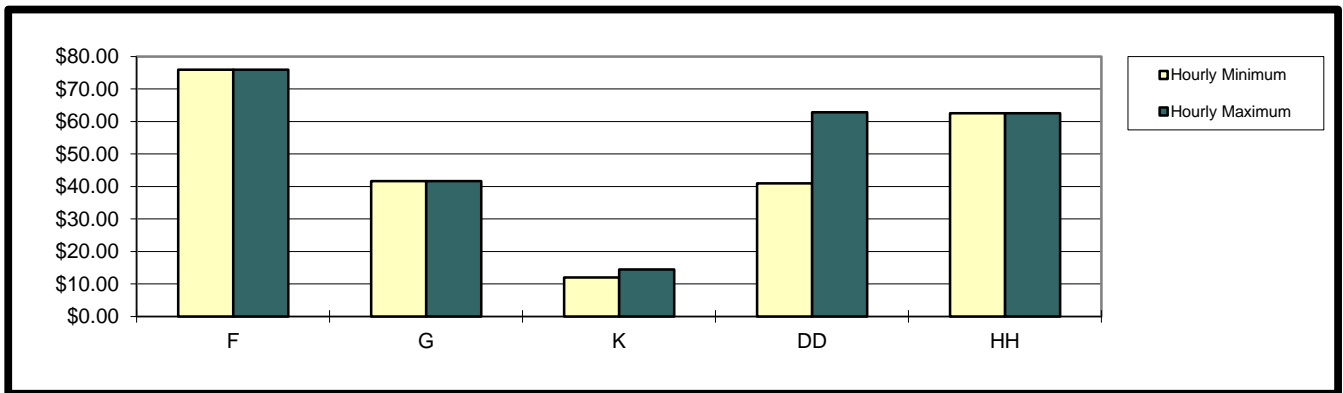
# Chief Financial Officer

Plans, controls, and reports on the accounting, financial reporting, and investment operations and activities of the organization. Oversees internal accounting and financial reporting systems, policies, programs, and procedures to ensure compliance with generally accepted accounting principles. The CFO conducts analyses and prepares regular reports that depict the financial status of the organization.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$75.93	\$75.93	\$6,074.77	\$6,074.77	\$157,944.00	\$157,944.00
G	\$41.61	\$41.61	\$3,328.65	\$3,328.65	\$86,545.00	\$86,545.00
K	\$12.02	\$14.42	\$961.54	\$1,153.85	\$25,000.00	\$30,000.00
DD	\$40.92	\$62.78	\$3,273.88	\$5,022.50	\$85,121.00	\$130,585.00
HH	\$62.50	\$62.50	\$5,000.00	\$5,000.00	\$130,000.00	\$130,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
F	\$75.93	Median	F	\$75.93
HH	\$62.50		DD	\$62.78
G	\$41.61		HH	\$62.50
DD	\$40.92		G	\$41.61
K	\$12.02		K	\$14.42
Average	\$46.60		Average	\$51.45



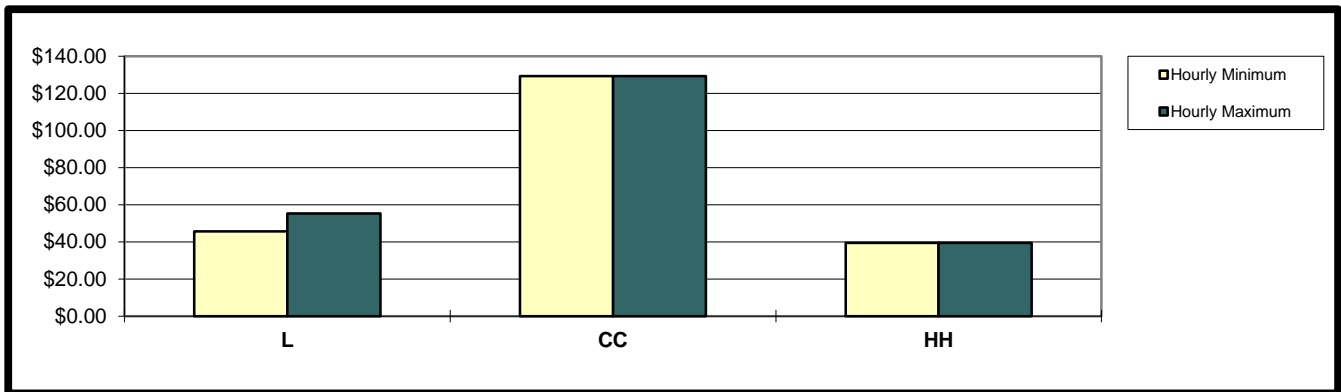
# Chief Operating Officer

Provides the leadership, management and vision necessary to ensure that the company has the proper operational controls, administrative and reporting procedures, and people systems in place to effectively grow the organization and to ensure financial strength and operating efficiency.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
L	\$45.67	\$55.29	\$3,653.85	\$4,423.08	\$95,000.10	\$115,000.08
CC	\$129.23	\$129.23	\$9,692.31	\$9,692.31	\$252,000.00	\$252,000.00
HH	\$39.52	\$39.52	\$3,161.93	\$3,161.93	\$82,210.18	\$82,210.18

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
CC	\$129.23	Median	CC	\$129.23
L	\$45.67		L	\$55.29
HH	\$39.52		HH	\$39.52
Average	\$71.48		Average	\$74.68



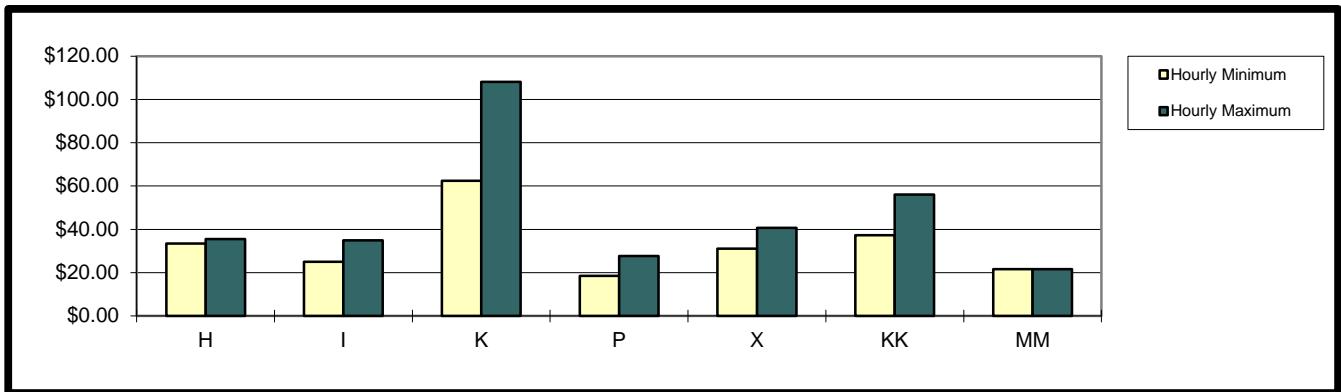
# General Manager

Provides general management to facility. Supervises, leads and delegates work through management team, and delineates areas of responsibility. Establishes and enforces organizational and operational policies, and assumes overall responsibility for achievement of goals and objectives.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
H	\$33.44	\$35.49	\$2,675.20	\$2,839.20	\$69,555.20	\$73,819.20
I	\$25.00	\$35.00	\$2,000.00	\$2,800.00	\$52,000.00	\$72,800.00
K	\$62.50	\$108.17	\$5,000.00	\$8,653.85	\$130,000.00	\$225,000.00
P	\$18.46	\$27.69	\$1,476.92	\$2,215.38	\$38,400.00	\$57,600.00
X	\$31.02	\$40.66	\$2,481.92	\$3,252.42	\$64,530.00	\$84,563.00
KK	\$37.37	\$56.06	\$2,989.73	\$4,484.62	\$77,733.00	\$116,600.00
MM	\$21.63	\$21.63	\$1,730.77	\$1,730.77	\$45,000.00	\$45,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
K	\$62.50	<b>Median</b>	K	\$108.17
KK	\$37.37		KK	\$56.06
H	\$33.44		X	\$40.66
X	\$31.02		H	\$35.49
I	\$25.00		I	\$35.00
MM	\$21.63		P	\$27.69
P	\$18.46		MM	\$21.63
<b>Average</b>	\$32.78		<b>Average</b>	\$46.39



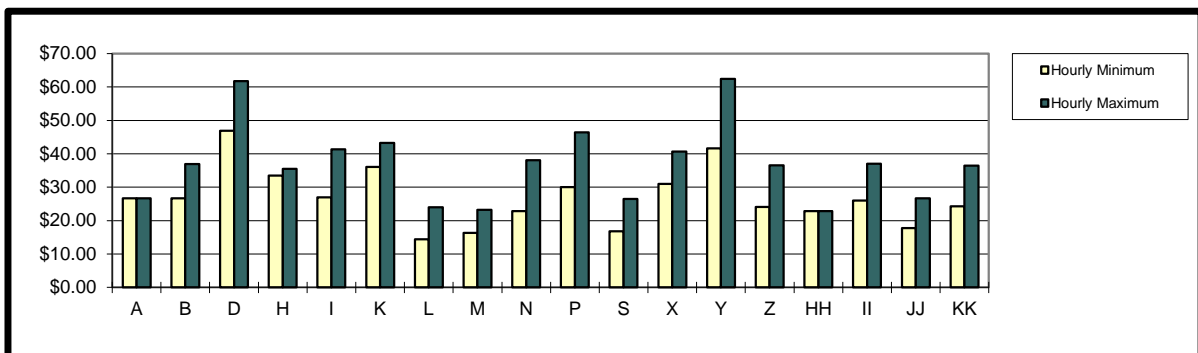
# Human Resources Manager/Director/Administrator

Maintains responsibility for organization's human resources including HR policy, staffing, safety, training and other HR functions.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$26.66	\$26.66	\$2,132.69	\$2,132.69	\$55,450.00	\$55,450.00
B	\$26.64	\$36.90	\$2,131.20	\$2,952.00	\$55,411.20	\$76,752.00
D	\$46.89	\$61.76	\$3,751.20	\$4,940.80	\$97,531.20	\$128,460.80
H	\$33.44	\$35.49	\$2,675.20	\$2,839.20	\$69,555.20	\$73,819.20
I	\$26.92	\$41.35	\$2,153.85	\$3,307.69	\$56,000.00	\$86,000.00
K	\$36.06	\$43.27	\$2,884.62	\$3,461.54	\$75,000.00	\$90,000.00
L	\$14.42	\$24.04	\$1,153.85	\$1,923.08	\$30,000.10	\$50,000.08
M	\$16.31	\$23.18	\$1,264.03	\$1,796.45	\$32,864.65	\$46,707.70
N	\$22.84	\$38.03	\$1,826.92	\$3,042.31	\$47,500.00	\$79,100.00
P	\$30.00	\$46.44	\$2,400.00	\$3,715.38	\$62,400.00	\$96,600.00
S	\$16.83	\$26.44	\$1,346.15	\$2,115.38	\$35,000.00	\$55,000.00
X	\$31.02	\$40.66	\$2,481.92	\$3,252.42	\$64,530.00	\$84,563.00
Y	\$41.63	\$62.45	\$3,330.77	\$4,996.15	\$86,600.00	\$129,900.00
Z	\$24.09	\$36.54	\$1,926.92	\$2,923.08	\$50,100.00	\$76,000.00
HH	\$22.84	\$22.84	\$1,826.92	\$1,826.92	\$47,499.92	\$47,499.92
II	\$26.00	\$37.00	\$2,080.00	\$2,960.00	\$54,080.00	\$76,960.00
JJ	\$17.79	\$26.68	\$1,423.08	\$2,134.62	\$37,000.00	\$55,500.00
KK	\$24.31	\$36.49	\$1,944.73	\$2,919.46	\$50,563.00	\$75,906.00

Wage Comparison  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum	
D	\$46.89	Median	Y	\$62.45	
Y	\$41.63		D	\$61.76	
K	\$36.06		P	\$46.44	
H	\$33.44		K	\$43.27	
X	\$31.02		I	\$41.35	
P	\$30.00		X	\$40.66	
I	\$26.92		N	\$38.03	
A	\$26.66		II	\$37.00	
B	\$26.64		B	\$36.90	
II	\$26.00		Z	\$36.54	
KK	\$24.31		KK	\$36.49	
Z	\$24.09		H	\$35.49	
N	\$22.84		JJ	\$26.68	
HH	\$22.84		A	\$26.66	
JJ	\$17.79		S	\$26.44	
S	\$16.83		L	\$24.04	
M	\$16.31		M	\$23.18	
L	\$14.42		HH	\$22.84	
<b>Average</b>	\$26.93			<b>Average</b>	\$37.01



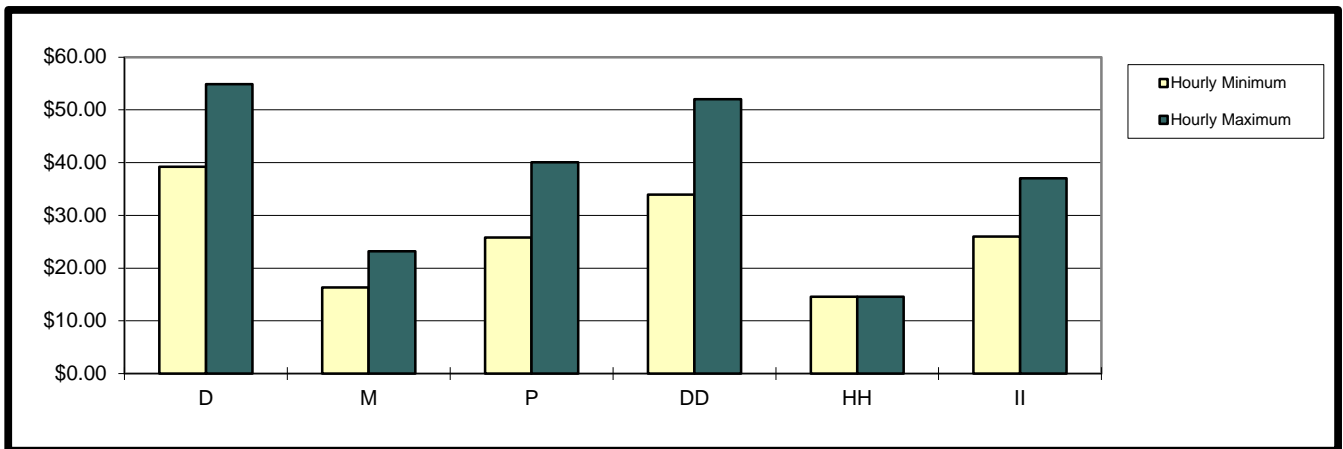
# Marketing Manager/Director

Maintains responsibility for developing and implementing organization's marketing and promotion strategies to sell and promote products and services.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
D	\$39.24	\$54.87	\$3,139.20	\$4,389.60	\$81,619.20	\$114,129.60
M	\$16.31	\$23.18	\$1,264.03	\$1,796.45	\$32,864.65	\$46,707.70
P	\$25.82	\$40.05	\$2,065.38	\$3,203.85	\$53,700.00	\$83,300.00
DD	\$33.91	\$52.02	\$2,712.92	\$4,161.88	\$70,536.00	\$108,209.00
HH	\$14.57	\$14.57	\$1,165.60	\$1,165.60	\$30,305.60	\$30,305.60
II	\$26.00	\$37.00	\$2,080.00	\$2,960.00	\$54,080.00	\$76,960.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
D	\$39.24	Median	D	\$54.87
DD	\$33.91		DD	\$52.02
II	\$26.00		P	\$40.05
P	\$25.82		II	\$37.00
M	\$16.31		M	\$23.18
HH	\$14.57		HH	\$14.57
<b>Average</b>	\$25.97			<b>Average</b>



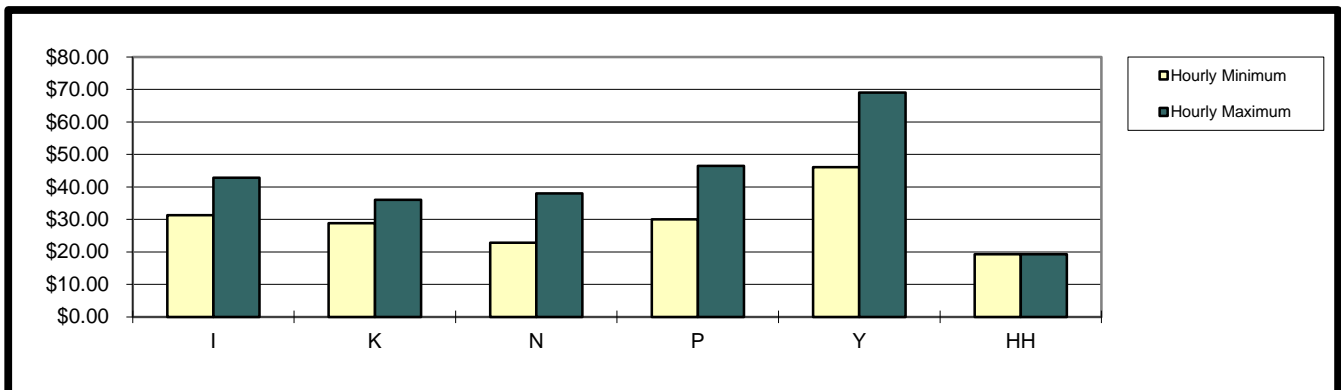
# Quality Control/Assurance Manager

Plans and implements quality control program to ensure continued production of quality products, goods or services in accordance with established standards. Develops quality processes and systems.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$31.25	\$42.79	\$2,500.00	\$3,423.08	\$65,000.00	\$89,000.00
K	\$28.85	\$36.06	\$2,307.69	\$2,884.62	\$60,000.00	\$75,000.00
N	\$22.84	\$38.03	\$1,826.92	\$3,042.31	\$47,500.00	\$79,100.00
P	\$30.00	\$46.44	\$2,400.00	\$3,715.38	\$62,400.00	\$96,600.00
Y	\$46.04	\$69.06	\$3,683.08	\$5,524.62	\$95,760.00	\$143,640.00
HH	\$19.24	\$19.24	\$1,538.80	\$1,538.80	\$40,008.80	\$40,008.80

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$46.04	Median	Y	\$69.06
I	\$31.25		P	\$46.44
P	\$30.00		I	\$42.79
K	\$28.85		N	\$38.03
N	\$22.84		K	\$36.06
HH	\$19.24		HH	\$19.24
Average	\$29.70		Average	\$41.94



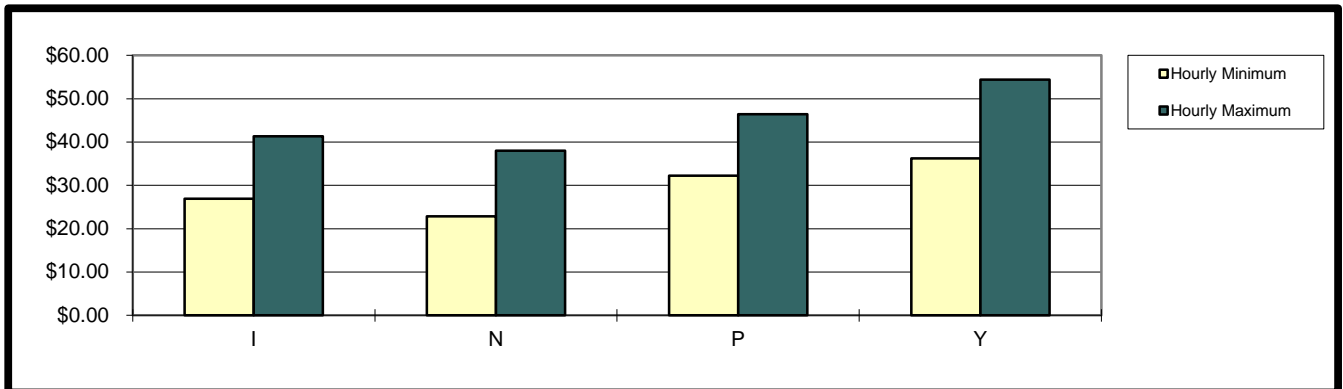
# Safety Director

Develops, administers, promotes and enforces safety and risk management program. Researches, develops, establishes and administers safety programs to assure safety of employees and visitors and property. Proposes, implements, and maintains comprehensive self-inspection programs of grounds, facilities equipment, fire suppression systems and signage. Trains, monitors and updates personnel on safety functions, and tracks results through maintaining records and preparing reports. Manages, writes specifications and requests and submits for bids for insurance coverage including property, liability and commercial. Investigates and files insurance claims ensuring payment.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$26.92	\$41.35	\$2,153.85	\$3,307.69	\$56,000.00	\$86,000.00
N	\$22.84	\$38.03	\$1,826.92	\$3,042.31	\$47,500.00	\$79,100.00
P	\$32.21	\$46.39	\$2,576.92	\$3,711.54	\$67,000.00	\$96,500.00
Y	\$36.25	\$54.38	\$2,900.00	\$4,350.00	\$75,400.00	\$113,100.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$36.25	Median	Y	\$54.38
P	\$32.21		P	\$46.39
I	\$26.92		I	\$41.35
N	\$22.84		N	\$38.03
<b>Average</b>	\$29.56		<b>Average</b>	\$45.04



**OTHER**

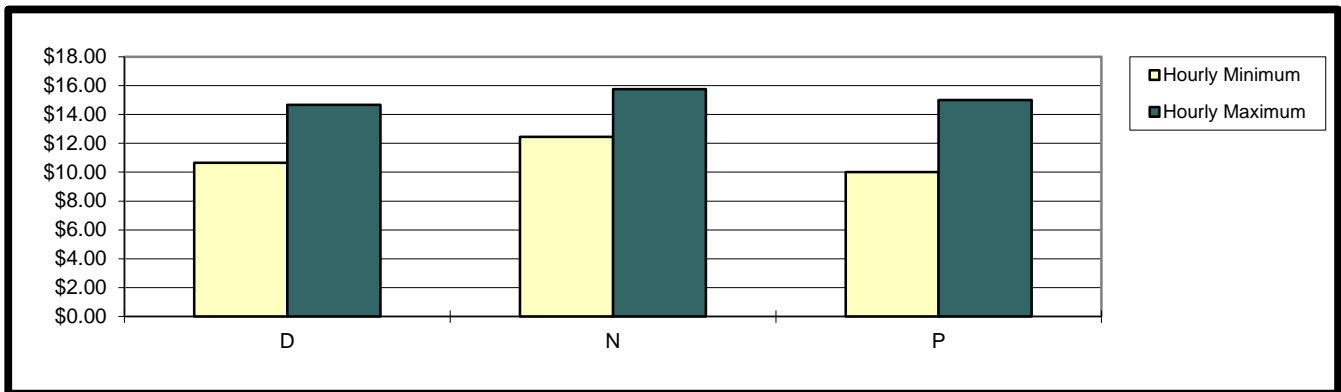
# Guard/Security Officer

Maintains security of warehouse, plant, office or other facility. Patrols area, and may check identity of visitors and staff, and check parcels brought into facility.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
D	\$10.66	\$14.67	\$852.80	\$1,173.60	\$22,172.80	\$30,513.60
N	\$12.45	\$15.75	\$996.00	\$1,260.00	\$25,896.00	\$32,760.00
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
N	\$12.45	Median	N	\$15.75
D	\$10.66		P	\$15.00
P	\$10.00		D	\$14.67
<b>Average</b>	\$11.04		<b>Average</b>	\$15.14



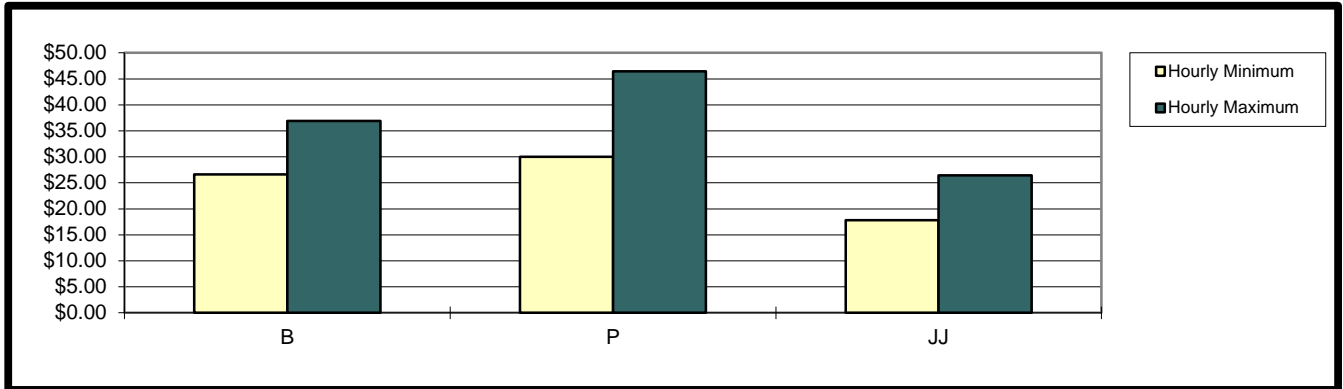
# Project Manager

Uses highly developed project management expertise in providing overall responsibility for all project management deliverables that support projects and programs including project planning, scope management, quality management, resource management, schedule management, risk management, communications management, post-implementation review, 3rd party contract management for service delivery and overall P&L responsibility for projects and programs.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$26.64	\$36.90	\$2,131.20	\$2,952.00	\$55,411.20	\$76,752.00
P	\$30.00	\$46.44	\$2,400.00	\$3,715.38	\$62,400.00	\$96,600.00
JJ	\$17.79	\$26.44	\$1,423.08	\$2,115.38	\$37,000.00	\$55,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
P	\$30.00	Median	P	\$46.44
B	\$26.64		B	\$36.90
JJ	\$17.79		JJ	\$26.44
Average	\$24.81		Average	\$36.59



**PRODUCTION**

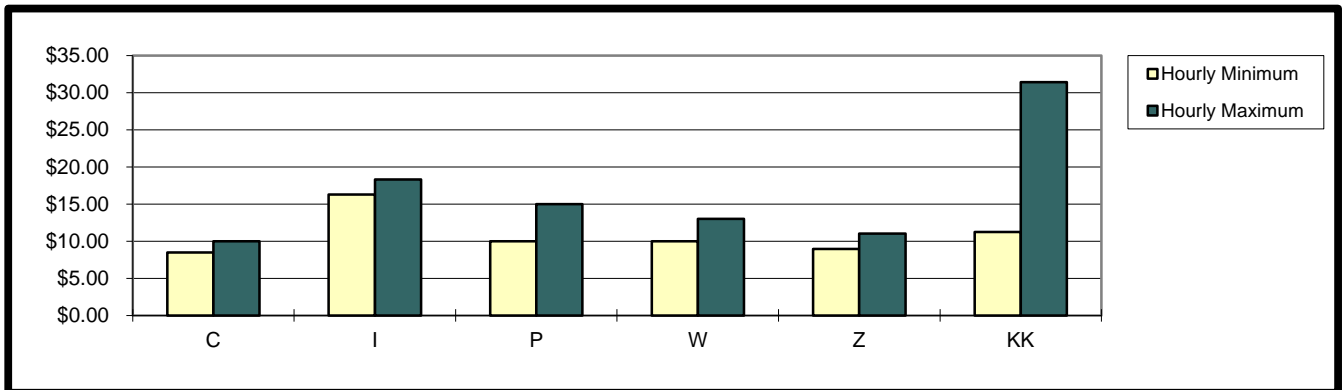
# Assembler

Performs repetitive bench or line assembly of products.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
C	\$8.50	\$10.00	\$680.00	\$800.00	\$17,680.00	\$20,800.00
I	\$16.30	\$18.30	\$1,304.00	\$1,464.00	\$33,904.00	\$38,064.00
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
W	\$10.00	\$13.00	\$750.00	\$975.00	\$19,500.00	\$25,350.00
Z	\$8.96	\$11.01	\$716.80	\$880.80	\$18,636.80	\$22,900.80
KK	\$11.25	\$31.40	\$900.00	\$2,512.00	\$23,400.00	\$65,312.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$16.30	Median	KK	\$31.40
KK	\$11.25		I	\$18.30
P	\$10.00		P	\$15.00
W	\$10.00		W	\$13.00
Z	\$8.96		Z	\$11.01
C	\$8.50		C	\$10.00
<b>Average</b>	\$10.84		<b>Average</b>	\$16.45



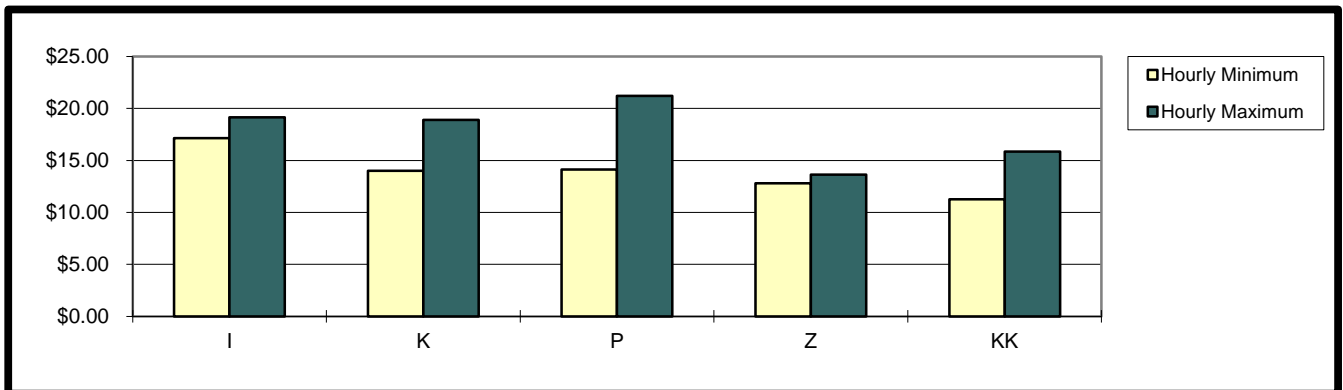
# Inspector (Quality Assurance)

Routinely inspects and checks production items for workmanship, operation and quality. Inspects completed product, parts and processes for variances using gauges, tools and visual inspection. Rejects unacceptable products and parts.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$17.14	\$19.14	\$1,371.20	\$1,531.20	\$35,651.20	\$39,811.20
K	\$14.00	\$18.91	\$1,120.00	\$1,512.80	\$29,120.00	\$39,332.80
P	\$14.13	\$21.20	\$1,130.77	\$1,696.15	\$29,400.00	\$44,100.00
Z	\$12.81	\$13.62	\$1,024.80	\$1,089.60	\$26,644.80	\$28,329.60
KK	\$11.25	\$15.84	\$900.00	\$1,267.20	\$23,400.00	\$32,947.20

## Wage Comparison

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$17.14	Median	P	\$21.20
P	\$14.13		I	\$19.14
K	\$14.00		K	\$18.91
Z	\$12.81		KK	\$15.84
KK	\$11.25		Z	\$13.62
Average	\$13.87		Average	\$17.74



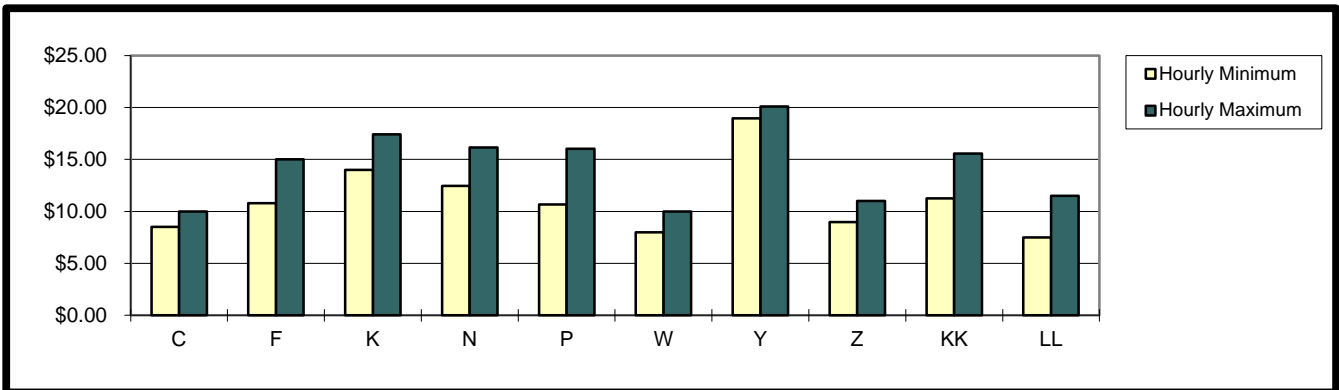
# Laborer/Material Handler

Moves crates, boxes, raw materials and other items. Loads and unloads trucks, and performs other manual labor tasks.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
C	\$8.50	\$10.00	\$680.00	\$800.00	\$17,680.00	\$20,800.00
F	\$10.80	\$15.00	\$864.00	\$1,200.00	\$22,464.00	\$31,200.00
K	\$14.00	\$17.41	\$1,120.00	\$1,392.80	\$29,120.00	\$36,212.80
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$10.67	\$16.01	\$853.85	\$1,280.77	\$22,200.00	\$33,300.00
W	\$8.00	\$10.00	\$600.00	\$750.00	\$15,600.00	\$19,500.00
Y	\$18.96	\$20.10	\$1,516.80	\$1,608.00	\$39,436.80	\$41,808.00
Z	\$8.96	\$11.01	\$716.80	\$880.80	\$18,636.80	\$22,900.80
KK	\$11.25	\$15.55	\$900.00	\$1,244.00	\$23,400.00	\$32,344.00
LL	\$7.50	\$11.50	\$600.00	\$920.00	\$15,600.00	\$23,920.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$18.96	Median	Y	\$20.10
K	\$14.00		K	\$17.41
N	\$12.45		N	\$16.15
KK	\$11.25		P	\$16.01
F	\$10.80		KK	\$15.55
P	\$10.67		F	\$15.00
Z	\$8.96		LL	\$11.50
C	\$8.50		Z	\$11.01
W	\$8.00		C	\$10.00
LL	\$7.50		W	\$10.00
<b>Average</b>	\$11.11			<b>Average</b>



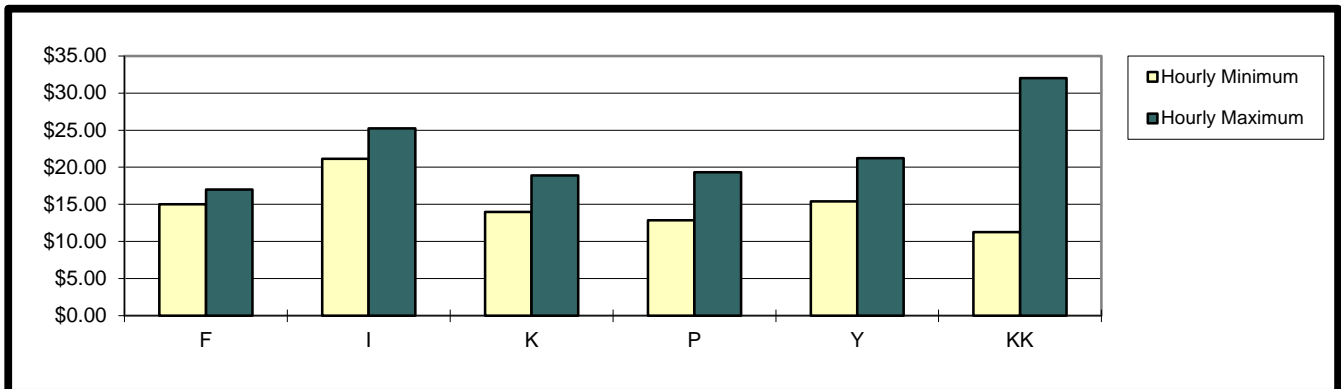
# Machine Operator

Operates production machines to specified tolerances and plans. Performs repetitive but semi-skilled tasks to press, punch, fold or otherwise construct products, parts or other items.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$15.00	\$17.00	\$1,200.00	\$1,360.00	\$31,200.00	\$35,360.00
I	\$21.14	\$25.22	\$1,691.20	\$2,017.60	\$43,971.20	\$52,457.60
K	\$14.00	\$18.91	\$1,120.00	\$1,512.80	\$29,120.00	\$39,332.80
P	\$12.88	\$19.33	\$1,030.77	\$1,546.15	\$26,800.00	\$40,200.00
Y	\$15.42	\$21.22	\$1,233.60	\$1,697.60	\$32,073.60	\$44,137.60
KK	\$11.25	\$32.00	\$900.00	\$2,560.00	\$23,400.00	\$66,560.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$21.14	Median	KK	\$32.00
Y	\$15.42		I	\$25.22
F	\$15.00		Y	\$21.22
K	\$14.00		P	\$19.33
P	\$12.88		K	\$18.91
KK	\$11.25		F	\$17.00
Average	\$14.95		Average	\$22.28



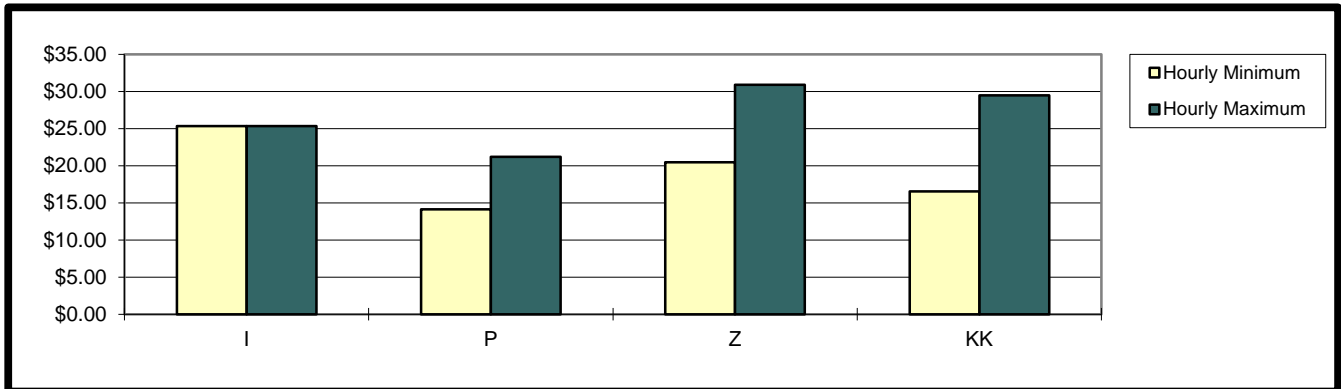
# Machinist/Production Machinist

Maintains responsibility for the set-up and operation of machine tools (lather, keysetter, grinder, horizontal boring mill, welding equipment, etc.) Diagnoses and repairs mechanical problems, performs preventive maintenance, determines design corrections, use precision measuring instruments, layout tools and diagnostic equipment.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$25.33	\$25.33	\$2,026.40	\$2,026.40	\$52,686.40	\$52,686.40
P	\$14.13	\$21.20	\$1,130.77	\$1,696.15	\$29,400.00	\$44,100.00
Z	\$20.48	\$30.91	\$1,638.46	\$2,473.08	\$42,600.00	\$64,300.00
KK	\$16.55	\$29.50	\$1,324.00	\$2,360.00	\$34,424.00	\$61,360.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.33	<b>Median</b>	Z	\$30.91
Z	\$20.48		KK	\$29.50
KK	\$16.55		I	\$25.33
P	\$14.13		P	\$21.20
<b>Average</b>	\$19.12		<b>Average</b>	\$26.74



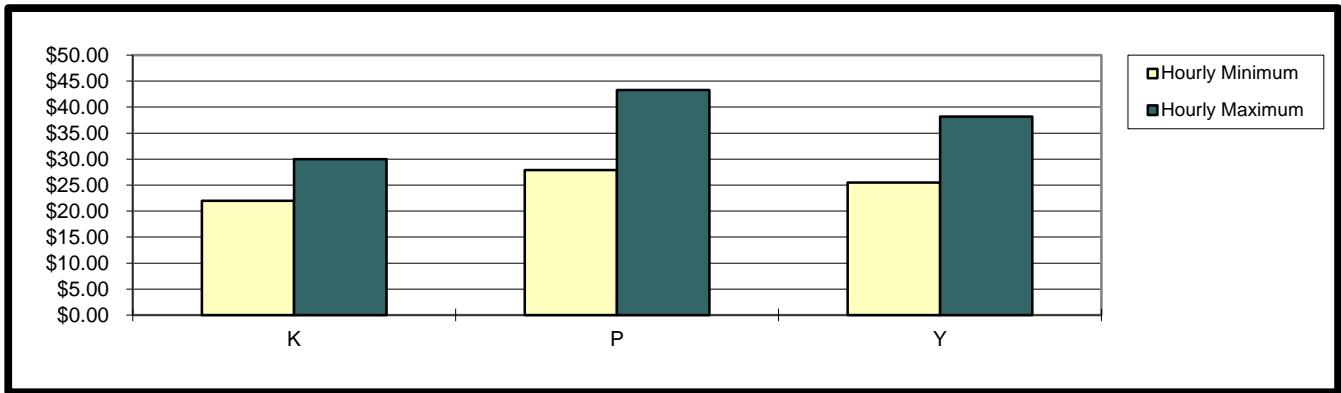
# Materials Supervisor

Maintains responsibility for materials control functions, including receiving, production, inventory control and disbursement, shipping and traffic control

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
K	\$22.00	\$30.00	\$1,760.00	\$2,400.00	\$45,760.00	\$62,400.00
P	\$27.88	\$43.27	\$2,230.77	\$3,461.54	\$58,000.00	\$90,000.00
Y	\$25.48	\$38.17	\$2,038.46	\$3,053.85	\$53,000.00	\$79,400.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
P	\$27.88	Median	P	\$43.27
Y	\$25.48		Y	\$38.17
K	\$22.00		K	\$30.00
<b>Average</b>	\$25.12		<b>Average</b>	\$37.15



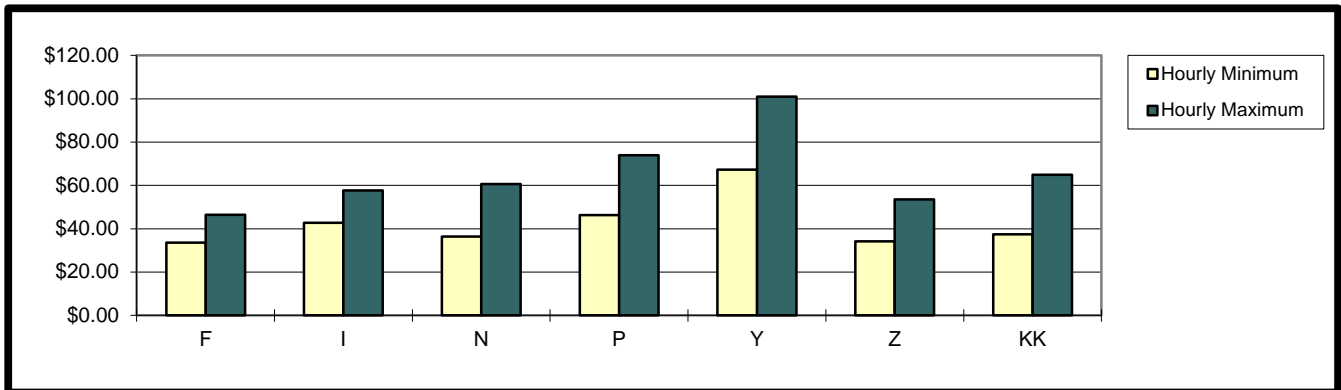
# Plant Manager

Directs and manages all plant operations with overall responsibilities for employees, production, maintenance, quality and other production-related activities.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$33.60	\$46.50	\$2,688.00	\$3,720.00	\$69,888.00	\$96,720.00
I	\$42.79	\$57.69	\$3,423.08	\$4,615.38	\$89,000.00	\$120,000.00
N	\$36.44	\$60.58	\$2,915.38	\$4,846.15	\$75,800.00	\$126,000.00
P	\$46.25	\$73.94	\$3,700.00	\$5,915.38	\$96,200.00	\$153,800.00
Y	\$67.36	\$101.01	\$5,388.46	\$8,080.77	\$140,100.00	\$210,100.00
Z	\$34.23	\$53.51	\$2,738.46	\$4,280.77	\$71,200.00	\$111,300.00
KK	\$37.37	\$64.90	\$2,989.73	\$5,192.31	\$77,733.00	\$135,000.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$67.36	Median	Y	\$101.01
P	\$46.25		P	\$73.94
I	\$42.79		KK	\$64.90
KK	\$37.37		N	\$60.58
N	\$36.44		I	\$57.69
Z	\$34.23		Z	\$53.51
F	\$33.60		F	\$46.50
<b>Average</b>	\$42.58		<b>Average</b>	\$65.45



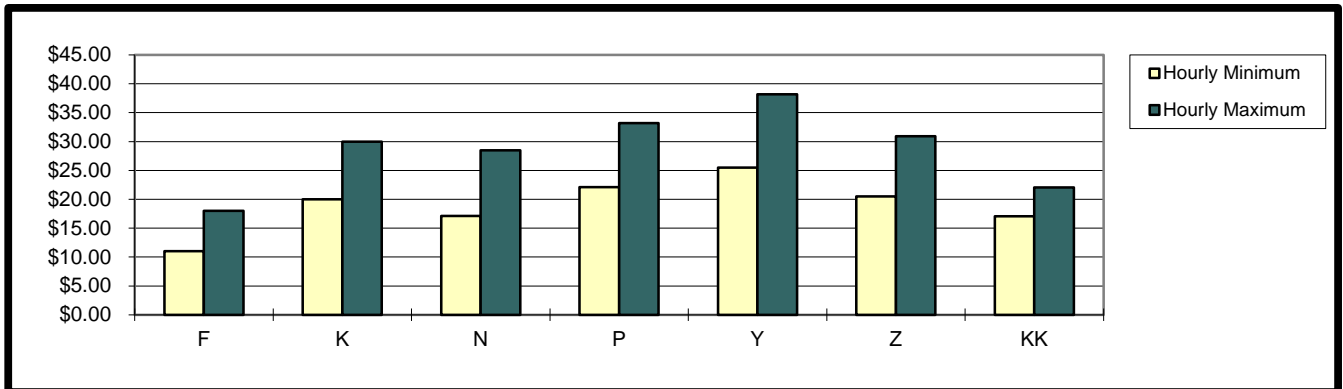
# Production/First Line Supervisor

Supervises production and assembly operations in a plant or other facility. Works on floor, supervises production or assembly staff and maintains production records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$11.00	\$18.00	\$880.00	\$1,440.00	\$22,880.00	\$37,440.00
K	\$20.00	\$30.00	\$1,600.00	\$2,400.00	\$41,600.00	\$62,400.00
N	\$17.12	\$28.51	\$1,369.23	\$2,280.77	\$35,600.00	\$59,300.00
P	\$22.12	\$33.17	\$1,769.23	\$2,653.85	\$46,000.00	\$69,000.00
Y	\$25.48	\$38.17	\$2,038.46	\$3,053.85	\$53,000.00	\$79,400.00
Z	\$20.48	\$30.91	\$1,638.46	\$2,473.08	\$42,600.00	\$64,300.00
KK	\$17.06	\$22.07	\$1,364.88	\$1,765.62	\$35,487.00	\$45,906.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$25.48	Median	Y	\$38.17
P	\$22.12		P	\$33.17
Z	\$20.48		Z	\$30.91
K	\$20.00		K	\$30.00
N	\$17.12		N	\$28.51
KK	\$17.06		KK	\$22.07
F	\$11.00		F	\$18.00
<b>Average</b>	\$19.04			<b>Average</b>



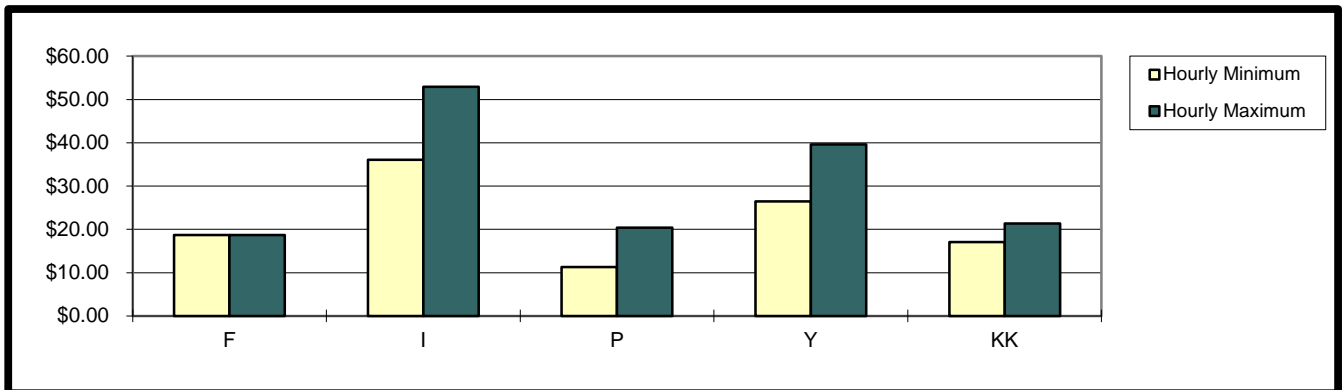
# Production Planner/Expediter

**Plans and establishes production work schedules to meet delivery times, and best utilize productive capacity. Monitors work progress to ensure compliance with production scheduling and standards.**

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$18.72	\$18.72	\$1,497.69	\$1,497.69	\$38,940.00	\$38,940.00
I	\$36.06	\$52.88	\$2,884.62	\$4,230.77	\$75,000.00	\$110,000.00
P	\$11.30	\$20.43	\$903.85	\$1,634.62	\$23,500.00	\$42,500.00
Y	\$26.44	\$39.62	\$2,115.38	\$3,169.23	\$55,000.00	\$82,400.00
KK	\$17.06	\$21.37	\$1,364.88	\$1,709.42	\$35,487.00	\$44,445.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$36.06	Median	I	\$52.88
Y	\$26.44		Y	\$39.62
F	\$18.72		KK	\$21.37
KK	\$17.06		P	\$20.43
P	\$11.30		F	\$18.72
Average	\$21.92		Average	\$30.60



# **RESTAURANT & FOOD SERVICE**

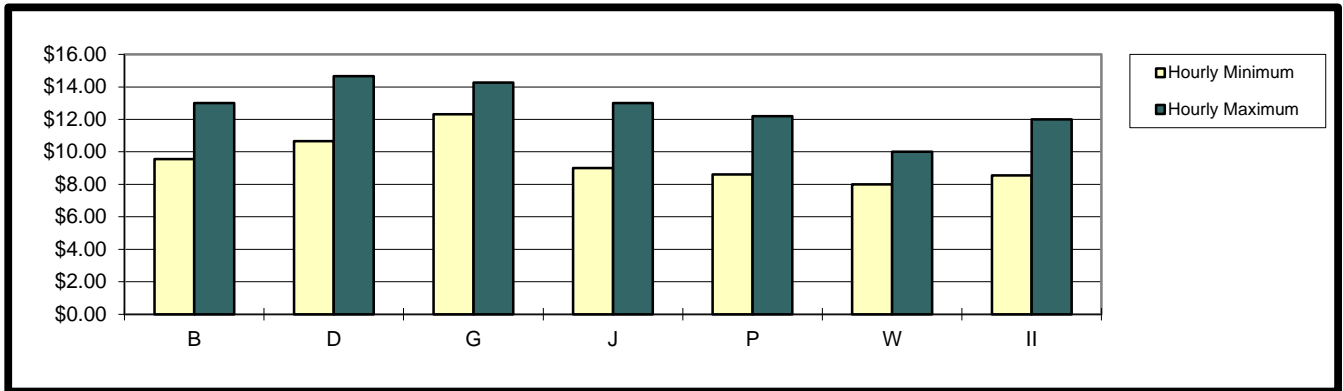
# Cook

Prepares food for consumption in a restaurant, cafeteria, nursing home, institution or other food service facility.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$9.55	\$13.00	\$764.00	\$1,040.00	\$19,864.00	\$27,040.00
D	\$10.66	\$14.67	\$852.80	\$1,173.60	\$22,172.80	\$30,513.60
G	\$12.31	\$14.26	\$689.36	\$798.56	\$17,923.36	\$20,762.56
J	\$9.00	\$13.00	\$720.00	\$1,040.00	\$18,720.00	\$27,040.00
P	\$8.60	\$12.20	\$688.00	\$976.00	\$17,888.00	\$25,376.00
W	\$8.00	\$10.00	\$400.00	\$500.00	\$10,400.00	\$13,000.00
II	\$8.55	\$12.00	\$684.00	\$960.00	\$17,784.00	\$24,960.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
G	\$12.31	Median	D	\$14.67
D	\$10.66		G	\$14.26
B	\$9.55		J	\$13.00
J	\$9.00		B	\$13.00
P	\$8.60		P	\$12.20
II	\$8.55		II	\$12.00
W	\$8.00		W	\$10.00
<b>Average</b>	\$9.52		<b>Average</b>	\$12.73



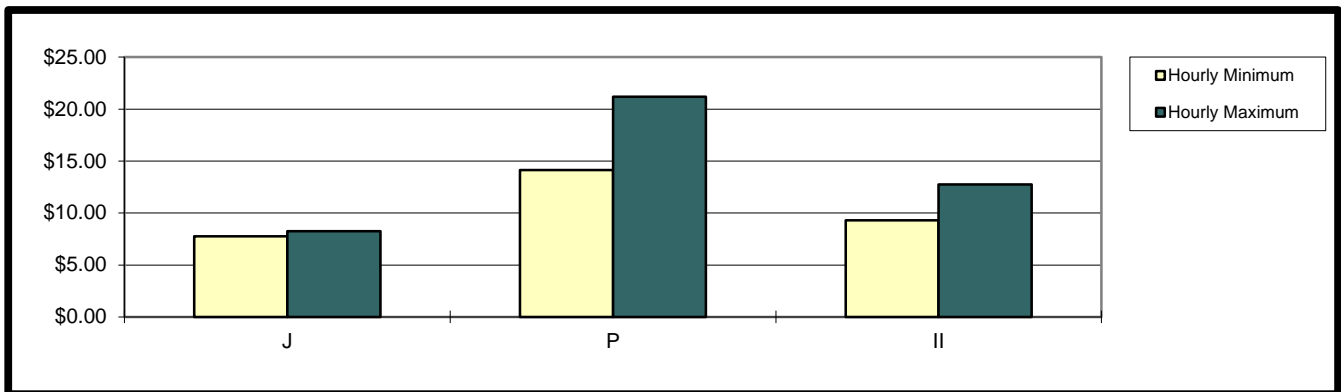
# Food Service Assistant Manager

Provides management assistance and support to manager of restaurant or other food service facility.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
J	\$7.75	\$8.25	\$620.00	\$660.00	\$16,120.00	\$17,160.00
P	\$14.13	\$21.20	\$1,130.77	\$1,696.15	\$29,400.00	\$44,100.00
II	\$9.30	\$12.75	\$744.00	\$1,020.00	\$19,344.00	\$26,520.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
P	\$14.13	Median	P	\$21.20
II	\$9.30		II	\$12.75
J	\$7.75		J	\$8.25
Average	\$10.39		Average	\$14.07



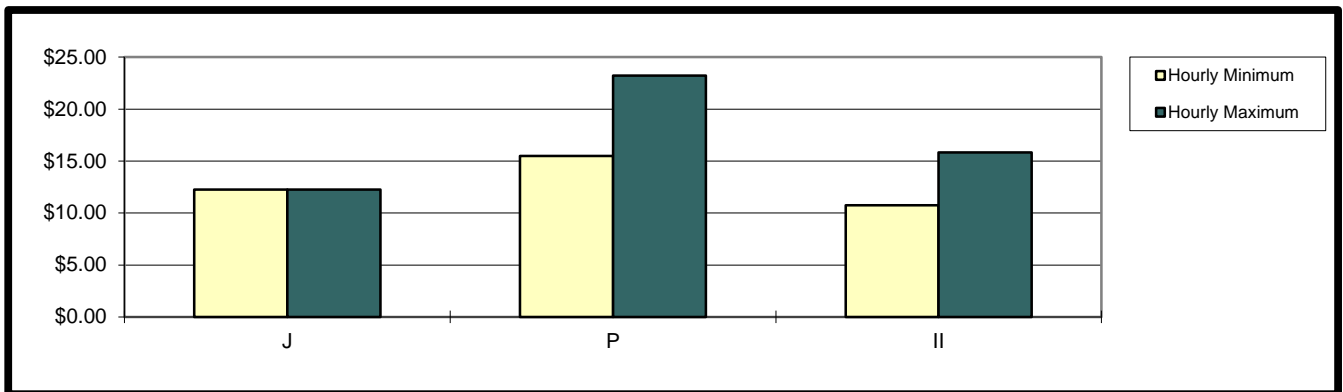
# Food Service Manager

**Manages restaurant or other food service facility. Maintains responsibility for food sales, customer service, quality, staffing, bookkeeping, and other operations.**

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
J	\$12.25	\$12.25	\$980.00	\$980.00	\$25,480.00	\$25,480.00
P	\$15.48	\$23.22	\$1,238.46	\$1,857.69	\$32,200.00	\$48,300.00
II	\$10.75	\$15.84	\$860.00	\$1,267.20	\$22,360.00	\$32,947.20

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
P	\$15.48	<b>Median</b>	P	\$23.22
J	\$12.25		II	\$15.84
II	\$10.75		J	\$12.25
<b>Average</b>	\$12.83		<b>Average</b>	\$17.10



**SERVICE, SALES & RETAIL**

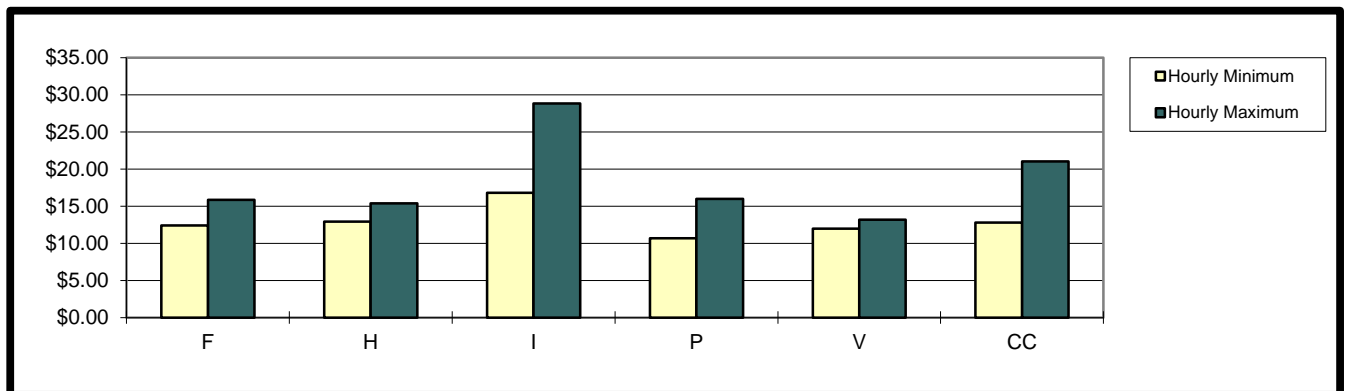
# Customer Service Representative

Handles customer complaints and ensures prompt and appropriate resolution.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$12.40	\$15.87	\$991.85	\$1,269.23	\$25,788.00	\$33,000.00
H	\$12.95	\$15.40	\$1,036.00	\$1,232.00	\$26,936.00	\$32,032.00
I	\$16.83	\$28.85	\$1,346.15	\$2,307.69	\$35,000.00	\$60,000.00
P	\$10.67	\$16.01	\$853.85	\$1,280.77	\$22,200.00	\$33,300.00
V	\$12.00	\$13.20	\$900.00	\$990.00	\$23,400.00	\$25,740.00
CC	\$12.79	\$21.03	\$511.54	\$1,576.92	\$13,300.00	\$41,000.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$16.83	Median	I	\$28.85
H	\$12.95		CC	\$21.03
CC	\$12.79		P	\$16.01
F	\$12.40		F	\$15.87
V	\$12.00		H	\$15.40
P	\$10.67		V	\$13.20
Average	\$12.94		Average	\$18.39



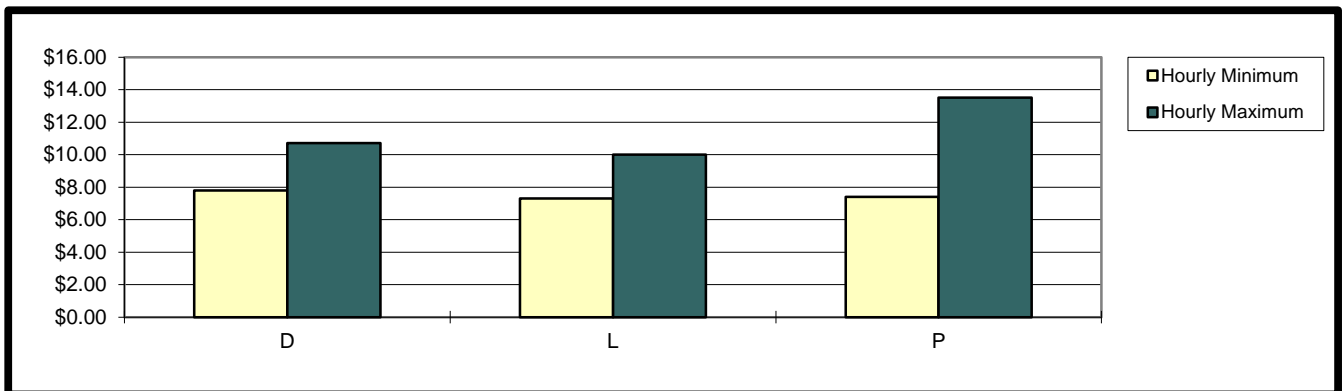
# Delivery Driver

Delivery drivers drive automobiles, vans and light trucks to pick up and deliver various products.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
D	\$7.79	\$10.72	\$623.20	\$857.60	\$16,203.20	\$22,297.60
L	\$7.30	\$10.00	\$379.60	\$520.00	\$9,869.60	\$13,520.00
P	\$7.40	\$13.51	\$592.31	\$1,080.77	\$15,400.00	\$28,100.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
D	\$7.79	Median	P	\$13.51
P	\$7.40		D	\$10.72
L	\$7.30		L	\$10.00
Average	\$7.50		Average	\$11.41



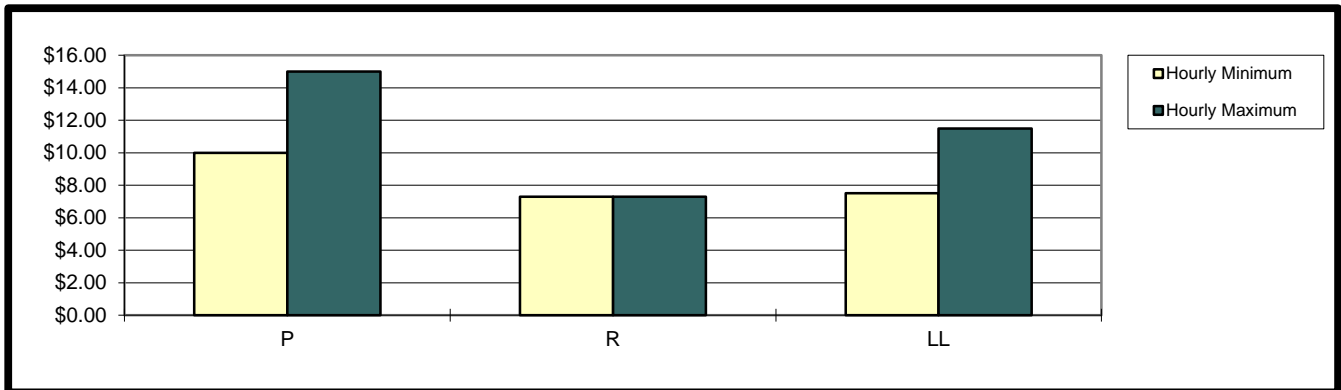
# Retail Clerk

Provides customer service in a retail establishment. Helps and provides service to customers, and operates register to ring up sales. Stocks shelves.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
R	\$7.30	\$7.30	\$584.00	\$584.00	\$15,184.00	\$15,184.00
LL	\$7.50	\$11.50	\$600.00	\$920.00	\$15,600.00	\$23,920.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
P	\$10.00	Median	P	\$15.00
LL	\$7.50		LL	\$11.50
R	\$7.30		R	\$7.30
Average	\$8.27		Average	\$11.27



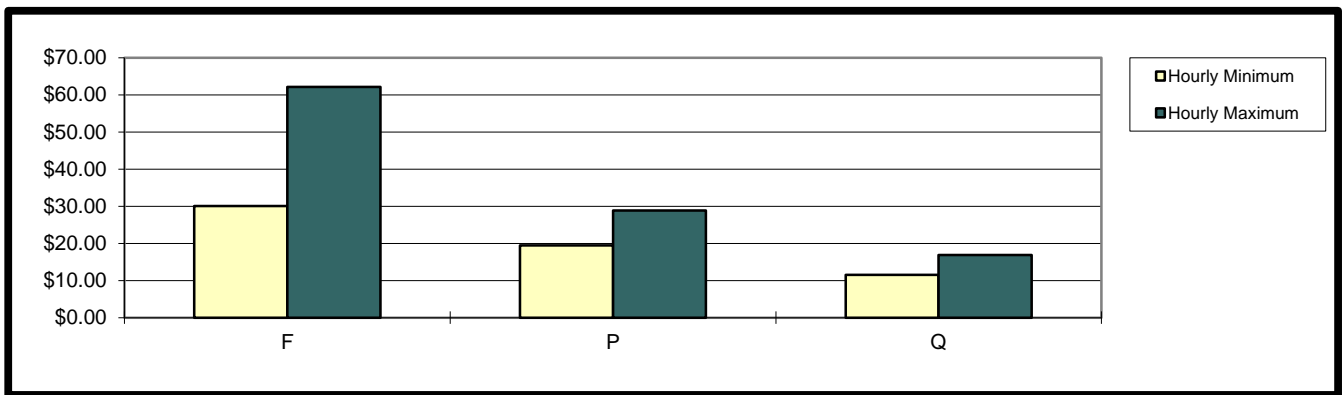
# Sales Manager

Individual responsible for the sales team and the sale of the organization's products. Utilizes technical, organizational, and customer knowledge to influence customers and assist them in applying the products/ services to their needs resulting in revenue generation. In addition, the position provides input and participates in the marketing, market planning and technical development of products and services.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
F	\$30.07	\$62.18	\$2,405.54	\$4,974.00	\$62,544.00	\$129,324.00
P	\$19.47	\$28.85	\$1,557.69	\$2,307.69	\$40,500.00	\$60,000.00
Q	\$11.54	\$16.83	\$923.08	\$1,346.15	\$24,000.00	\$35,000.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
F	\$30.07	Median	F	\$62.18
P	\$19.47		P	\$28.85
Q	\$11.54		Q	\$16.83
Average	\$20.36		Average	\$35.95



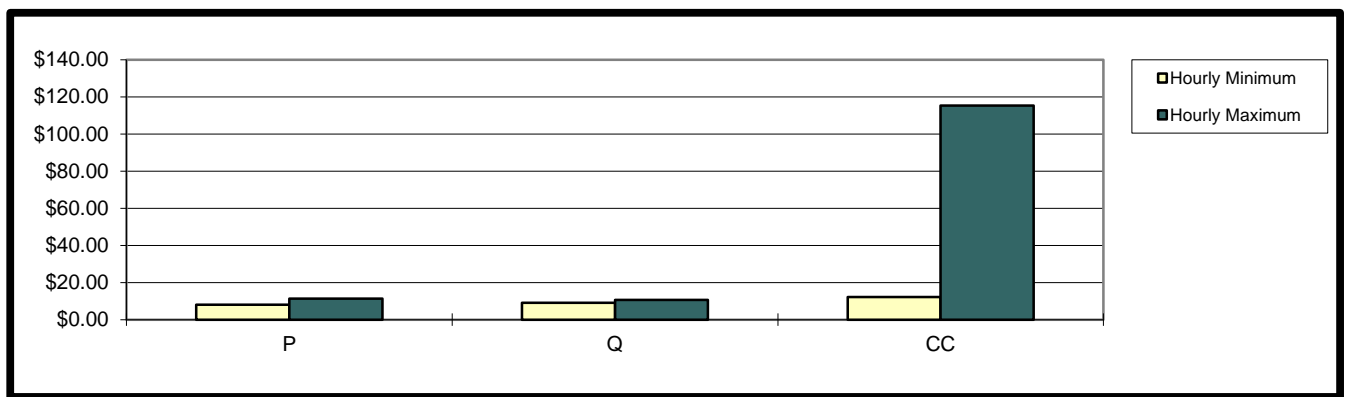
# Sales Representative

Sells products and services to new customers, and services customer accounts. Resolves customer problems and meets customer's needs for service. Generates and follows-up on outside and/or inside leads.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
P	\$8.00	\$11.30	\$640.00	\$903.85	\$16,640.00	\$23,500.00
Q	\$9.13	\$10.58	\$730.77	\$846.15	\$19,000.00	\$22,000.00
CC	\$12.10	\$115.38	\$907.69	\$8,653.85	\$23,600.00	\$225,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
CC	\$12.10	Median	CC	\$115.38
Q	\$9.13		P	\$11.30
P	\$8.00		Q	\$10.58
Average	\$9.75		Average	\$45.75



# **SKILLED TRADES**

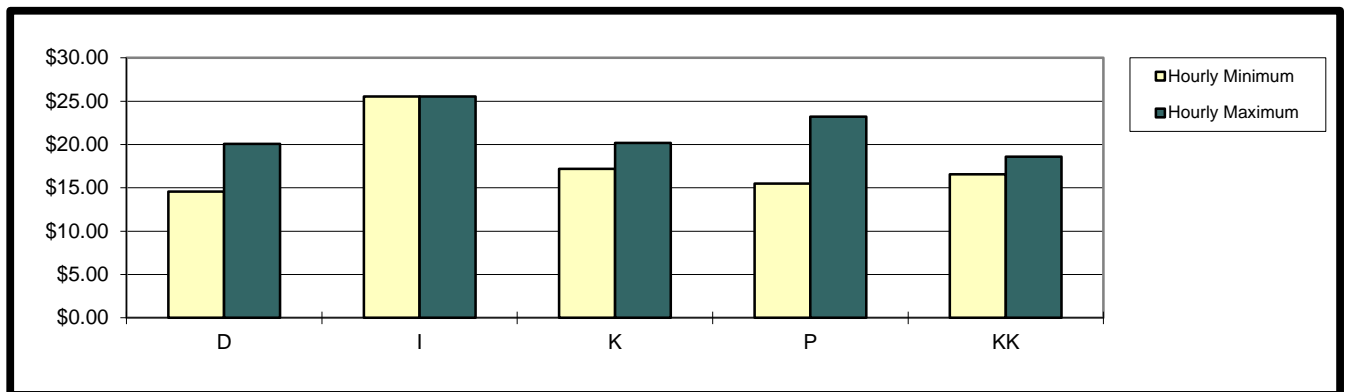
# Electrician

Installs, wires and maintains electrical systems in buildings or equipment, and performs other skilled electrical tasks in accordance with building code standards or generally accepted electrical principles. Repairs and tests controls, receptacles, motors, switches and wiring.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
D	\$14.57	\$20.06	\$1,165.60	\$1,604.80	\$30,305.60	\$41,724.80
I	\$25.55	\$25.55	\$2,044.00	\$2,044.00	\$53,144.00	\$53,144.00
K	\$17.20	\$20.20	\$1,376.00	\$1,616.00	\$35,776.00	\$42,016.00
P	\$15.48	\$23.22	\$1,238.46	\$1,857.69	\$32,200.00	\$48,300.00
KK	\$16.55	\$18.60	\$1,324.00	\$1,488.00	\$34,424.00	\$38,688.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.55	Median	I	\$25.55
K	\$17.20		P	\$23.22
KK	\$16.55		K	\$20.20
P	\$15.48		D	\$20.06
D	\$14.57		KK	\$18.60
Average	\$17.87		Average	\$21.53



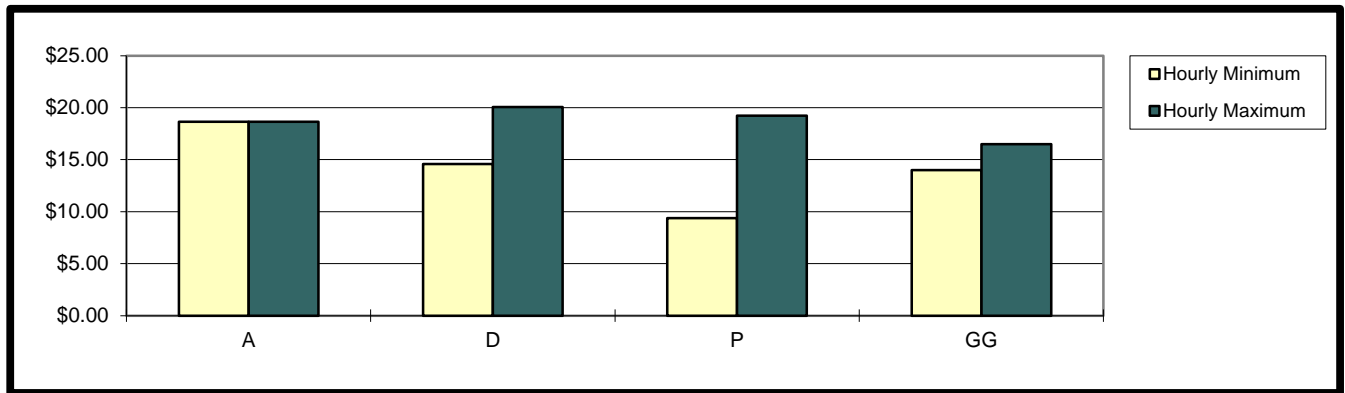
# HVAC Technician

Responsible for the installation, maintenance, troubleshooting and repair of residential, commercial and industrial HVAC and Refrigeration equipment.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$18.65	\$18.65	\$1,492.00	\$1,492.00	\$38,792.00	\$38,792.00
D	\$14.57	\$20.06	\$1,165.60	\$1,604.80	\$30,305.60	\$41,724.80
P	\$9.38	\$19.23	\$750.00	\$1,538.46	\$19,500.00	\$40,000.00
GG	\$14.00	\$16.50	\$1,120.00	\$1,320.00	\$29,120.00	\$34,320.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
A	\$18.65	Median	D	\$20.06
D	\$14.57		P	\$19.23
GG	\$14.00		A	\$18.65
P	\$9.38		GG	\$16.50
Average	\$14.15		Average	\$18.61



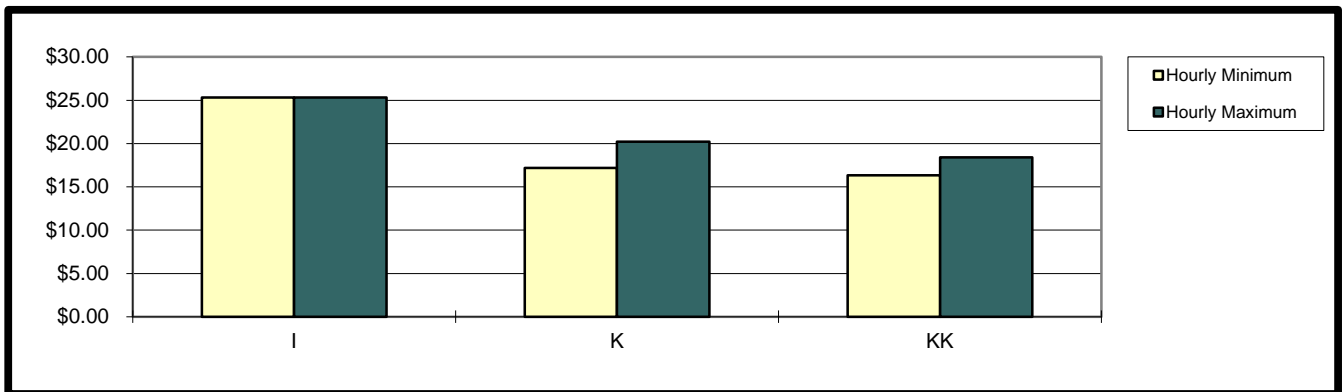
# Machine Repair

Repairs and services production equipment and machinery, including performing preventive maintenance and replacement of defective or worn parts.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$25.33	\$25.33	\$2,026.40	\$2,026.40	\$52,686.40	\$52,686.40
K	\$17.20	\$20.20	\$1,376.00	\$1,616.00	\$35,776.00	\$42,016.00
KK	\$16.35	\$18.40	\$1,308.00	\$1,472.00	\$34,008.00	\$38,272.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.33	Median	I	\$25.33
K	\$17.20		K	\$20.20
KK	\$16.35		KK	\$18.40
<b>Average</b>	\$19.63		<b>Average</b>	\$21.31



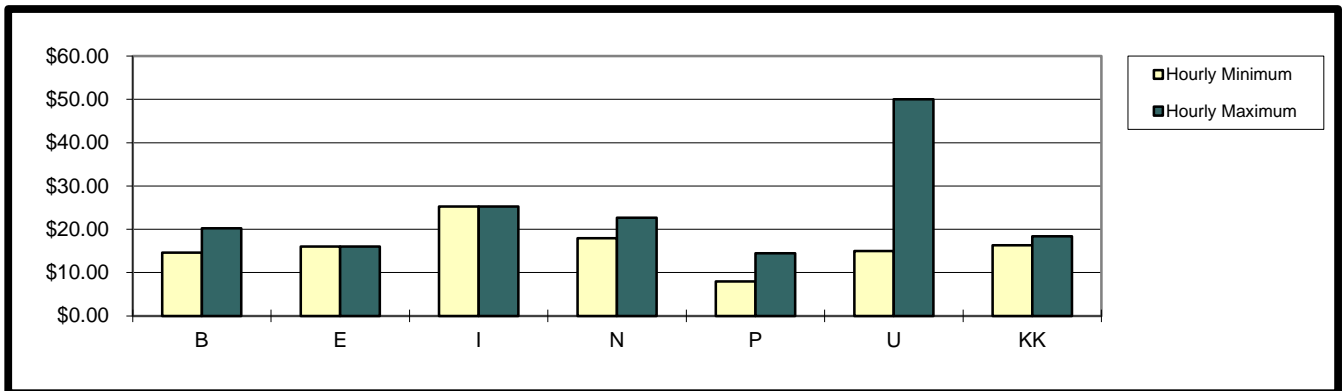
# Mechanic

Performs skilled mechanical and electrical repairs to vehicles, trucks, tractors, mowers and other equipment. Repairs and maintains gasoline and diesel engines. Replaces mechanical parts, overhauls small engines, repairs transmissions, installs water pumps, adjusts carburetors, and performs other repairs to maintain proper operating condition. Rewires ignition systems, lights, instrument panels, and performs other electrical system repairs. Diagnoses malfunctions and determines repair methods. Operates testing equipment. Performs scheduled routine maintenance. Uses mechanics tools, diagnostic equipment, wrenches, and other mechanical maintenance equipment and tools. Graduate of an accredited mechanical training program or two years experience in mechanical repairs with general skill in mechanical repair of gasoline and diesel engines, and electrical system repairs.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$14.60	\$20.24	\$1,168.00	\$1,619.20	\$30,368.00	\$42,099.20
E	\$16.00	\$16.00	\$1,280.00	\$1,280.00	\$33,280.00	\$33,280.00
I	\$25.22	\$25.22	\$2,017.60	\$2,017.60	\$52,457.60	\$52,457.60
N	\$17.95	\$22.70	\$1,436.00	\$1,816.00	\$37,336.00	\$47,216.00
P	\$7.93	\$14.47	\$634.62	\$1,157.69	\$16,500.00	\$30,100.00
U	\$15.00	\$50.00	\$1,200.00	\$4,000.00	\$31,200.00	\$104,000.00
KK	\$16.34	\$18.40	\$1,306.80	\$1,472.00	\$33,976.80	\$38,272.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$25.22	Median	U	\$50.00
N	\$17.95		I	\$25.22
KK	\$16.34		N	\$22.70
E	\$16.00		B	\$20.24
U	\$15.00		KK	\$18.40
B	\$14.60		E	\$16.00
P	\$7.93		P	\$14.47
<b>Average</b>	\$16.15		<b>Average</b>	\$23.86



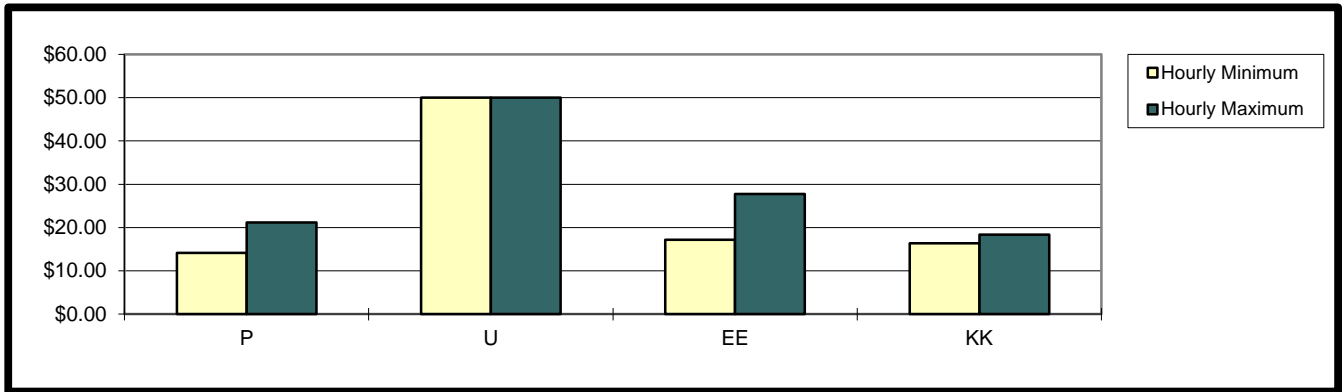
# Welder

**Welds and assembles equipment, machinery, products, and other items using skilled welding methods. Operates welding and assembly machines.**

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
P	\$14.13	\$21.20	\$1,130.77	\$1,696.15	\$29,400.00	\$44,100.00
U	\$50.00	\$50.00	\$4,000.00	\$4,000.00	\$104,000.00	\$104,000.00
EE	\$17.20	\$27.76	\$1,376.00	\$2,220.80	\$35,776.00	\$57,740.80
KK	\$16.34	\$18.40	\$1,306.80	\$1,472.00	\$33,976.80	\$38,272.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
U	\$50.00	Median	U	\$50.00
EE	\$17.20		EE	\$27.76
KK	\$16.34		P	\$21.20
P	\$14.13		KK	\$18.40
Average	\$24.42		Average	\$29.34



**TECHNICAL**

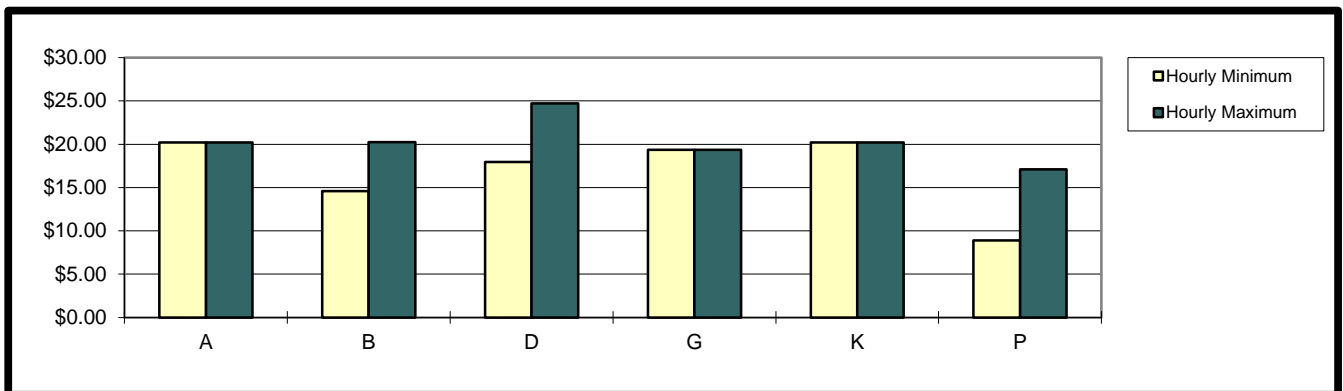
# Computer Technician

Installs hardware and software into computer system. Troubleshoots hardware, software and operating system issues. Resolves technical operating systems, application software, and hardware issues. Provides training for computer users.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$20.20	\$20.20	\$1,616.35	\$1,616.35	\$42,025.00	\$42,025.00
B	\$14.60	\$20.24	\$1,168.00	\$1,619.20	\$30,368.00	\$42,099.20
D	\$17.96	\$24.72	\$1,436.80	\$1,977.60	\$37,356.80	\$51,417.60
G	\$19.35	\$19.35	\$1,548.00	\$1,548.00	\$40,248.00	\$40,248.00
K	\$20.20	\$20.20	\$1,616.00	\$1,616.00	\$42,016.00	\$42,016.00
P	\$8.89	\$17.12	\$711.54	\$1,369.23	\$18,500.00	\$35,600.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
A	\$20.20	Median	D	\$24.72
K	\$20.20		B	\$20.24
G	\$19.35		A	\$20.20
D	\$17.96		K	\$20.20
B	\$14.60		G	\$19.35
P	\$8.89		P	\$17.12
<b>Average</b>	\$16.87		<b>Average</b>	\$20.30



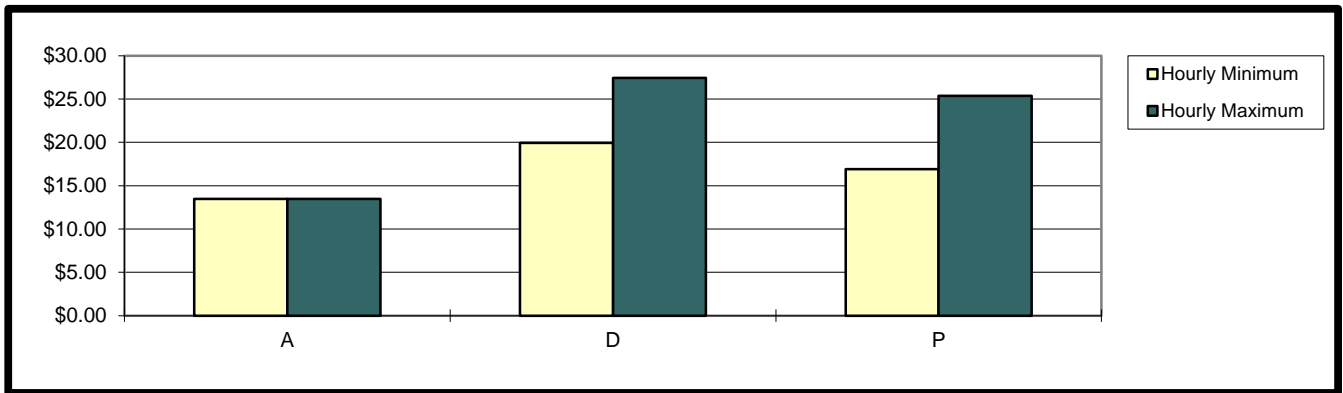
# Graphic Designer/Graphic Artist

Communicates ideas and messages through a visual medium. Graphic design is used in three main types of media: print, digital and production credits. A graphic designer's main duties vary by medium and by the type of company they work for.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
A	\$13.46	\$13.46	\$1,076.80	\$1,076.80	\$27,996.80	\$27,996.80
D	\$19.93	\$27.44	\$1,594.40	\$2,195.20	\$41,454.40	\$57,075.20
P	\$16.92	\$25.38	\$1,353.85	\$2,030.77	\$35,200.00	\$52,800.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
D	\$19.93	Median	D	\$27.44
P	\$16.92		P	\$25.38
A	\$13.46		A	\$13.46
Average	\$16.77		Average	\$22.09



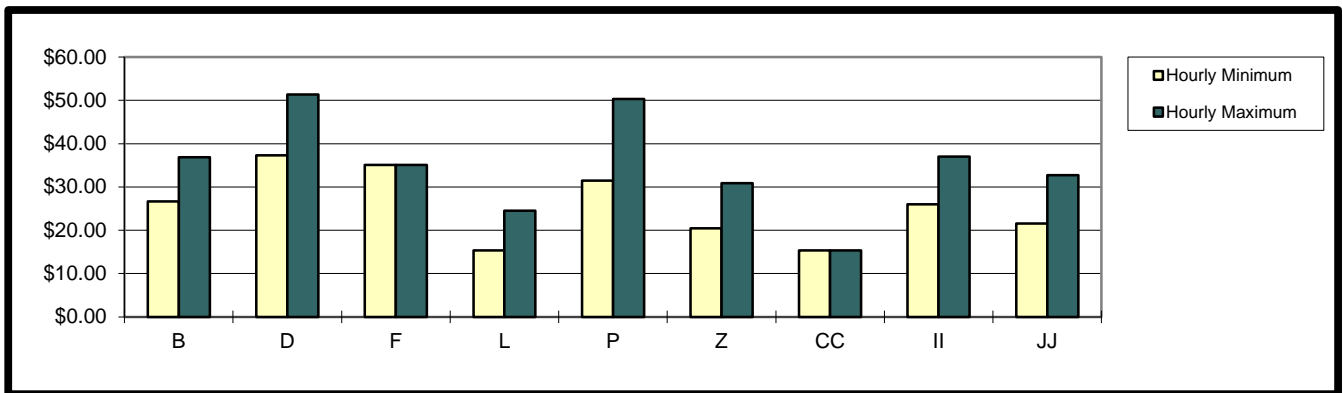
# Information Systems Manager

Assumes responsibility for management of information systems and technical staff, including systems and programming procedures and computer operations. Manages coordination and integration of organizational operations and information system needs.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$26.64	\$36.90	\$2,131.20	\$2,952.00	\$55,411.20	\$76,752.00
D	\$37.29	\$51.33	\$2,983.20	\$4,106.40	\$77,563.20	\$106,766.40
F	\$35.10	\$35.10	\$2,808.00	\$2,808.00	\$73,008.00	\$73,008.00
L	\$15.38	\$24.52	\$1,230.77	\$1,961.54	\$32,000.02	\$51,000.04
P	\$31.44	\$50.29	\$2,515.38	\$4,023.08	\$65,400.00	\$104,600.00
Z	\$20.48	\$30.91	\$1,638.46	\$2,473.08	\$42,600.00	\$64,300.00
CC	\$15.38	\$15.38	\$1,153.85	\$1,153.85	\$30,000.00	\$30,000.00
II	\$26.00	\$37.00	\$2,080.00	\$2,960.00	\$54,080.00	\$76,960.00
JJ	\$21.59	\$32.69	\$1,726.92	\$2,615.38	\$44,900.00	\$68,000.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
D	\$37.29	Median	D	\$51.33
F	\$35.10		P	\$50.29
P	\$31.44		II	\$37.00
B	\$26.64		B	\$36.90
II	\$26.00		F	\$35.10
JJ	\$21.59		JJ	\$32.69
Z	\$20.48		Z	\$30.91
L	\$15.38		L	\$24.52
CC	\$15.38		CC	\$15.38
Average	\$25.48			Average



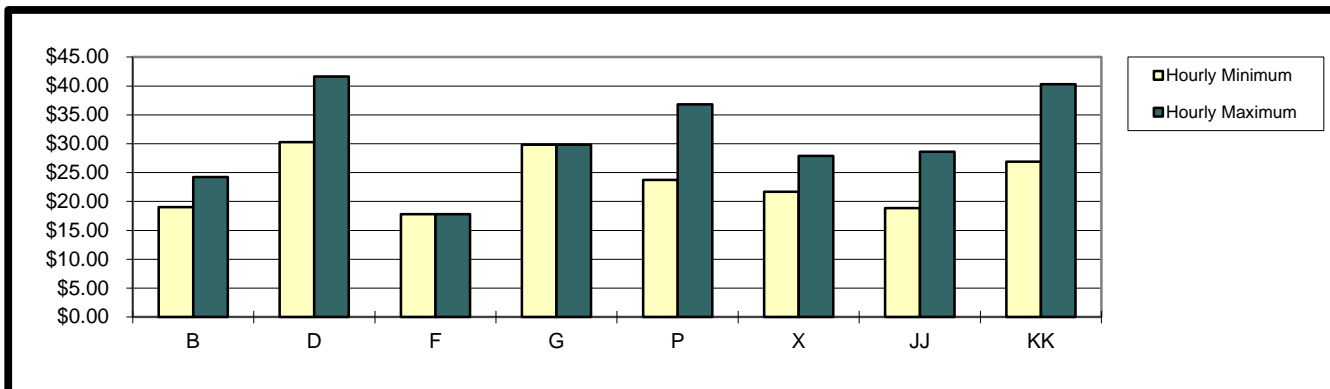
# Network Administrator

Manages, installs, maintains and administers computer network. Maintains network systems, applications, security, and configurations. Trains users.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$19.04	\$24.21	\$1,523.20	\$1,936.80	\$39,603.20	\$50,356.80
D	\$30.27	\$41.66	\$2,421.60	\$3,332.80	\$62,961.60	\$86,652.80
F	\$17.83	\$17.83	\$1,426.15	\$1,426.15	\$37,080.00	\$37,080.00
G	\$29.86	\$29.86	\$2,388.73	\$2,388.73	\$62,107.00	\$62,107.00
P	\$23.75	\$36.83	\$1,900.00	\$2,946.15	\$49,400.00	\$76,600.00
X	\$21.69	\$27.88	\$1,735.15	\$2,230.35	\$45,114.00	\$57,989.00
JJ	\$18.85	\$28.61	\$1,507.69	\$2,288.46	\$39,200.00	\$59,500.00
KK	\$26.89	\$40.30	\$2,150.92	\$3,224.04	\$55,924.00	\$83,825.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
D	\$30.27	Median	D	\$41.66
G	\$29.86		KK	\$40.30
KK	\$26.89		P	\$36.83
P	\$23.75		G	\$29.86
X	\$21.69		JJ	\$28.61
B	\$19.04		X	\$27.88
JJ	\$18.85		B	\$24.21
F	\$17.83		F	\$17.83
<b>Average</b>	\$23.52			<b>Average</b>



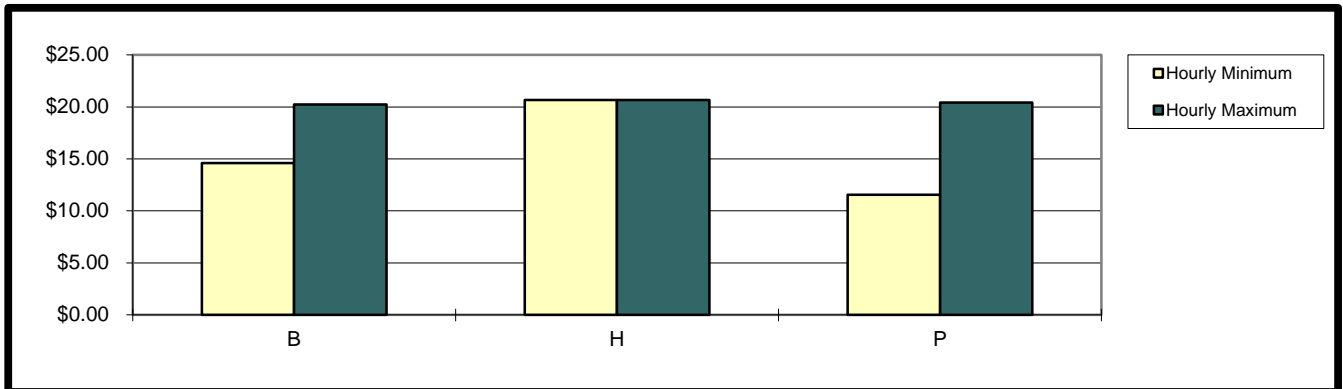
# Computer Support Technician

Provides customer or employee support regarding utilization of software applications and internet use. May complete basic technical job duties including but not limited to installation of software and hardware, system rebuilds and firewall maintenance.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
B	\$14.60	\$20.24	\$1,168.00	\$1,619.20	\$30,368.00	\$42,099.20
H	\$20.67	\$20.67	\$1,653.60	\$1,653.60	\$42,993.60	\$42,993.60
P	\$11.54	\$20.43	\$923.08	\$1,634.62	\$24,000.00	\$42,500.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
H	\$20.67	Median	H	\$20.67
B	\$14.60		P	\$20.43
P	\$11.54		B	\$20.24
Average	\$15.60		Average	\$20.45



# **WAREHOUSING & DISTRIBUTION**

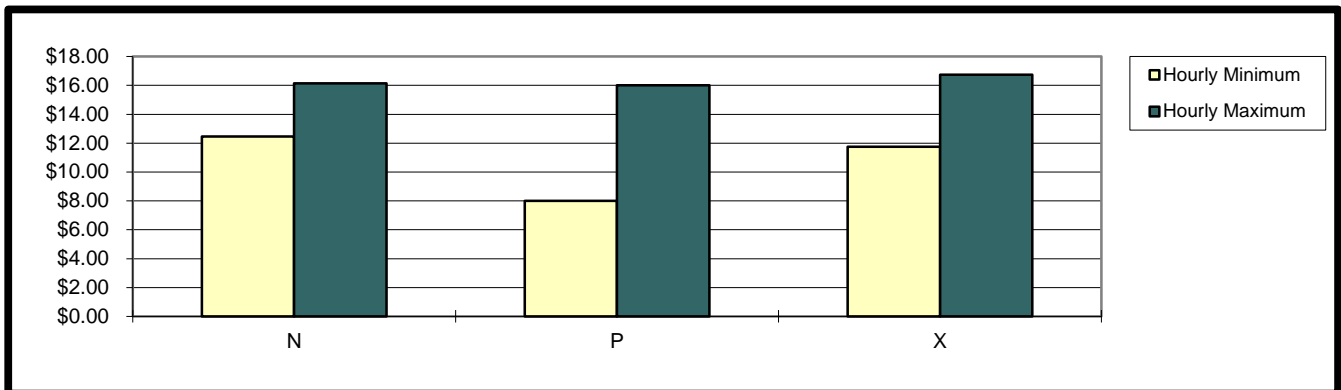
# Forklift Operator

Operates forklift within facilities or to transport and load or unload items between facilities and trucks.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$8.00	\$16.00	\$640.00	\$1,280.00	\$16,640.00	\$33,280.00
X	\$11.75	\$16.75	\$940.00	\$1,340.00	\$24,440.00	\$34,840.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
N	\$12.45	Median	X	\$16.75
X	\$11.75		N	\$16.15
P	\$8.00		P	\$16.00
Average	\$10.73		Average	\$16.30



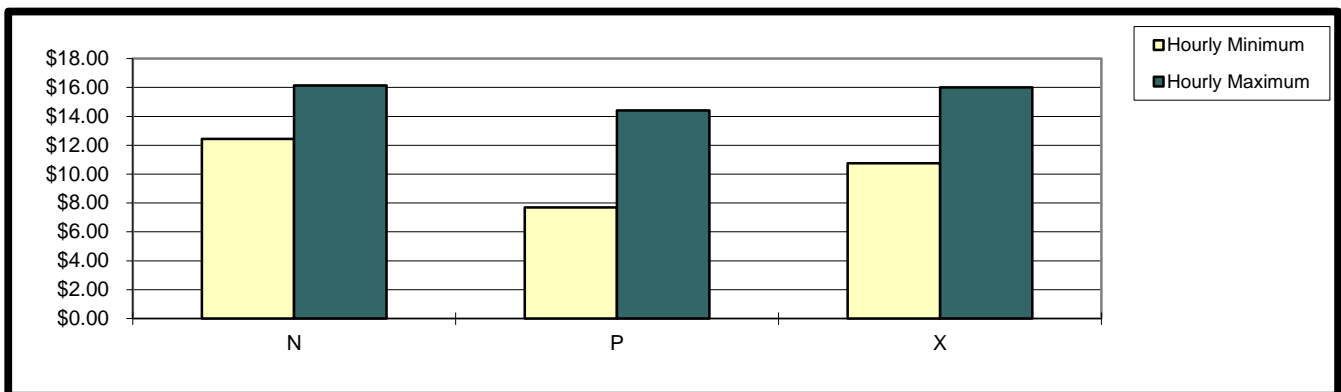
# Inventory Attendant/Clerk

Fills shipping orders, parts and material requests, and maintains transaction records. Prepares items for storage and stores in assigned locations. Maintains inventories and inventory records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$7.69	\$14.42	\$615.38	\$1,153.85	\$16,000.00	\$30,000.00
X	\$10.75	\$16.00	\$860.00	\$1,280.00	\$22,360.00	\$33,280.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
N	\$12.45	Median	N	\$16.15
X	\$10.75		X	\$16.00
P	\$7.69		P	\$14.42
<b>Average</b>	\$10.30		<b>Average</b>	\$15.52



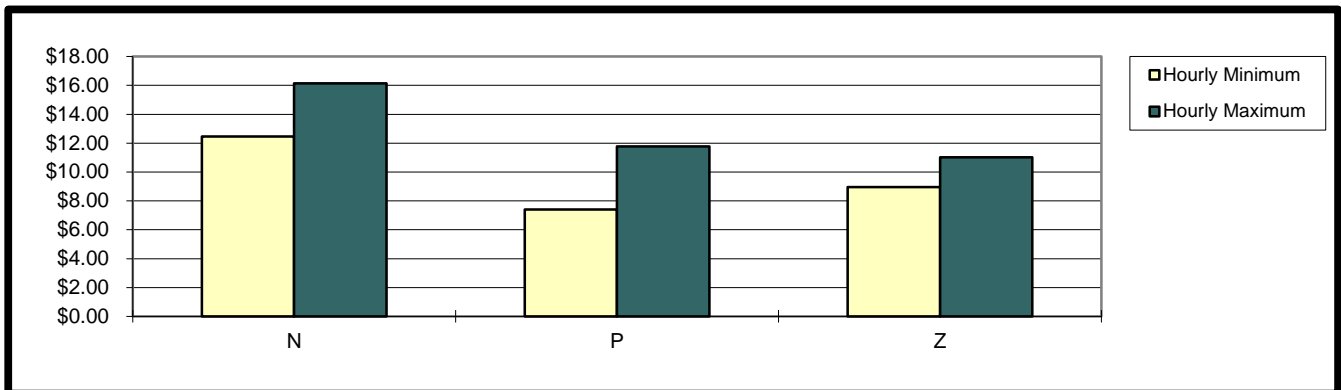
# Packer

Places products into crates, boxes or other packaging, and seals containers.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$7.40	\$11.78	\$592.31	\$942.31	\$15,400.00	\$24,500.00
Z	\$8.96	\$11.01	\$716.80	\$880.80	\$18,636.80	\$22,900.80

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
N	\$12.45	Median	N	\$16.15
Z	\$8.96		P	\$11.78
P	\$7.40		Z	\$11.01
Average	\$9.60		Average	\$12.98



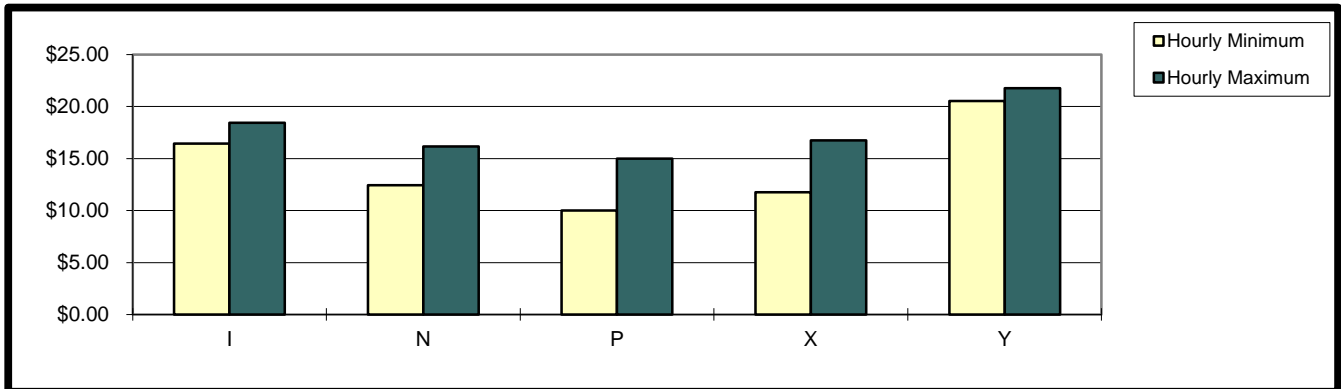
# Shipper/Receiver

Physically loads and unloads shipments of incoming or outgoing materials or products. May check items against packing lists, make counts and maintains shipping and receiving records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$16.44	\$18.44	\$1,315.20	\$1,475.20	\$34,195.20	\$38,355.20
N	\$12.45	\$16.15	\$996.00	\$1,292.00	\$25,896.00	\$33,592.00
P	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00
X	\$11.75	\$16.75	\$940.00	\$1,340.00	\$24,440.00	\$34,840.00
Y	\$20.54	\$21.77	\$1,643.20	\$1,741.60	\$42,723.20	\$45,281.60

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
Y	\$20.54	Median	Y	\$21.77
I	\$16.44		I	\$18.44
N	\$12.45		X	\$16.75
X	\$11.75		N	\$16.15
P	\$10.00		P	\$15.00
<b>Average</b>	\$14.24		<b>Average</b>	\$17.62



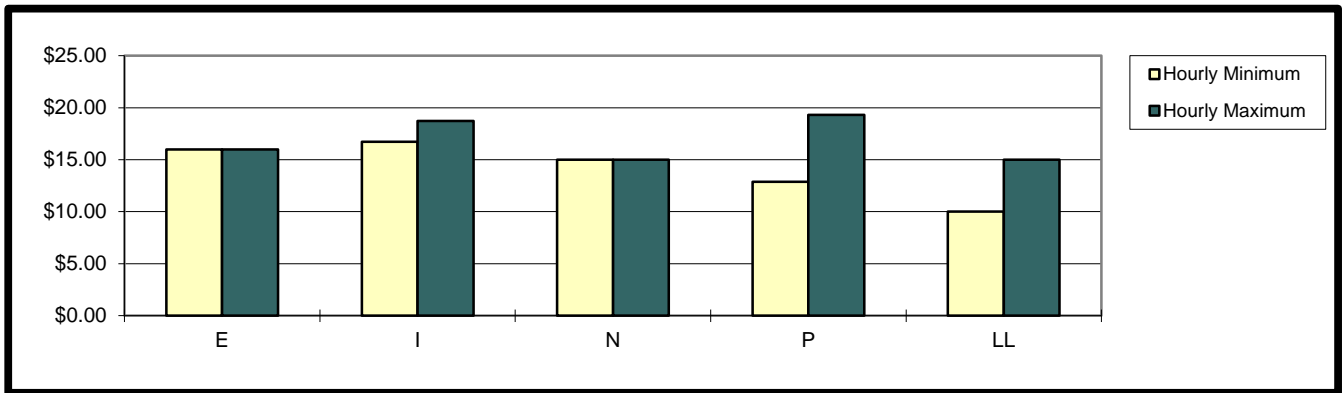
# Truck Driver

Operates small truck to pick up and deliver materials and products to and from locations.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
E	\$16.00	\$16.00	\$1,280.00	\$1,280.00	\$33,280.00	\$33,280.00
I	\$16.74	\$18.74	\$1,339.20	\$1,499.20	\$34,819.20	\$38,979.20
N	\$15.00	\$15.00	\$1,200.00	\$1,200.00	\$31,200.00	\$31,200.00
P	\$12.88	\$19.33	\$1,030.77	\$1,546.15	\$26,800.00	\$40,200.00
LL	\$10.00	\$15.00	\$800.00	\$1,200.00	\$20,800.00	\$31,200.00

**Wage Comparison**  
[Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$16.74	<b>Median</b>	P	\$19.33
E	\$16.00		I	\$18.74
N	\$15.00		E	\$16.00
P	\$12.88		N	\$15.00
LL	\$10.00		LL	\$15.00
<b>Average</b>	\$14.12		<b>Average</b>	\$16.81



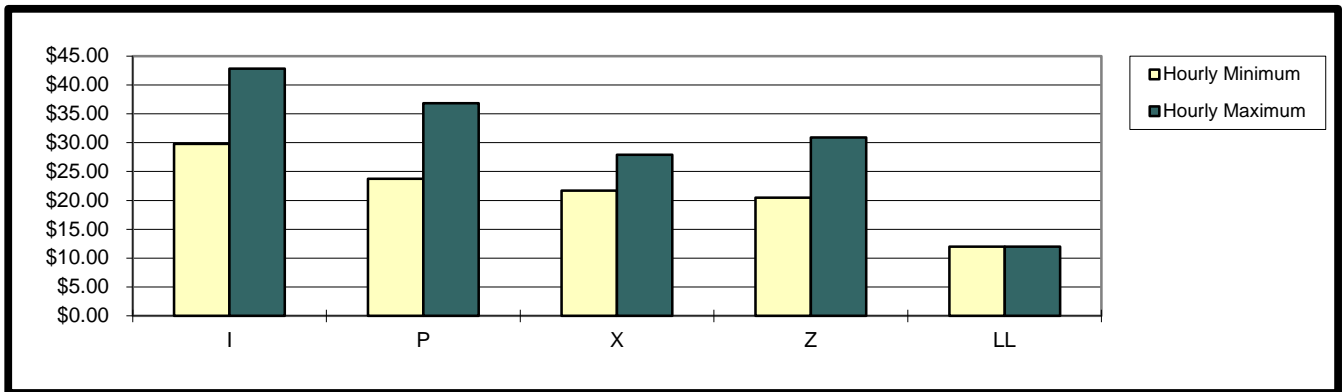
# Warehouse/Storage Supervisor

A line supervisor in a warehouse or storage facility involved in the storage and distribution of materials, supplies, parts, components or other inventory. Records transactions and maintains related records.

Employer	Hourly Minimum	Hourly Maximum	Biweekly Minimum	Biweekly Maximum	Annual Minimum	Annual Maximum
I	\$29.81	\$42.79	\$2,384.62	\$3,423.08	\$62,000.00	\$89,000.00
P	\$23.75	\$36.83	\$1,900.00	\$2,946.15	\$49,400.00	\$76,600.00
X	\$21.69	\$27.88	\$1,735.15	\$2,230.35	\$45,114.00	\$57,989.00
Z	\$20.48	\$30.91	\$1,638.46	\$2,473.08	\$42,600.00	\$64,300.00
LL	\$12.00	\$12.00	\$960.00	\$960.00	\$24,960.00	\$24,960.00

## Wage Comparison [Listed in Descending Order]

Employer	Hourly Minimum	Median Wage[s]	Employer	Hourly Maximum
I	\$29.81	Median	I	\$42.79
P	\$23.75		P	\$36.83
X	\$21.69		Z	\$30.91
Z	\$20.48		X	\$27.88
LL	\$12.00		LL	\$12.00
<b>Average</b>	\$21.55		<b>Average</b>	\$30.08



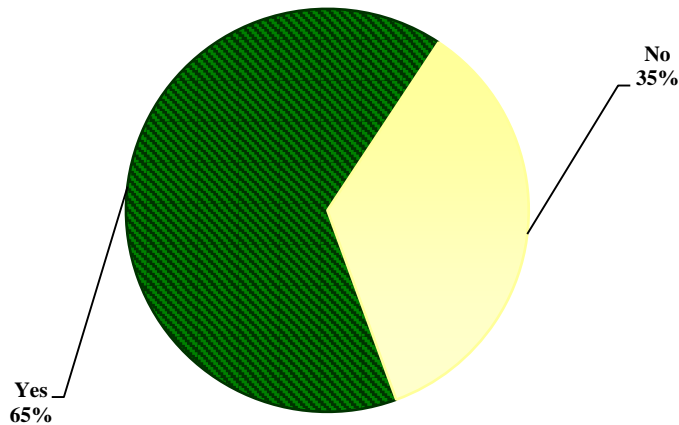
**SECTION III**

**COMPENSATION  
PRACTICES**

# COMPENSATION PRACTICES

## 2011 PAY INCREASES

Percent of Employers Who Provided Pay Increases in 2011

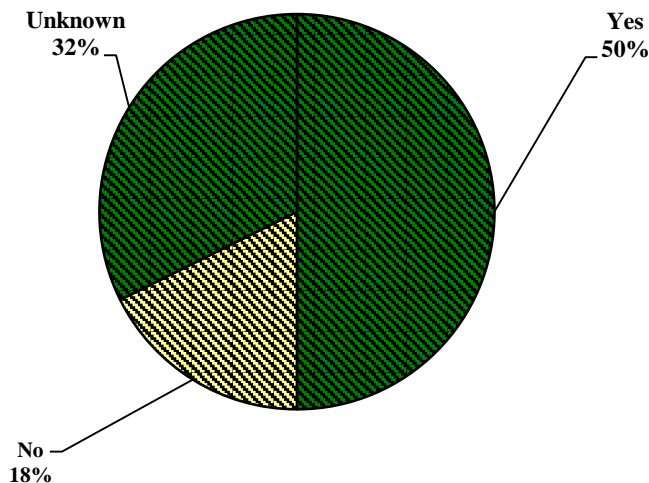


2011 Pay Increases [By Percent]		
Pay Raise Increase	Respondents	
	Percent	Number
1 to 1.4%	20%	3
1.5 to 1.9%	13%	2
2 to 2.4%	33%	5
2.5 to 2.9%	20%	3
3 to 3.4%	13%	2
3.5 to 3.9%	0%	0
4.0 to 4.4%	0%	0
4.5 to 4.9%	0%	0
5% or more	0%	0

2011 Pay Increases [By Amount]		
Pay Raise Increase	Respondents	
	Percent	Number
.01 to .25 per hour	30%	3
.26 to .50 per hour	40%	4
.51 to .75 per hour	10%	1
.76 to 1.00 per hour	20%	2
Over 1.00 per hour	0%	0

## 2012 PAY INCREASES

Percent of Employers Planning to Provide Pay Increases in 2012



2012 Pay Increases Planned [By Percent]		
Pay Raise Increase	Respondents	
	Percent	Number
1 to 1.4%	13%	2
1.5 to 1.9%	20%	3
2 to 2.4%	13%	2
2.5 to 2.9%	20%	3
3 to 3.4%	33%	5
3.5 to 3.9%	0%	0
4 to 4.4%	0%	0
4.5 to 4.9%	0%	0
5% or more	0%	0

2012 Pay Increases Planned [By Amount]		
Pay Raise Increase	Respondents	
	Percent	Number
.01 to .25 per hour	25%	1
.26 to .50 per hour	25%	1
.51 to .75 per hour	25%	1
.76 to 1.00 per hour	25%	1
Over 1.00 per hour	0%	0

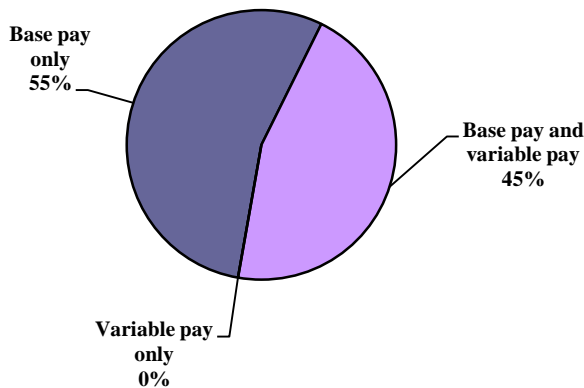
# COMPENSATION PRACTICES

## PAY PHILOSOPHY & PRACTICES

How Raises are Determined		
Pay Philosophy	Respondents	
	Percent	Number
Merit	38%	14
Performance	35%	13
Other	35%	13
Cost of living	24%	9
Seniority	22%	8
Unknown/No philosophy	5%	2



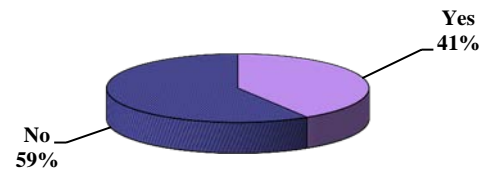
Type of Compensation Plans Used



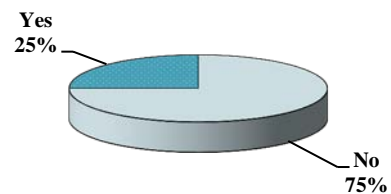
Variable Pay Offered		
Type	Respondents	
	Percent	Number
Shift differential	27%	10
Incentive pay	24%	9
On call pay	16%	6
Travel pay	11%	4
Call back pay	8%	3
Reporting pay	8%	3
Emergency shift pay	5%	2
Hazard pay	0%	0

Incentive Pay Types		
Type	Respondents	
	Percent	Number
Sales Commission	16%	6
Referral Bonus	16%	6
Performance Bonus	14%	5
Individual Incentive Plan	11%	4
Attendance Bonus	8%	3
Piece Rate	5%	2
Other	5%	2
Team Incentive Plan	5%	2
Profit Sharing	3%	1
Retention or Seniority Bonus	3%	1
Suggestion Program Bonus	3%	1
Gain Sharing	0%	0
Tips	0%	0

Employers that Offer Executive Compensation Plan



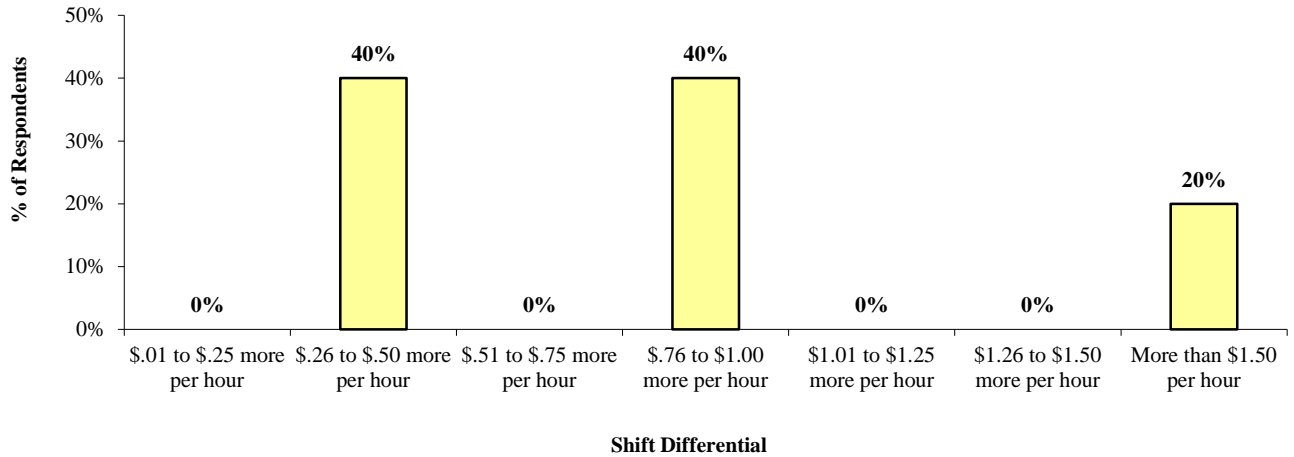
Employers that Offer Executive Incentive Plan



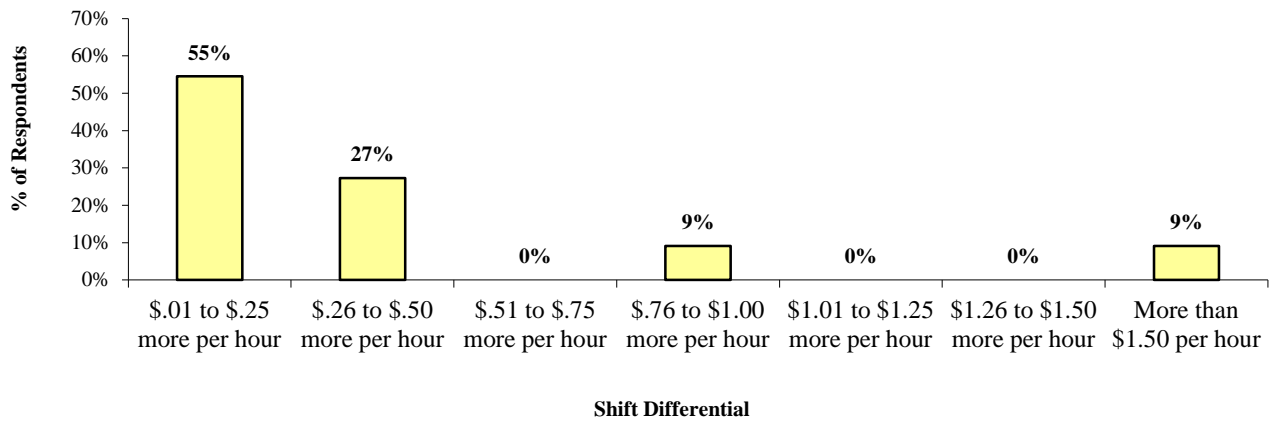
# COMPENSATION PRACTICES

## SHIFT OPERATIONS & SHIFT DIFFERENTIALS

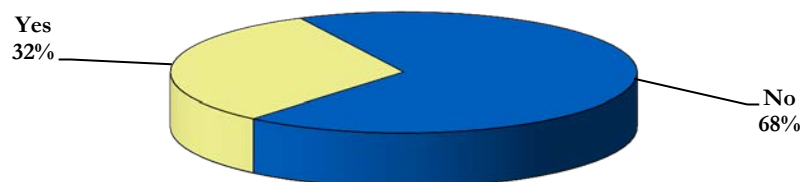
### Evening Shift Differential



### Night Shift Differential



### Day Shift Employees Required to Work Evening or Night Shifts

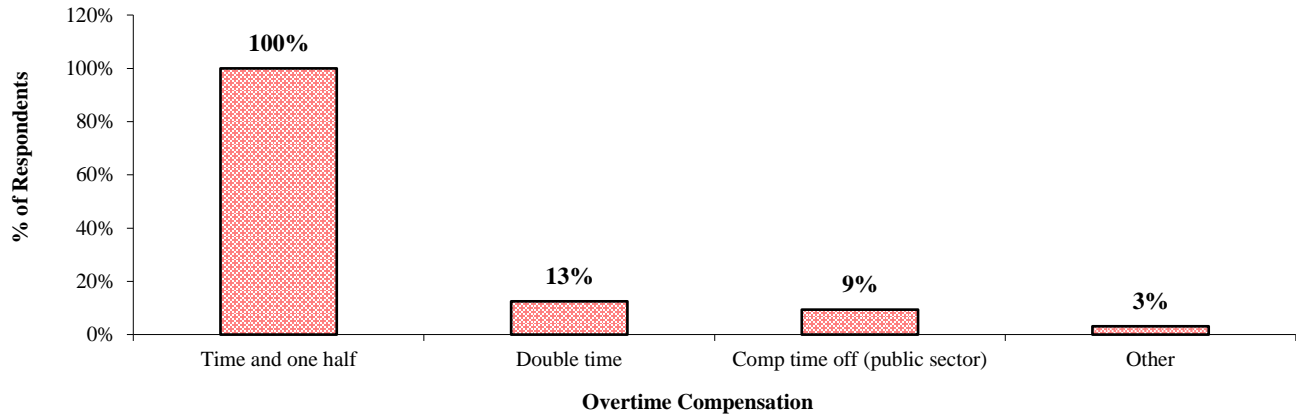


# COMPENSATION PRACTICES

## NON-EXEMPT EMPLOYEES' OVERTIME & PREMIUM COMPENSATION

### Non-Exempt Employees' Overtime Compensation

[For Time Worked Over 40 Hours in a Workweek]

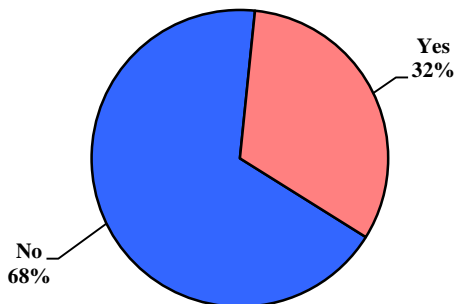


Weekend Premium Pay [For Non-Exempt Employees]		
Premium Pay	Respondents	
	Percent	Number
No premium paid	59%	19
Time and one half	31%	10
Double time	0%	0
Triple time	0%	0
Other	9%	3

Holiday Premium Pay [For Non-Exempt Employees]		
Premium Pay	Respondents	
	Percent	Number
No premium paid	47%	16
Time and one half	24%	8
Double time	26%	9
Triple time	0%	0
Other	3%	1

## EXEMPT EMPLOYEES' COMPENSATION

### Employers That Provide Time Off for Exempt Employees Who Work Over 40 Hours in a Week

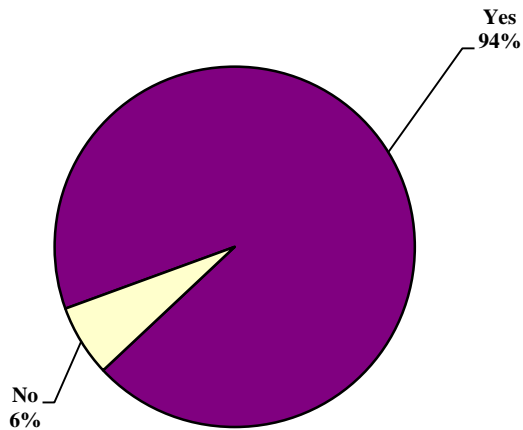


Exempt Employees' Overtime Compensation [For Time Worked Over 40 Hours in a Workweek]		
Compensation Method	Respondents	
	Percent	Number
Flextime	50%	5
Straight time	30%	3
Other	20%	2
Time and one half	0%	0

# COMPENSATION PRACTICES

## MEAL & BREAKS

Employers Providing a Meal Break When an Employee Works at Least 6 Hours

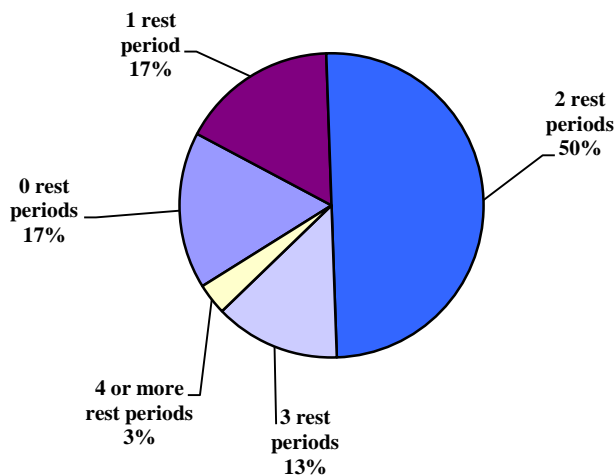


Paid or Unpaid Meal Breaks		
Paid or Unpaid	Respondents	
	Percent	Number
Unpaid	60%	18
Paid	37%	11
Combination	3%	1
Other	0%	0



## REST BREAK PRACTICES

Number of Rest Periods Provided Per 8 Hours



Length of Rest Period		
Time	Respondents	
	Percent	Number
10 minutes	22%	6
15 minutes	44%	12
20 minutes or more	7%	2
Breaks are not timed	19%	5
Other	7%	2



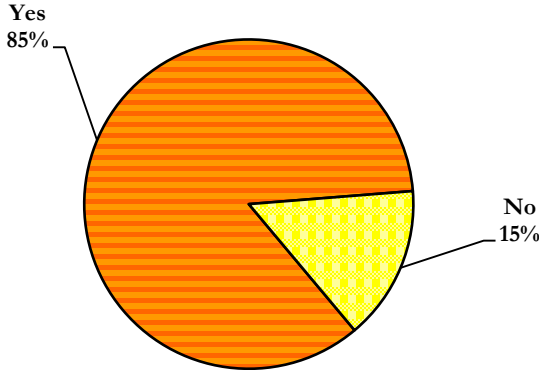
# **SECTION IV**

## **BENEFITS**

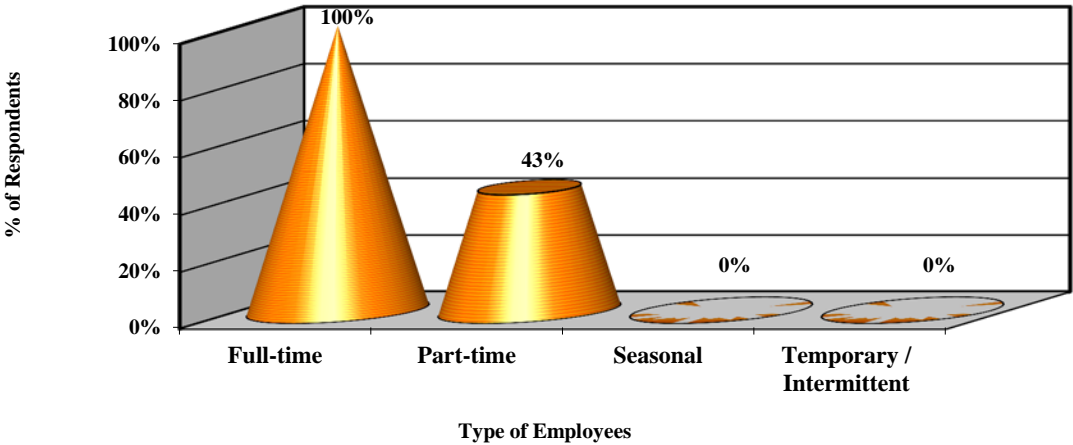
# LEAVE BENEFITS

## VACATION LEAVE

Percentage of Employers That Provide Paid Vacation



Employees Who Earn Paid Vacation



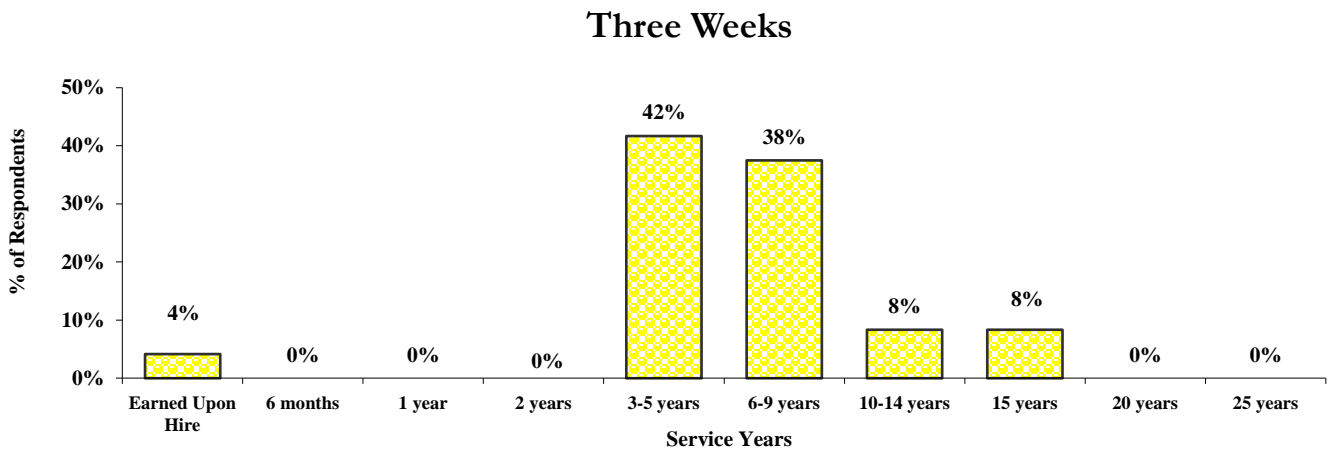
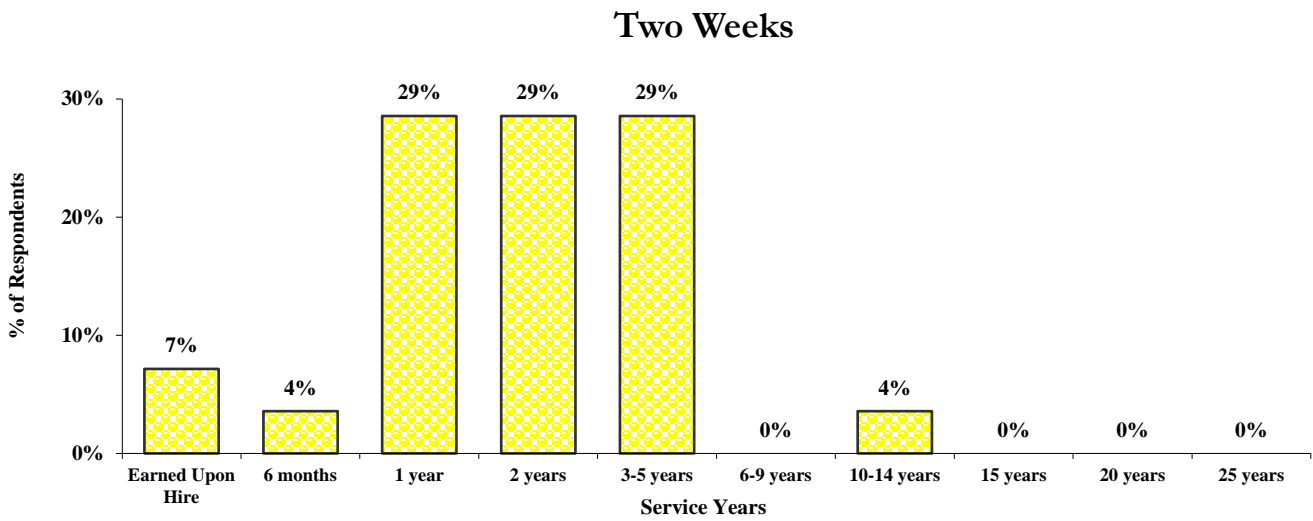
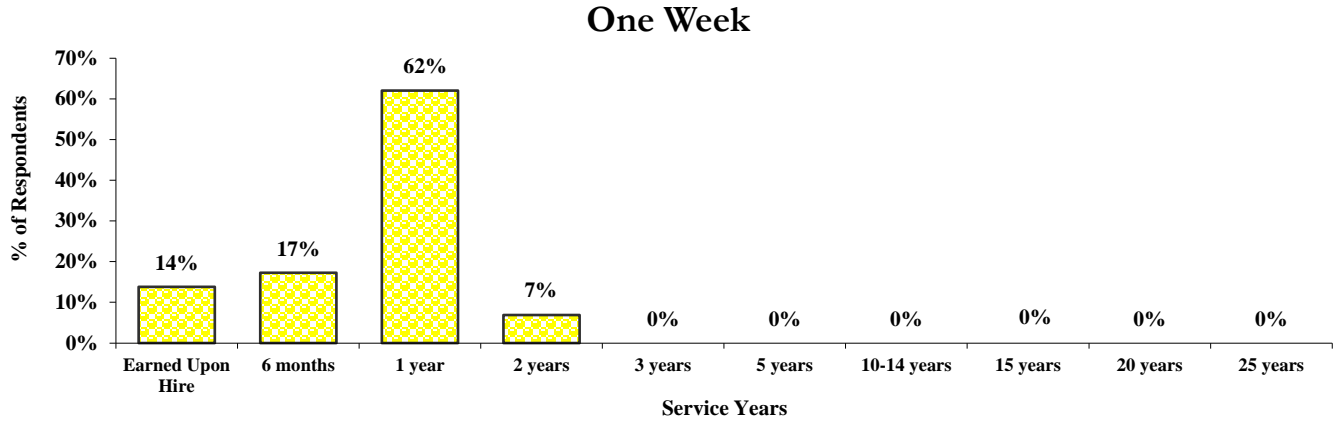
How Vacation is Earned		
Method	Respondents	
	Percent	Number
Accrued	46%	13
Credited	54%	15



# LEAVE BENEFITS

## VACATION LEAVE [continued]

### Vacation Crediting or Accrual Rates for Full-Time Employees

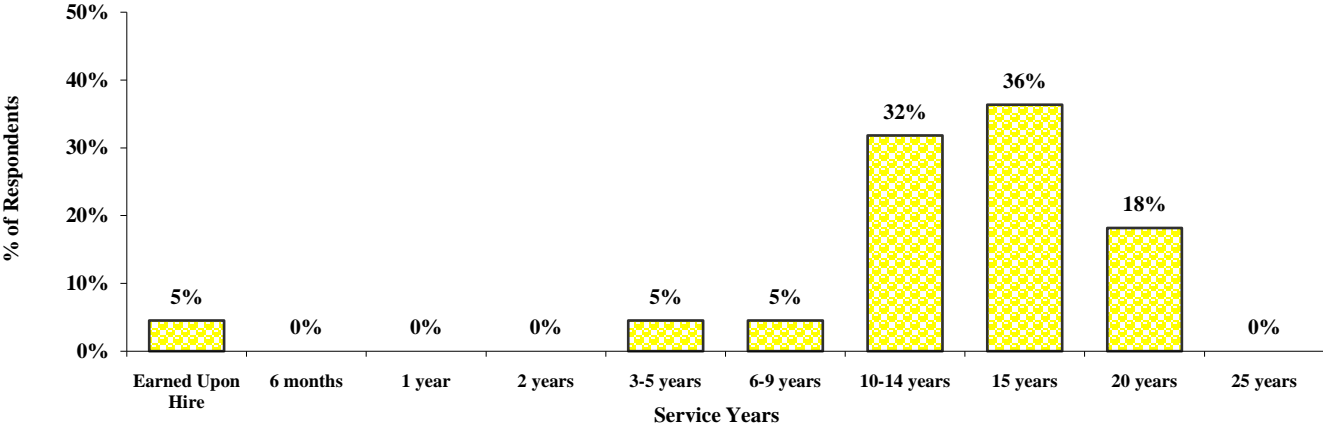


# LEAVE BENEFITS

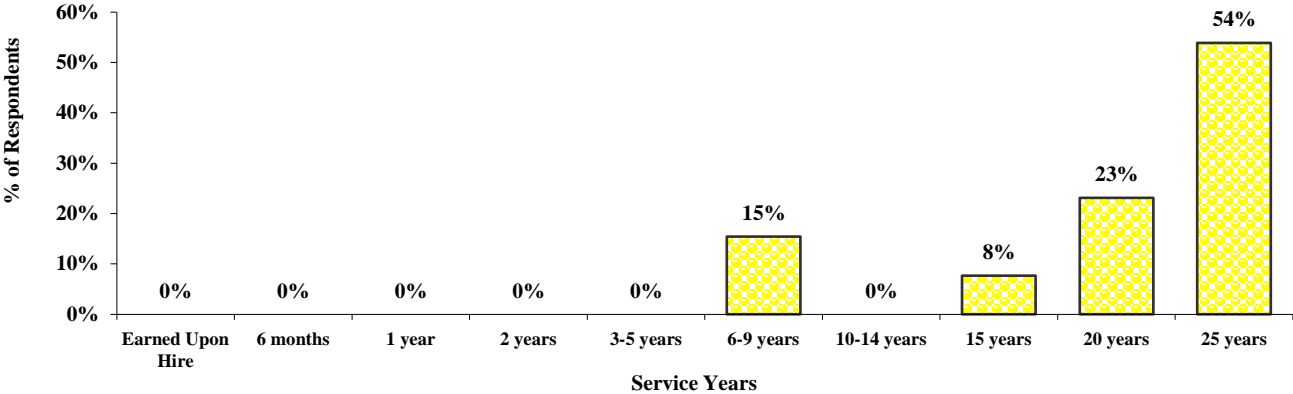
## VACATION LEAVE [continued]

### Vacation Crediting or Accrual Rates for Full-Time Employees [continued]

Four Weeks



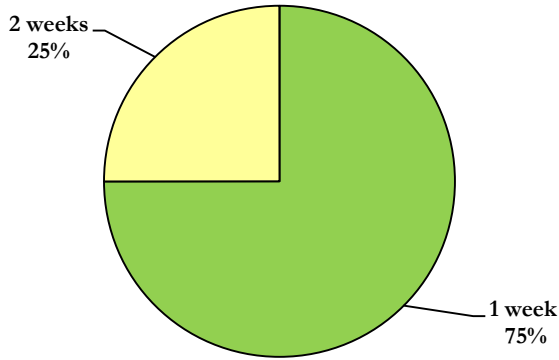
Five Weeks



# LEAVE BENEFITS

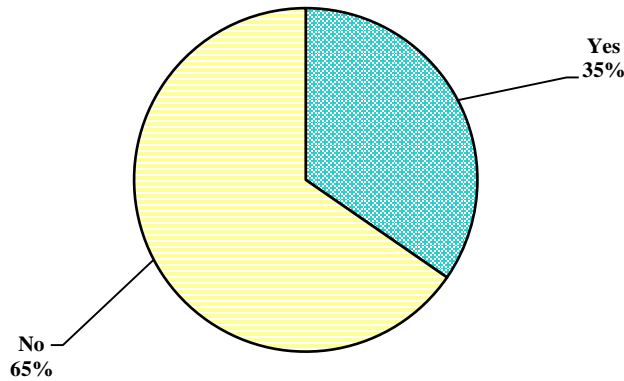
## VACATION LEAVE [continued]

### Vacation Crediting or Accrual Rates for Part-Time Employees

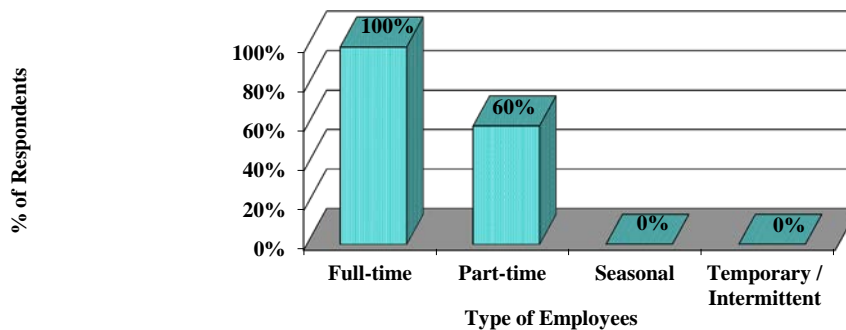


## PAID TIME OFF

### Percentage of Employers That Provide Paid Time Off Programs



### Employees Who Earn Paid Time Off



# LEAVE BENEFITS

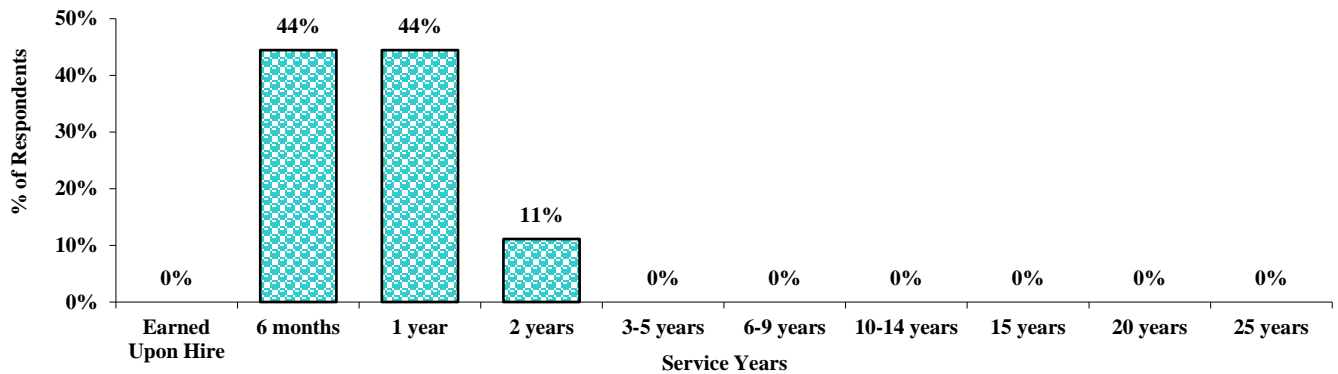
## PAID TIME OFF [continued]

How Paid Time Off is Earned		
Method	Respondents	
	Percent	Number
Accrued	67%	6
Credited	33%	3

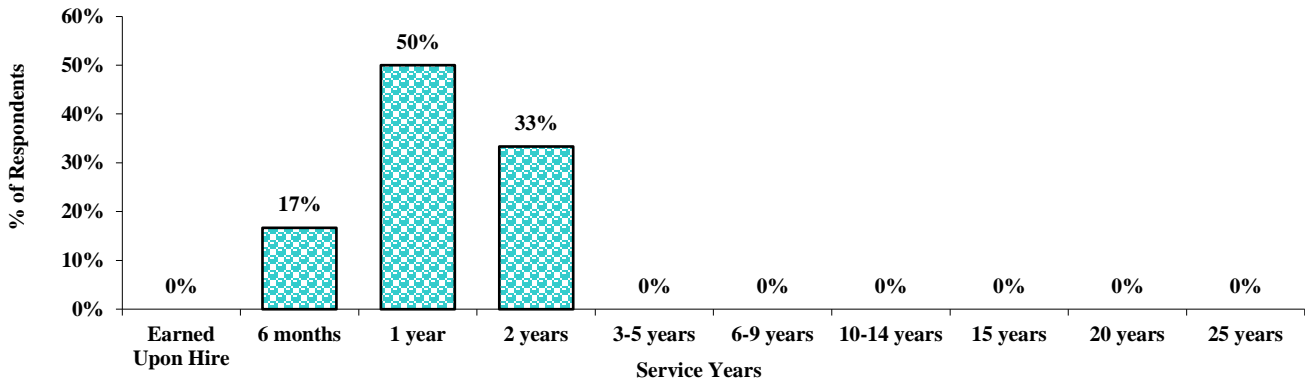


### Paid Time Off Crediting or Accrual Rates for Full-Time Employees

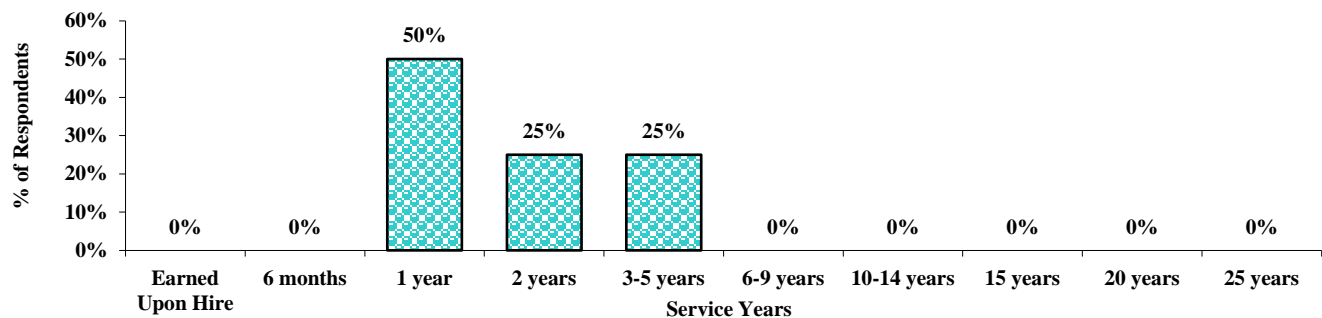
#### One Week



#### Two Weeks



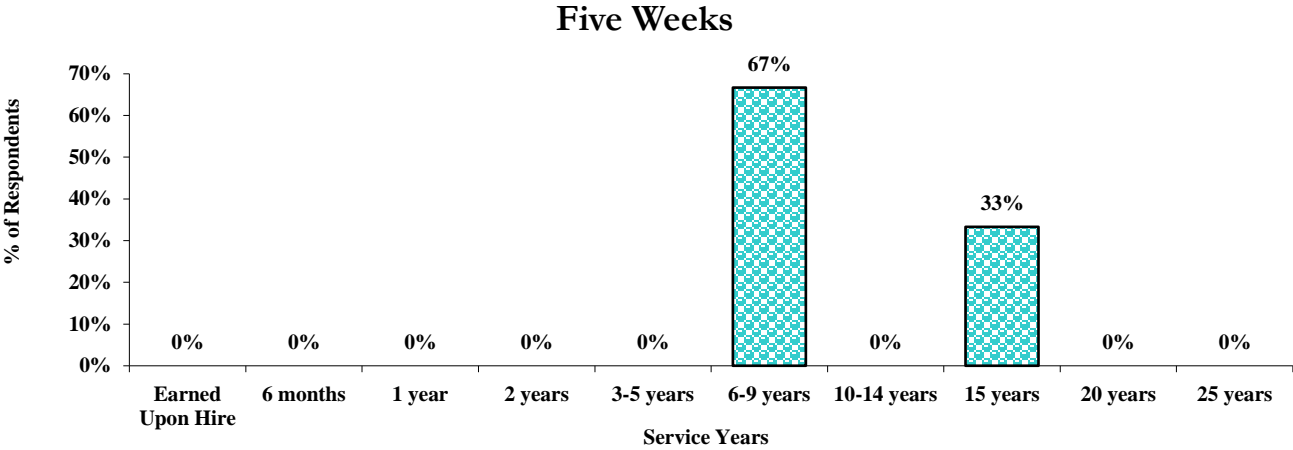
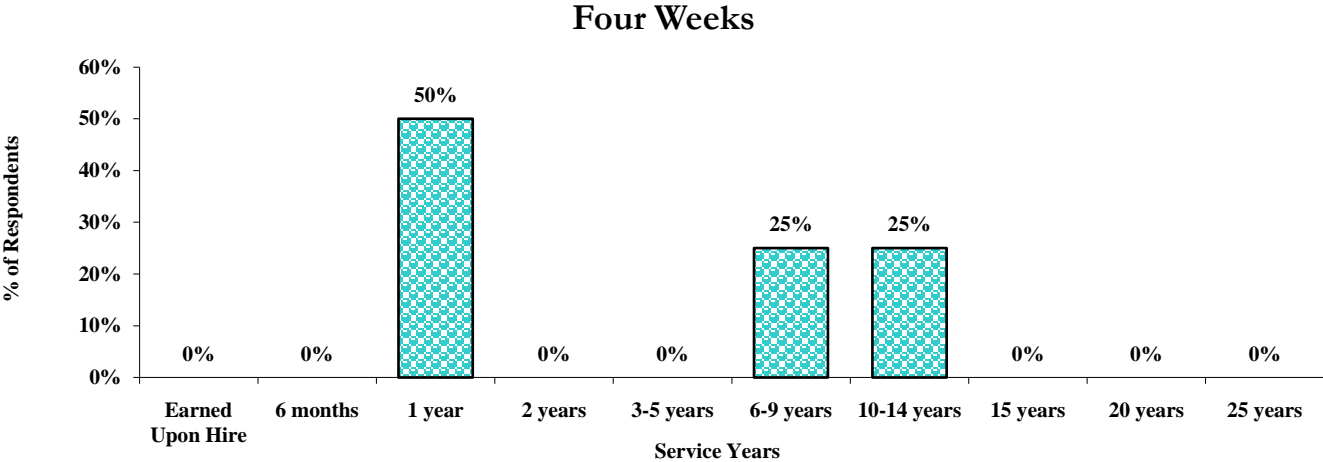
#### Three Weeks



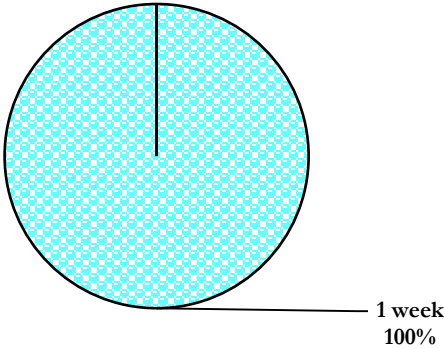
# LEAVE BENEFITS

## PAID TIME OFF [continued]

### Paid Time Off Crediting or Accrual Rates for Full-Time Employees [continued]



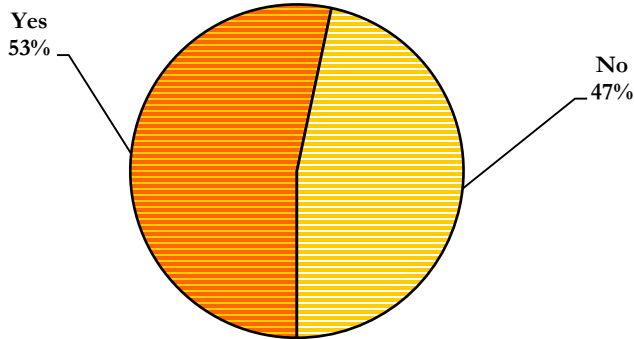
### Paid Time Off Crediting or Accrual Rates for Part-Time Employees



# LEAVE BENEFITS

## SICK LEAVE

**Employers Providing Paid Sick Leave**

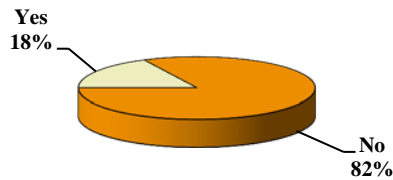


Paid Sick Leave Accrued or Credited		
Method	Respondents	
	Percent	Number
Accrued	50%	8
Credited	50%	8



Number of Paid Sick Days Employers Provides Annually		
Number of Days	Respondents	
	Percent	Number
Between 1 and 5 days per year	14%	2
Between 6 and 10 days per year	14%	2
Between 11 and 15 days per year	57%	8
Between 16 and 20 days per year	7%	1
More than 20 days per year	7%	1
Depends on number of hours	0%	0

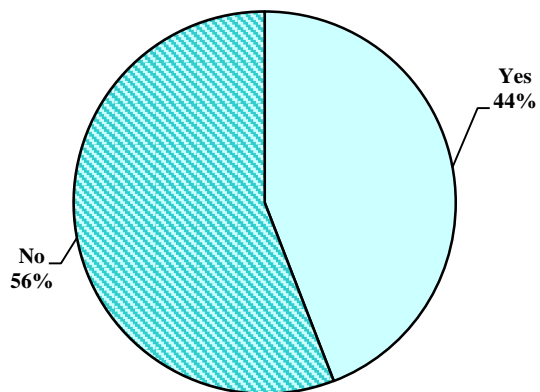
**Employers with Sick Leave Donation Programs**



# LEAVE BENEFITS

## PERSONAL LEAVE

Employers Providing Paid Personal Leave



Paid Personal Leave Accrued or Credited

Method	Respondents	
	Percent	Number
Accrued	29%	5
Credited	71%	12



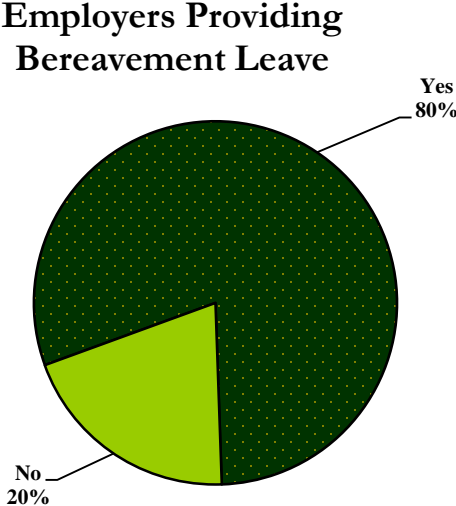
Number of Paid Personal Days Employer Provides Annually

Number of Days	Respondents	
	Percent	Number
1 day	0%	0
2 days	20%	3
3 days	27%	4
4 days	7%	1
5 days	33%	5
More than 5 days	13%	2
Depends on the number of hours worked	0%	0



# LEAVE BENEFITS

## BEREAVEMENT LEAVE



**How Bereavement Leave is Provided**

Method	Respondents	
	Percent	Number
Annual	0%	0
Per instance	100%	28

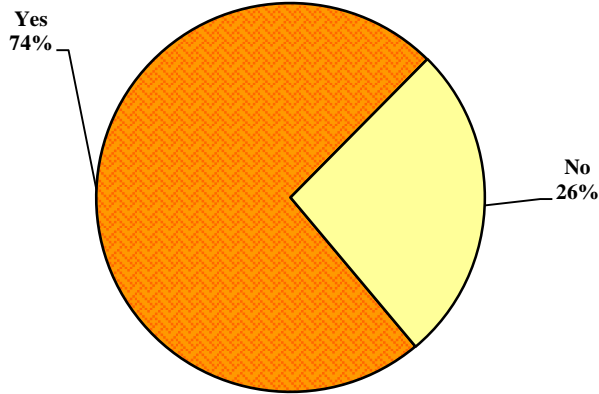
**Number of Paid Bereavement Leave Days Employer Provides Annually**

Number of Days	Respondents	
	Percent	Number
1 day	0%	0
2 days	0%	0
3 days	79%	22
4 days	0%	0
5 days	18%	5
More than 5 days	4%	1
Depends on the number of hours worked	0%	0

# LEAVE BENEFITS

## UNPAID LEAVE

Employers Providing Unpaid Leave

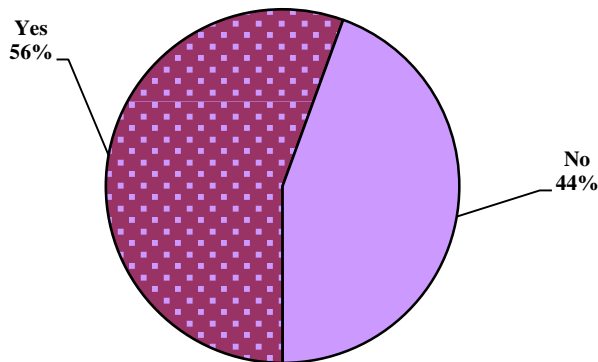


Maximum Length of Unpaid Leave

Length	Respondents	
	Percent	Number
1 month	27%	6
2 months	9%	2
3 months	14%	3
4 months	0%	0
5 months	0%	0
6 months	14%	3
7 to 9 months	0%	0
12 months	18%	4
More than 12 months	5%	1
Other	14%	3

## FAMILY AND MEDICAL LEAVE

Employers Required to Provide Family & Medical Leave



Employers Requiring FML to Run Concurrently with Paid Leave

Concurrent with Paid Leave	Respondents	
	Percent	Number
Yes	68%	13
No	16%	3
Policy not defined	16%	3

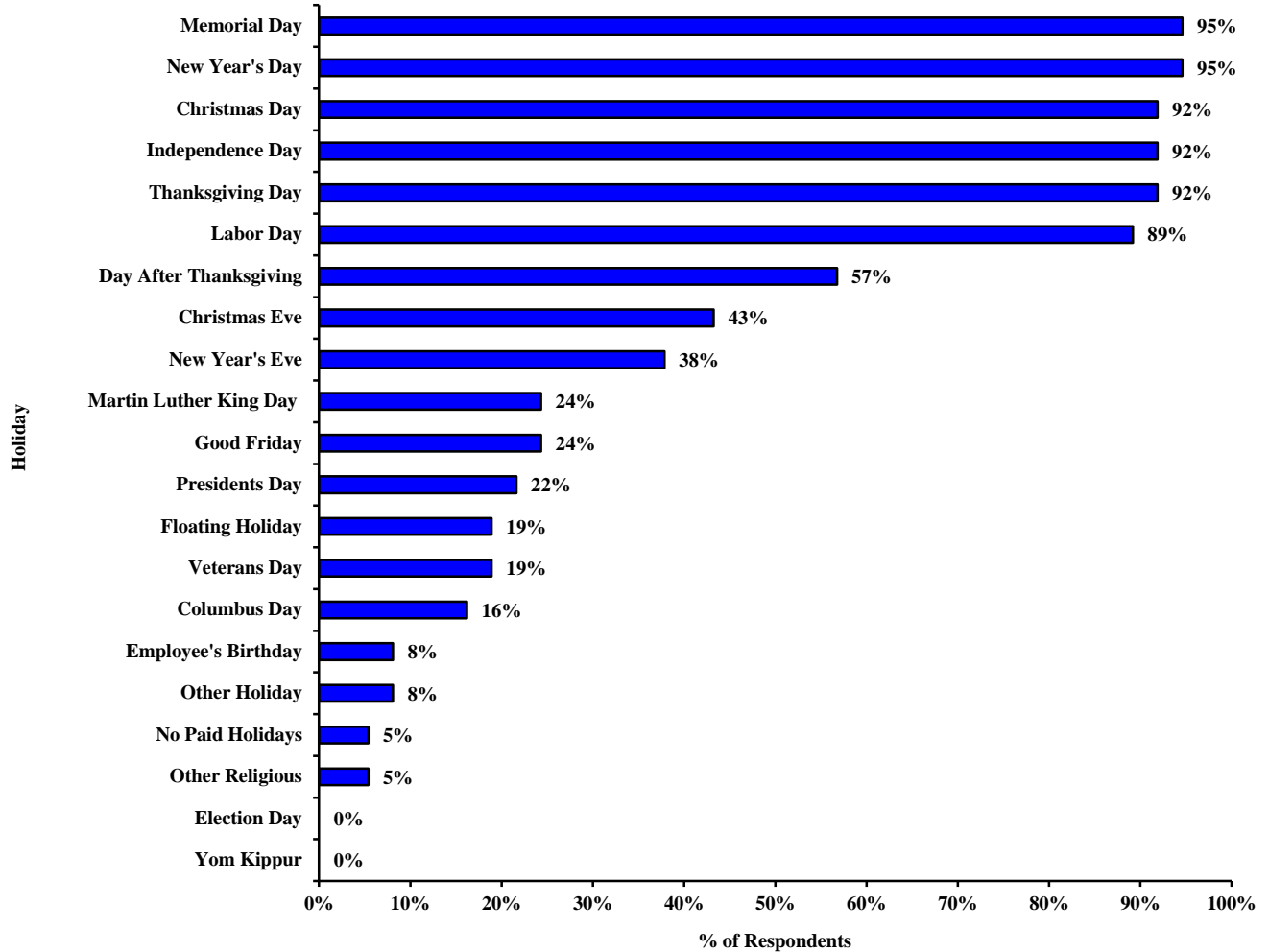
Family & Medical Leave Calculation

Method Used	Respondents	
	Percent	Number
12 month period measuring forward from date of first use	60%	12
Rolling backward 12 month period from date of use	35%	7
Policy not defined	5%	1
Calendar Year	0%	0
Fixed Year	0%	0

# HOLIDAY PAY

## HOLIDAYS

Holidays Provided

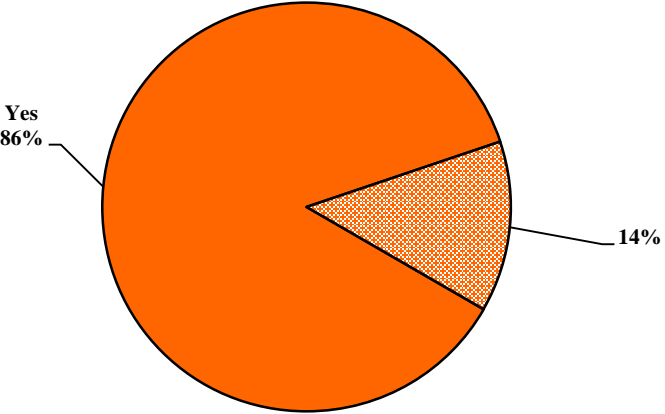


Holidays Provided					
Holiday	Respondents		Holiday	Respondents	
	Percent	Number		Percent	Number
Memorial Day	95%	35	Presidents Day	22%	8
New Year's Day	95%	35	Floating Holiday	19%	7
Christmas Day	92%	34	Veteran's Day	19%	7
Independence Day	92%	34	Columbus Day	16%	6
Thanksgiving Day	92%	34	Employee's Birthday	8%	3
Labor Day	89%	33	Other Holiday	8%	3
Day After Thanksgiving	57%	21	No Paid Holidays	5%	2
Christmas Eve	43%	16	Other Religious	5%	2
New Year's Eve	38%	14	Election Day	0%	0
Martin Luther King Day	24%	9	Yom Kippur	0%	0
Good Friday	24%	9			

# INSURANCE BENEFITS

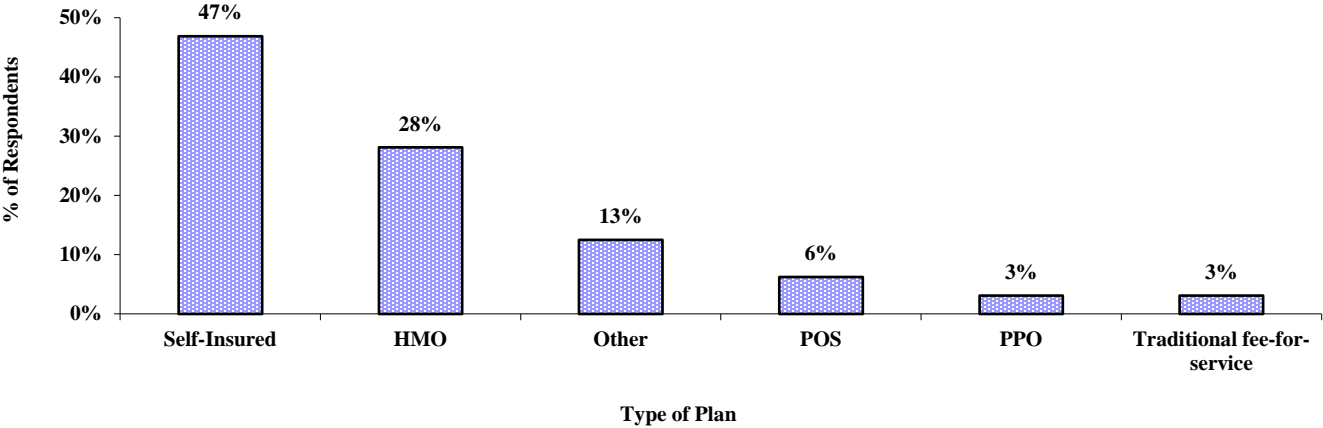
## MEDICAL INSURANCE

### Medical Insurance Offered



Employees Offered Medical Insurance		
Category	Respondents	
	Percent	Number
Full-time employees	100%	32
Part-time employees	100%	32
Other	34%	11

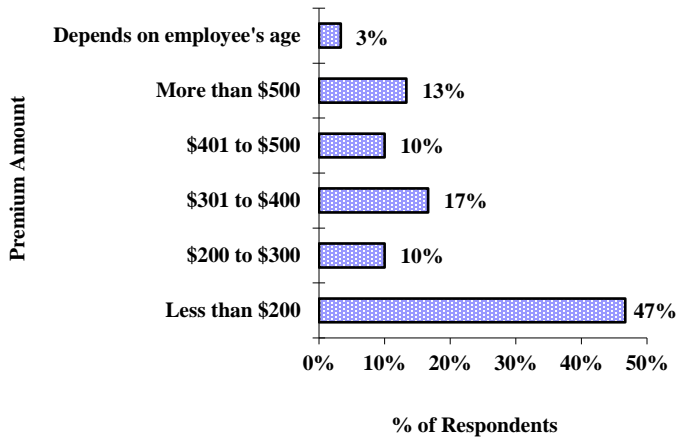
### Type of Medical Plan



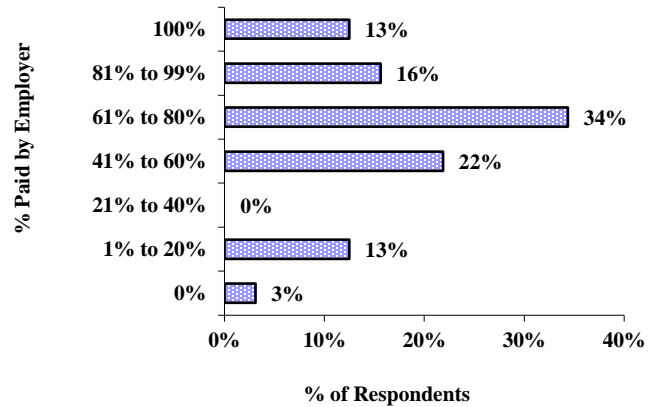
# INSURANCE BENEFITS

## MEDICAL INSURANCE (Continued)

### Monthly Premiums for Single Coverage

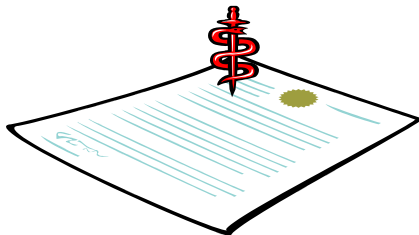


### Percent of Premium Paid by Employer for Single Coverage



Annual Deductible for Single Medical Plans		
Amount	Respondents	
	Percent	Number
No deductible	0%	0
Under \$100	0%	0
\$100 to \$299	13%	4
\$300 to \$499	13%	4
\$500 to \$999	30%	9
\$1000 to \$1500	10%	3
More than \$1500	33%	10

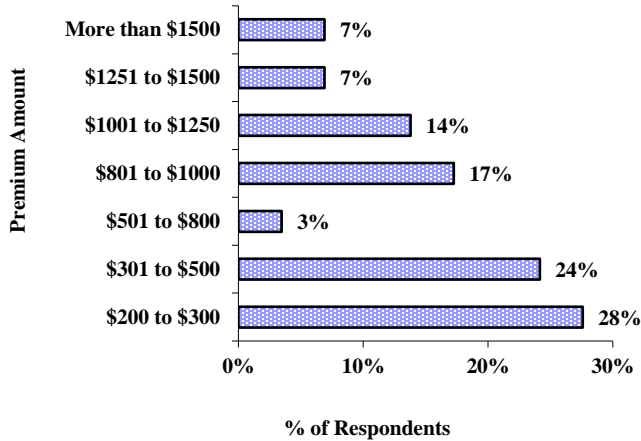
Annual Out of Pocket Maximums for Single Medical Plans		
Amount	Respondents	
	Percent	Number
\$0	7%	2
\$1 to \$300	4%	1
\$301 to \$600	14%	4
\$601 to \$900	0%	0
\$901 to \$1200	4%	1
\$1201 to \$1500	7%	2
\$1501 to \$1800	0%	0
\$1801 to \$2100	18%	5
\$2101 to \$2400	7%	2
\$2401 to \$2700	4%	1
\$2701 to \$3000	14%	4
\$3001 to \$3300	0%	0
\$3301 to \$3600	0%	0
\$3601 to \$3900	0%	0
\$3901 to \$4200	4%	1
\$4201 to \$4500	0%	0
\$4501 to \$4800	0%	0
\$4801 to \$5100	18%	5
\$5101 to \$5400	0%	0
\$5401 to \$5700	0%	0
\$5701 to \$6000	0%	0
Over \$6000	0%	0



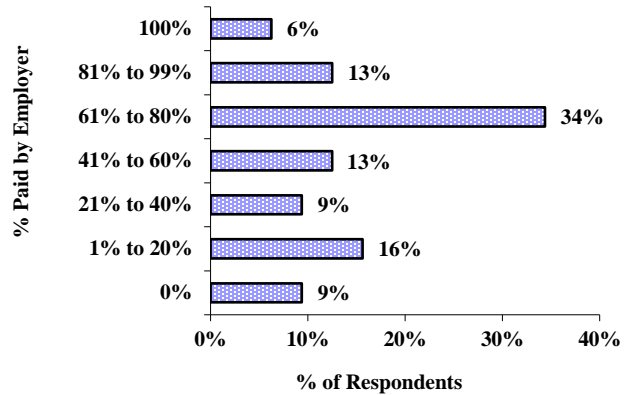
# INSURANCE BENEFITS

## MEDICAL INSURANCE (Continued)

**Monthly Premiums for Family Coverage**



**Percent of Premium Paid by Employer for Family Coverage**

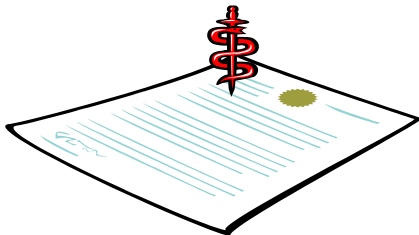


**Annual Deductible for Family Medical Plans**

Deductible	Respondents	
	Percent	Number
No deductible	0%	0
\$500 or under	13%	4
\$501 to \$750	23%	7
\$751 to \$1000	10%	3
\$1001 to \$1250	3%	1
\$1251 to \$1500	10%	3
\$1501 to \$2000	10%	3
More than \$2000	30%	9

**Annual Out of Pocket Maximums for Family Medical Plans**

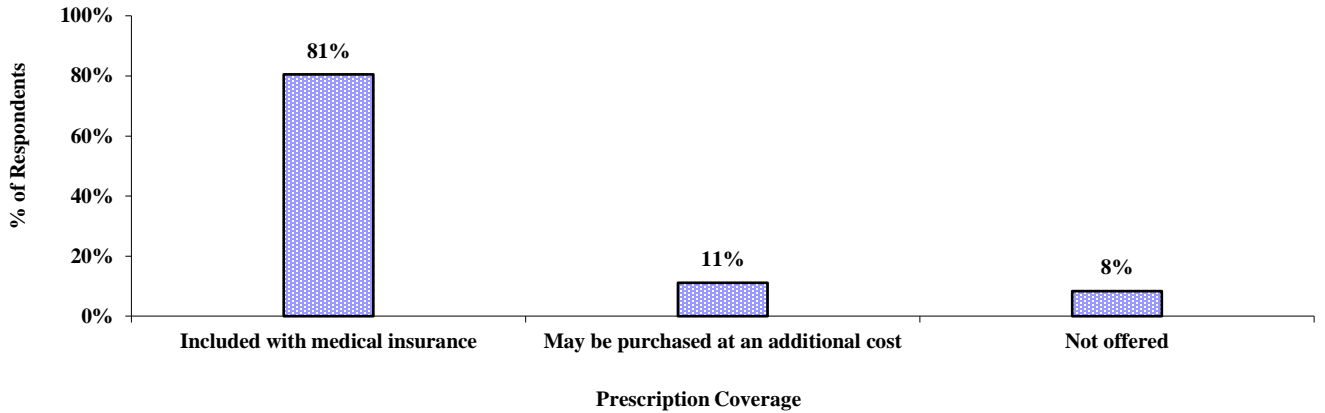
Amount	Respondents	
	Percent	Number
\$0	7%	2
\$1 to \$300	4%	1
\$301 to \$600	4%	1
\$601 to \$900	4%	1
\$901 to \$1200	4%	1
\$1201 to \$1500	0%	0
\$1501 to \$1800	4%	1
\$1801 to \$2100	11%	3
\$2101 to \$2400	0%	0
\$2401 to \$2700	0%	0
\$2701 to \$3000	7%	2
\$3001 to \$3300	0%	0
\$3301 to \$3600	4%	1
\$3601 to \$3900	0%	0
\$3901 to \$4200	7%	2
\$4201 to \$4500	4%	1
\$4501 to \$4800	0%	0
\$4801 to \$5100	11%	3
\$5101 to \$5400	0%	0
\$5401 to \$5700	4%	1
\$5701 to \$6000	18%	5
Over \$6000	11%	3



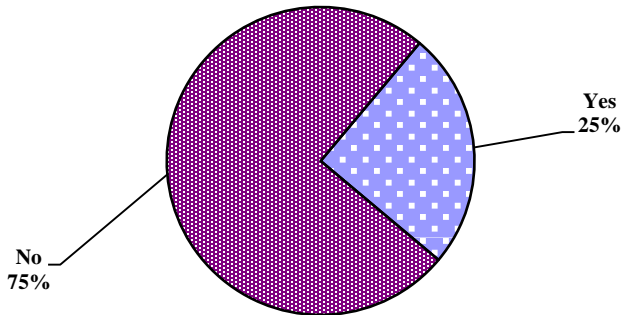
# INSURANCE BENEFITS

## MEDICAL INSURANCE (Continued)

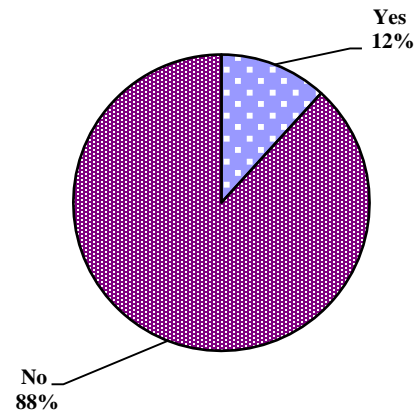
### Prescription Coverage



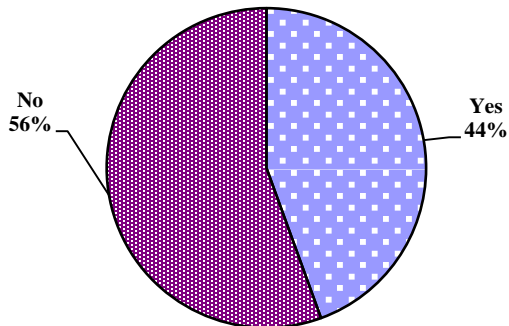
### Health Savings Accounts Offered



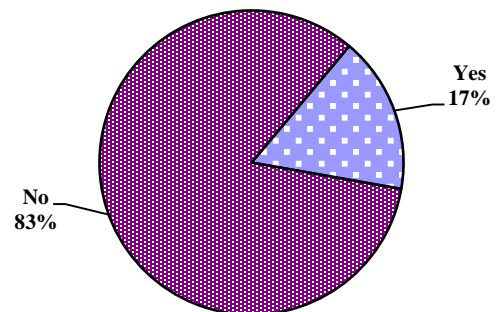
### Health Reimbursement Accounts Offered



### Flexible Savings Accounts Offered



### Cash Payout or Other Incentive When Employees Do Not Elect Medical Coverage



# INSURANCE BENEFITS

## STEPS TO REDUCE HEALTH CARE COSTS

Steps Taken in 2011 To Reduce Premium Costs		
Steps	Respondents	
	Percent	Number
Instituted a wellness program	27%	10
Raised deductibles	27%	10
Raised employee share of premium	27%	10
Raised co-pay	19%	7
Instituted a health savings account	16%	6
Other	14%	5
Reduced benefits	11%	4
No steps taken to reduce costs	8%	3
Eliminated all health insurance benefits	0%	0

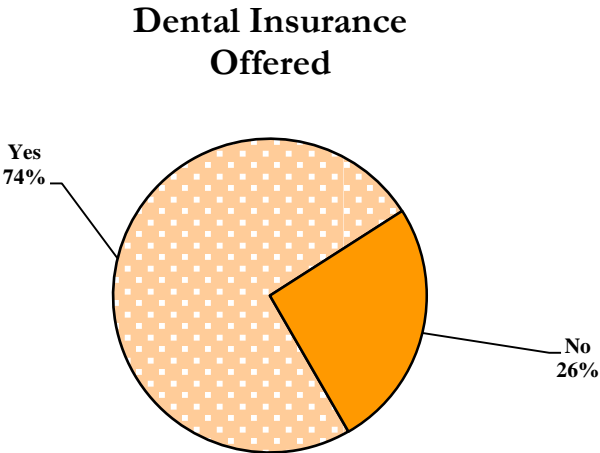


Steps To Be Taken in 2012 To Reduce Premium Costs		
Steps	Respondents	
	Percent	Number
Raise employee share of premium	32%	12
Institute a wellness program	19%	7
No steps will be taken to reduce costs	16%	6
Raise deductibles	11%	4
Institute a health savings account	8%	3
Reduce benefits	8%	3
Other	5%	2
Raise co-pay	3%	1
Eliminate all health insurance benefits	0%	0

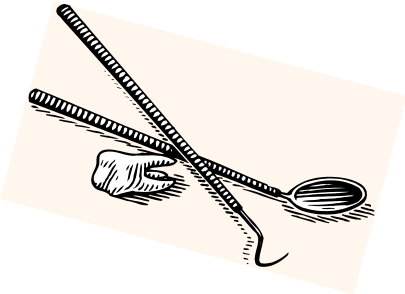


# INSURANCE BENEFITS

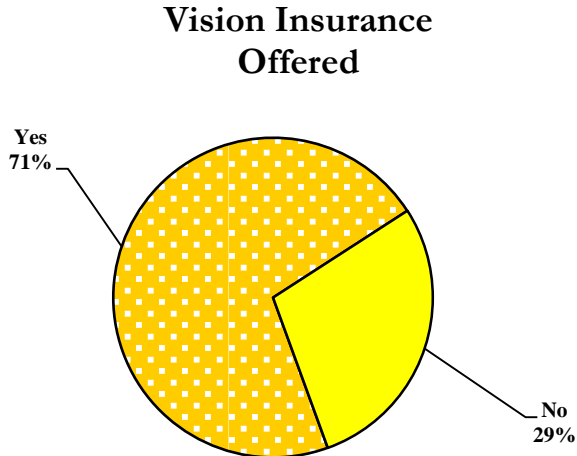
## DENTAL INSURANCE



Dental Insurance Premiums		
Percentage Paid	Respondents	
	Percent	Number
100% employer paid	12%	3
100% employee paid	15%	4
Shared [employer and employee]	73%	19



## VISION INSURANCE

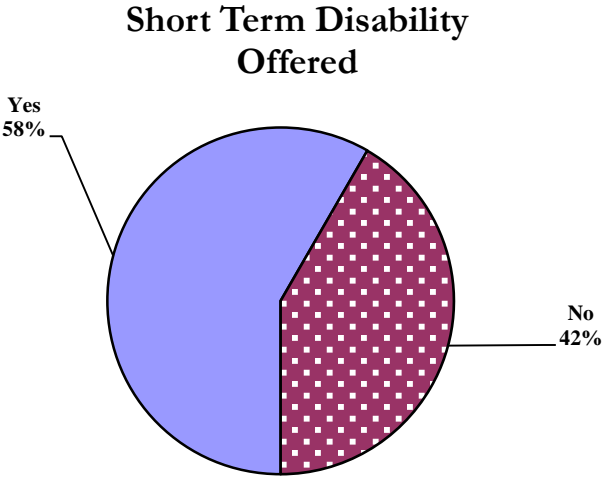


Vision Insurance Premiums		
Percentage Paid	Respondents	
	Percent	Number
100% employer paid	12%	3
100% employee paid	28%	7
Shared [employer and employee]	60%	15



# INSURANCE BENEFITS

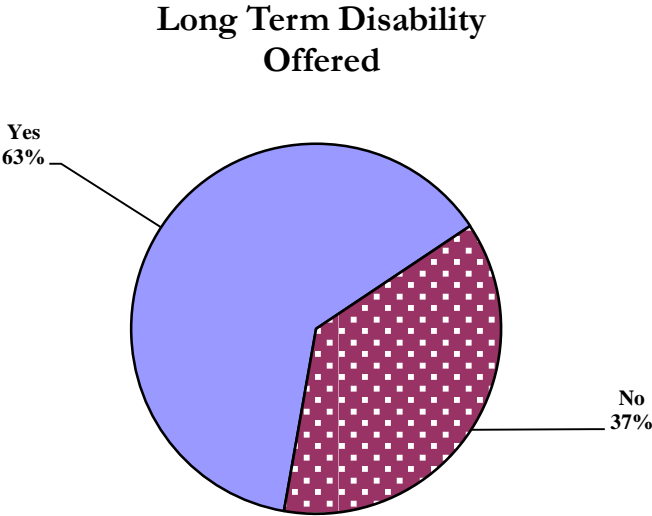
## SHORT TERM DISABILITY INSURANCE



Short Term Disability Premiums		
Percentage Paid	Respondents	
	Percent	Number
100% employer paid	52%	11
100% employee paid	24%	5
Shared [employer and employee]	24%	5



## LONG TERM DISABILITY INSURANCE



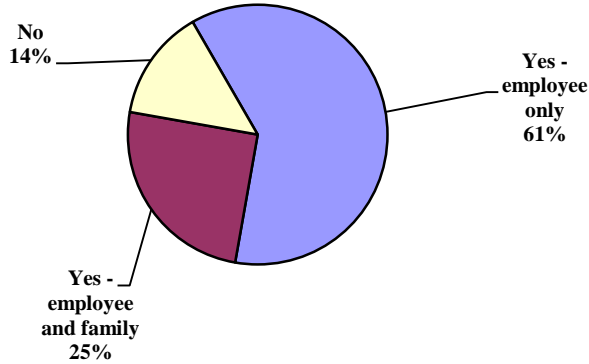
Long Term Disability Premiums		
Percentage Paid	Respondents	
	Percent	Number
100% employer paid	45%	10
100% employee paid	23%	5
Shared [employer and employee]	32%	7



# INSURANCE BENEFITS

## LIFE INSURANCE

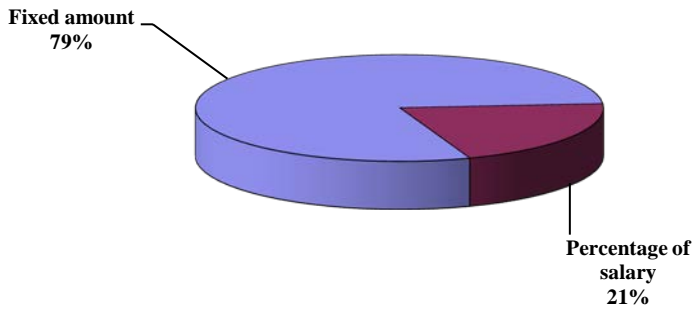
**Life Insurance Offered**



Life Insurance Premiums		
Percentage Paid	Respondents	
	Percent	Number
100% employer paid	71%	22
100% employee paid	6%	2
Shared [employer and employee]	23%	7



**Life Insurance Fixed Amount or Percentage of Employee's Salary**



Amount of Fixed Life Insurance Provided		
Amount	Respondents	
	Percent	Number
\$0 to \$5,000	4%	1
\$5,001 to \$10,000	22%	5
\$10,001 to \$15,000	35%	8
\$15,001 to \$20,000	9%	2
\$20,001 to \$25,000	13%	3
\$25,001 to \$30,000	0%	0
\$35,001 to \$40,000	4%	1
\$45,001 to \$50,000	4%	1
Over \$50,000	9%	2

Amount of Life Insurance Provided as a % of Salary					
Amount	Respondents		Amount	Respondents	
	Percent	Number		Percent	Number
0%	22%	2	61% to 70%	0%	0
1% to 10%	33%	3	71% to 80%	0%	0
11% to 20%	0%	0	81% to 90%	0%	0
21% to 30%	0%	0	91% to 100%	22%	2
31% to 40%	0%	0	101% to 150%	11%	1
41% to 50%	0%	0	151% to 200%	0%	0
51% to 60%	0%	0	Over 200%	11%	1

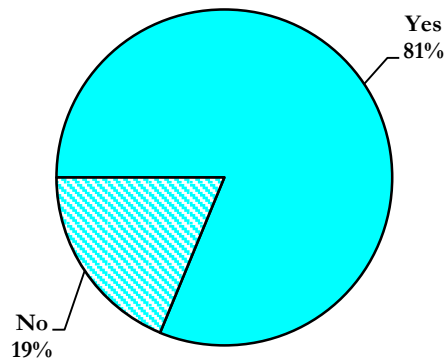
# WORK LIFE PRACTICES

## RETIREMENT BENEFITS

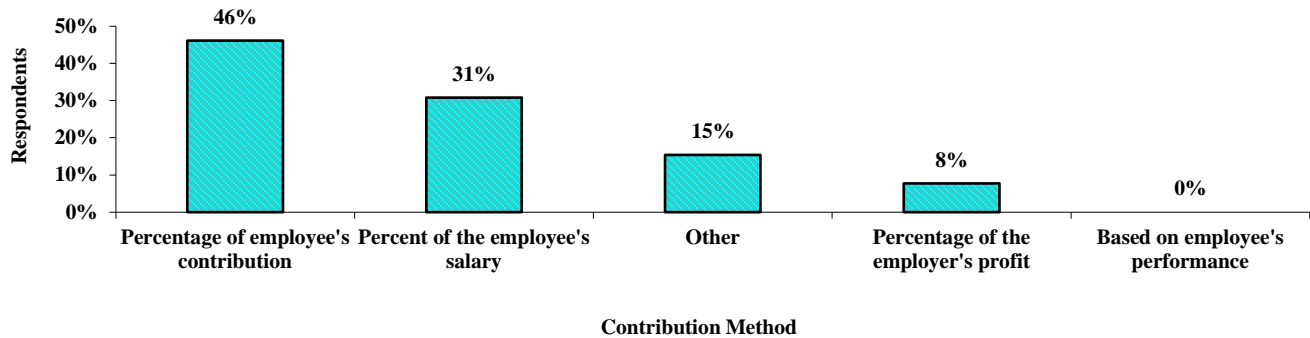
Retirement Plans Offered		
Plan	Respondents	
	Percent	Number
401k Plan	33%	12
No plan offered	19%	7
Other	14%	5
Defined Benefit Plan	11%	4
403b Plan	11%	4
Stock ownership plan	6%	2
Simple IRA	3%	1
Other IRA	3%	1
457 Plan	0%	0
Profit sharing plan	0%	0



### Employers That Provide Contributions To Employees' Plans



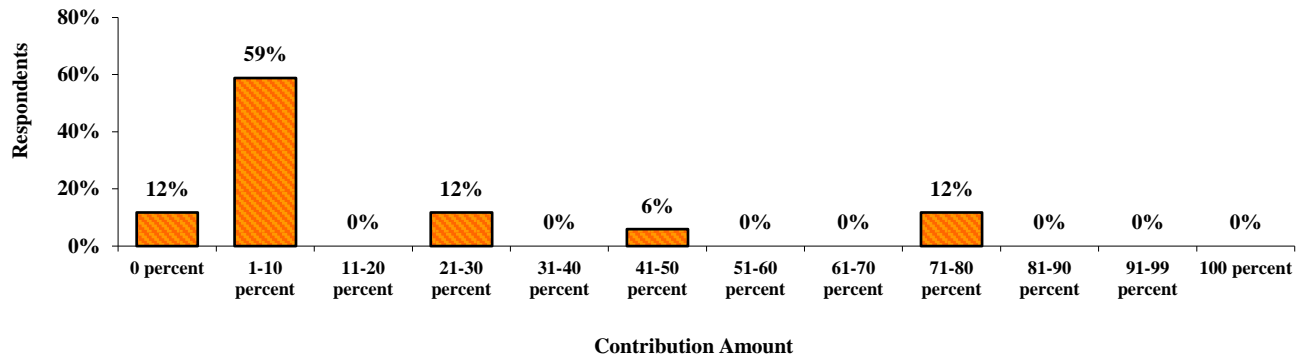
### Retirement Plan Contribution Method



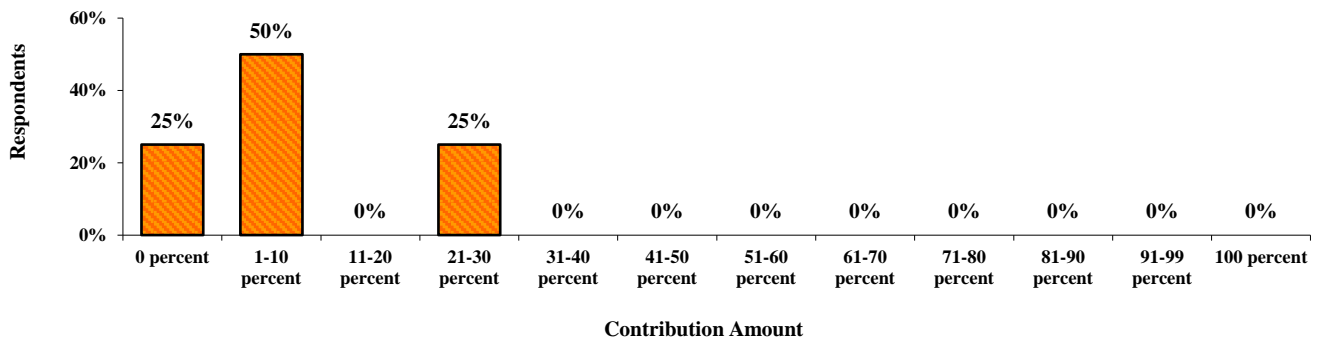
# WORK LIFE PRACTICES

## RETIREMENT BENEFITS (Continued)

Percentage of Employee's 401-k Contribution Matched by Employer



Percentage of Employee's 403-b Contribution Matched by Employer



Time it Takes to Become Vested		
Time	Respondents	
	Percent	Number
Immediately	33%	8
3 months	0%	0
6 months	0%	0
1 year	17%	4
2 years	0%	0
3 years	4%	1
4 years	0%	0
5 years	33%	8
6 years	8%	2
7 years	0%	0
More than 7 years	4%	1



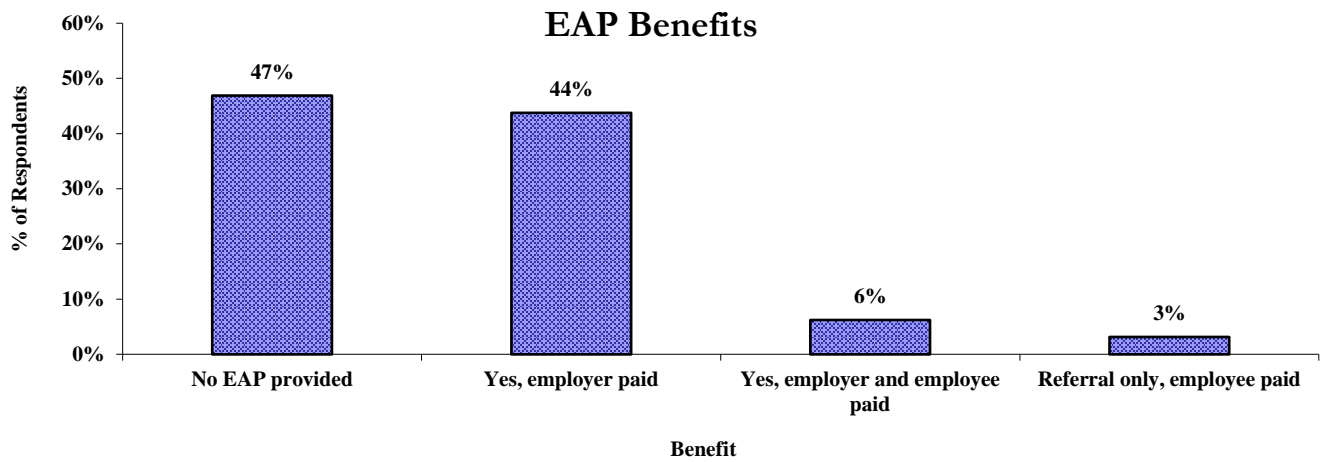
# WORK LIFE PRACTICES

## SCHEDULING BENEFITS

Scheduling Benefits		
Benefits	Respondents	
	Percent	Number
No scheduling benefits	43%	16
Flexible scheduling	35%	13
Other	8%	3
Work at home	8%	3
Compressed workweek	0%	0
Job sharing	0%	0



## EMPLOYEE ASSISTANCE PROGRAM



Type of EAP Services Provided by Employers		
EAP Service	Respondents	
	Percent	Number
Mental Health Individual Counseling	43%	16
Alcohol and Drug Abuse Counseling	43%	16
Financial Counseling	41%	15
Professional Services Referrals	32%	12
Mental Health Family Counseling	30%	11
Anger Management Classes	27%	10
Mental Health Group Counseling	24%	9
Inpatient Counseling	16%	6
Consumer Report Recommendations	14%	5
Other	5%	2



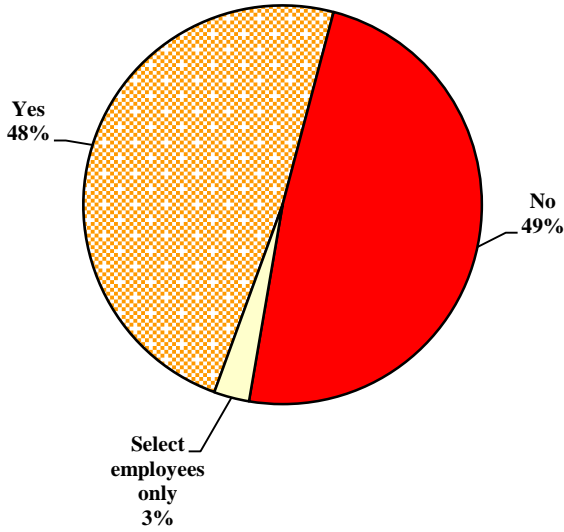
**SECTION V**

**EMPLOYMENT  
PRACTICES**

# EMPLOYMENT PRACTICES

## UNIFORMS

Percent of Employers That Require Uniforms



Who Pays for Uniforms		
Who Pays	Respondents	
	Percent	Number
Employer	67%	12
Employee	22%	4
Shared	11%	2



## MILEAGE REIMBURSEMENT

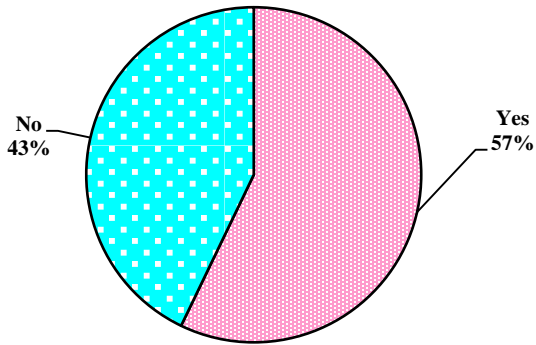
Mileage		
Amount Reimbursed	Respondents	
	Percent	Number
Varies with IRS rate	43%	15
Do not pay mileage	14%	5
Less than \$.25	0%	0
Between \$.25 and \$.30	0%	0
Between \$.31 and \$.40	9%	3
Between \$.41 and \$.50	26%	9
Other	9%	3



# EMPLOYMENT PRACTICES

## TUITION REIMBURSEMENT

**Employers Offering Tuition Reimbursement**



Type of Tuition Reimbursement Provided		
Type	Respondents	
	Percent	Number
Annual allotment	45%	9
Percent of tuition	35%	7
Set dollar amount per class	10%	2
Other	10%	2

Percentage of Tuition Paid or Reimbursed		
Tuition Amount	Respondents	
	Percent	Number
1-10%	0%	0
11-20%	0%	0
21-30%	0%	0
31-40%	0%	0
41-50%	0%	0
51-60%	11%	1
61-70%	22%	2
71-80%	0%	0
81-90%	22%	2
91-100%	44%	4

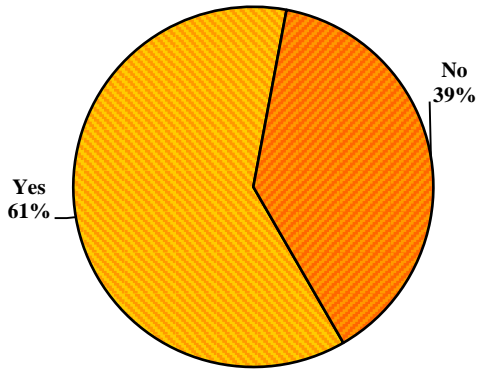
Maximum Annual Tuition Benefit		
Tuition Amount	Respondents	
	Percent	Number
\$500 or under	9%	1
\$501 to \$1000	18%	2
\$1001 to \$1500	0%	0
\$1501 to \$2000	9%	1
\$2001 to \$2500	0%	0
\$2501 to \$3000	9%	1
\$3001 to \$3500	0%	0
\$3501 to \$4000	9%	1
\$4001 to \$4500	0%	0
\$4501 to \$5000	0%	0
Over \$5000	45%	5



# EMPLOYMENT PRACTICES

## EMPLOYEE RECOGNITION PROGRAM

Employee or Staff Recognition Program



Type of Recognition Programs		
Type of Program	Respondents	
	Percent	Number
Safety Award	32%	6
Special Contribution Award	16%	3
Meritorious Service Award	5%	1
Length of Service Award	0%	0

Type of Awards		
Award	Respondents	
	Percent	Number
Annual get together	54%	20
Cash or other rewards	38%	14
Certificates, plaque, pin or other recognition item	35%	13
Other	14%	5

## PRE AND POST EMPLOYMENT SCREENINGS

Type of Pre and Post Employment Screenings		
Screening	Respondents	
	Percent	Number
Pre employment criminal background check	73%	27
Pre employment drug screening	70%	26
Pre employment reference checking	65%	24
Reasonable suspicion drug testing	59%	22
Post accident drug testing	54%	20
Pre employment skills testing	46%	17
Pre employment credit checks	32%	12
Random drug testing on current employees	30%	11
Random alcohol testing (breath or saliva)	24%	9
Pre employment TB testing	16%	6
None	5%	2

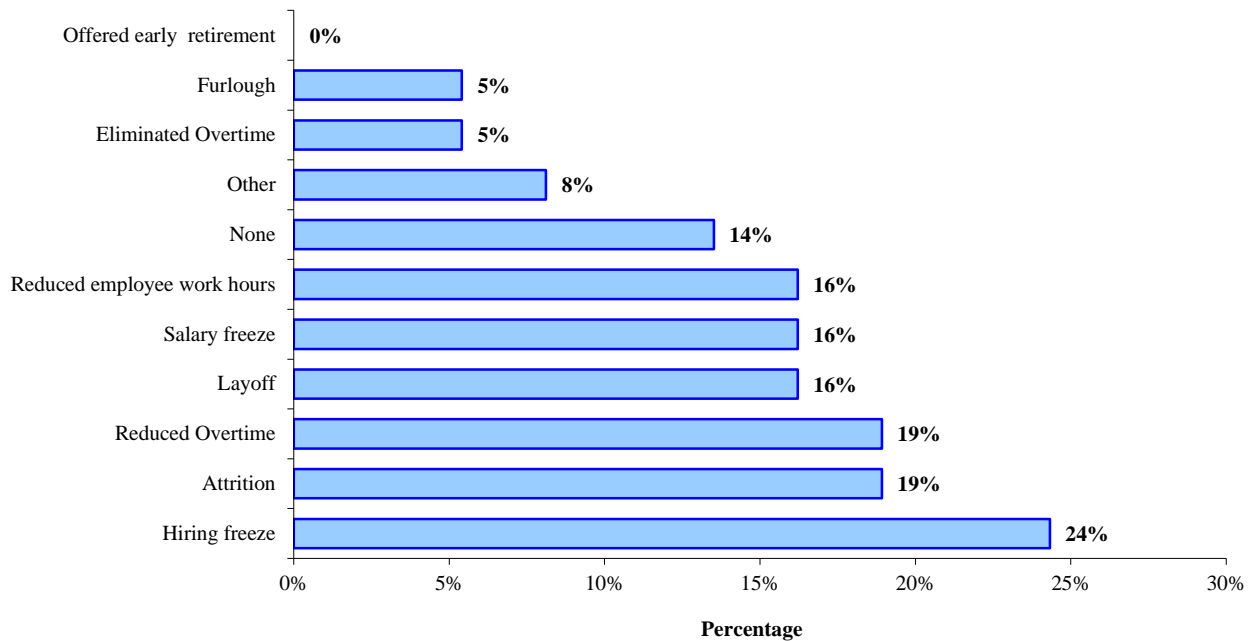
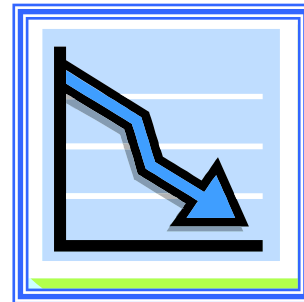
**SECTION VI**

**ECONOMY**  
**CHALLENGES**

# Economy Challenges

## Cost Saving Steps Related to Staffing

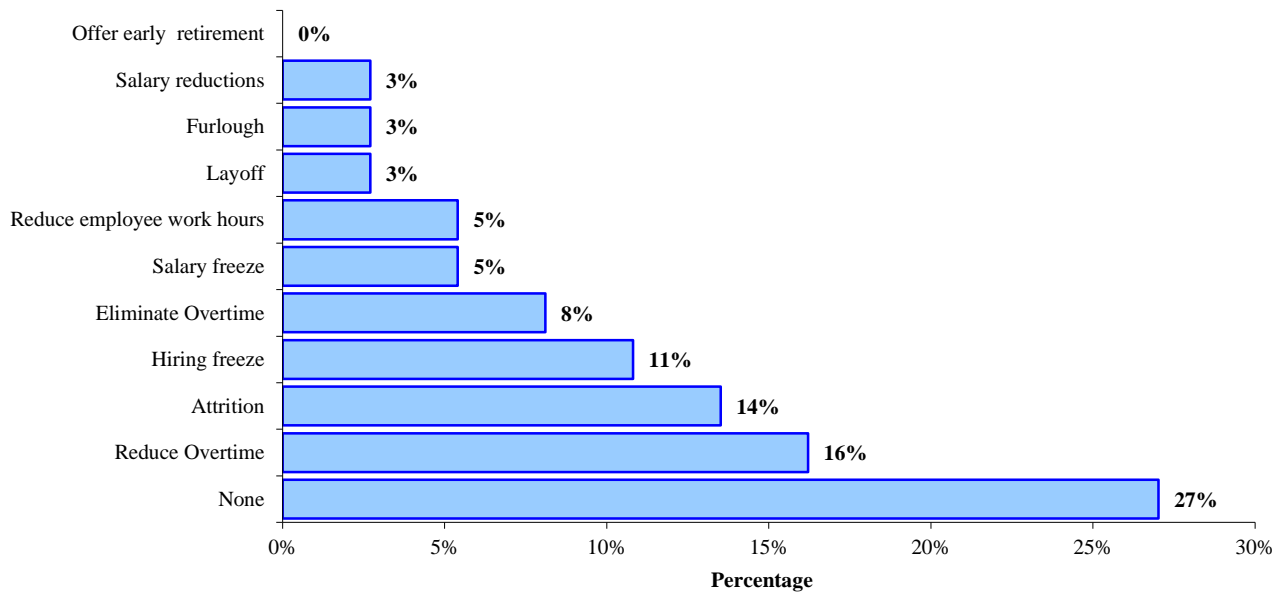
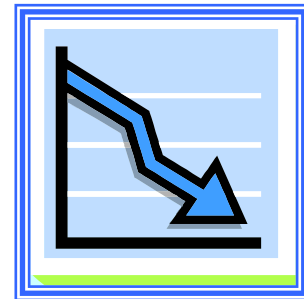
Cost Saving Steps Taken in Past 12 Months Related to Staffing		
Steps	Respondents	
	Percent	Number
Hiring freeze	24%	9
Attrition	19%	7
Reduced Overtime	19%	7
Layoff	16%	6
Salary freeze	16%	6
Reduced employee work hours	16%	6
None	14%	5
Other	8%	3
Eliminated Overtime	5%	2
Furlough	5%	2
Offered early retirement	0%	0



# Economy Challenges

## Cost Saving Steps Related to Staffing

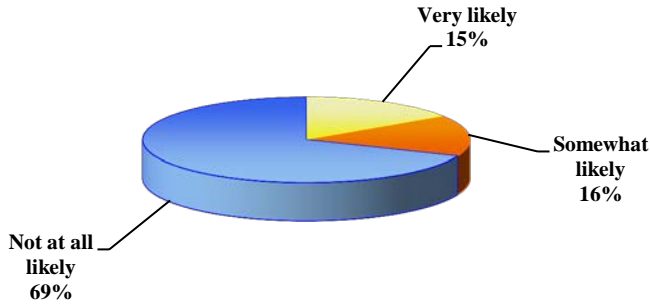
Steps	Respondents	
	Percent	Number
None	27%	10
Reduce Overtime	16%	6
Attrition	14%	5
Hiring freeze	11%	4
Eliminate Overtime	8%	3
Salary freeze	5%	2
Reduce employee work hours	5%	2
Layoff	3%	1
Furlough	3%	1
Salary reductions	3%	1
Offer early retirement	0%	0



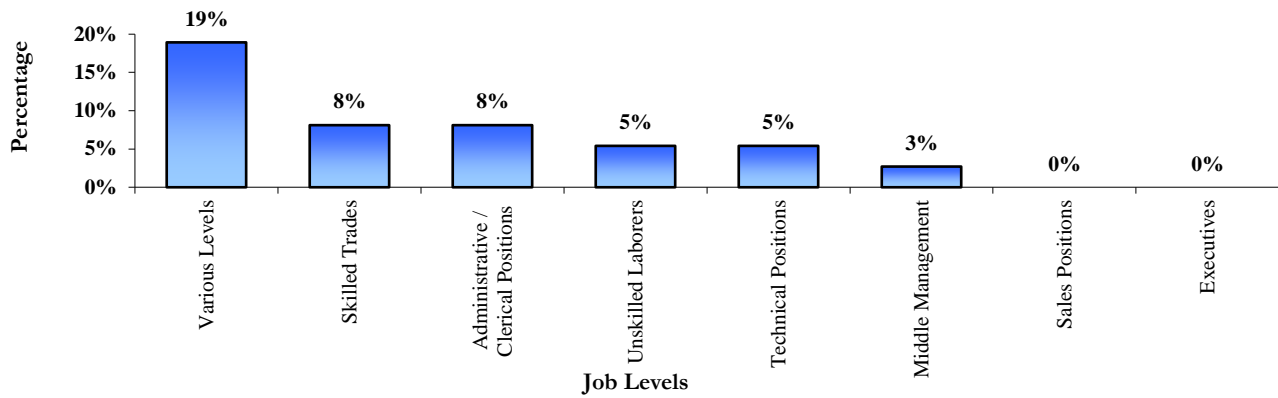
# Economy Challenges

## Layoffs

How likely is it that your business will lay off employees within the next twelve months



### Job Levels where Layoffs Have Occurred



### Job Levels where Layoffs Are Planned

