

City of Windcrest



AGENDA **CITY COUNCIL BUDGET GOAL SETTING WORKSHOP @ 5 P.M.** **May 1, 2023**

CITY COUNCIL CHAMBERS @ 8601 MIDCROWN

CCM @ 5 P.M.

NOTICE IS HEREBY GIVEN THAT THE CITY OF WINDCREST CITY COUNCIL CONVENE AT WINDCREST CITY HALL LOCATED AT 8601 MIDCROWN, WINDCREST, TEXAS ON THE 1ST DAY OF MAY 2023, STARTING AT 5 P.M. ONCE CONVENED, THE CITY COUNCIL WILL TAKE UP THE FOLLOWING ITEMS IN ANY ORDER DURING THE MEETING BUT NO SOONER THAN THE DESIGNATED TIME.FOLLOWING.

ONCE A QUORUM IS ESTABLISHED, THE CITY COUNCIL SHALL CONSIDER THE FOLLOWING.

CITIZENS TO BE HEARD/CITIZEN PARTICIPATION

- a) Citizens may address the City Council on topics not on the agenda for no more than three (3) minutes.
- b) Citizens shall also have the opportunity to address the City Council during consideration of posted agenda items for no more than six (6) minutes.
- c) A City Official may make a statement of specific factual information in response to an inquiry made by a member of the public, or a recitation of existing policy in response to an inquiry made by a member of the public.

ITEMS

- 1. City Council Budget Goal Setting Workshop establishing budget policy direction that will guide the development of service priorities for the FY 2023/2024 Trial Budget and ultimately the FY 2023/2024 Proposed Budget and the FY 2023/2024 Budget Plan to include possible action on matters presented and discussed.

DISCUSS AND ACT

- 1. City Council may review, discuss, and act on an amendment to the City of WIndcrest FY 2022/2023 budget.

ADJOURNMENT

ADJOURNMENT**DISABILITY ACCESS STATEMENT**

The City of Windcrest Council Chambers are wheelchair accessible, and accessible parking spaces are available. In compliance with Americans with Disabilities Act, the City of Windcrest will provide reasonable accommodations for persons attending the meeting. To better serve you, requests should be received 48 hours prior to the meeting. Please contact the City Secretary's Office, at 210-655-0022 ext. 2150 or Fax 210-655-8776, or 711 Texas Relay.

DECORUM REQUIRED: Any disruptive behavior, including shouting or derogatory statements or comments may be ruled out of order by the Presiding Officer. Continuation of this type of behavior could result in a request by the Presiding Officer that the individual leave the meeting, and if refused, an order of removal.

ACTION BY COUNCIL AUTHORIZED: The City Council may vote and/or act upon any item within this Agenda. The Council reserves the right to retire into executive session concerning any of the items listed on this Agenda, pursuant to and in accordance with Texas Government Code § 551.072 (Deliberations about Real Property); § 551.073 (Deliberations about Gifts & Donations); § 551.076 (Deliberations about Security Devices); § 551.087 (Economic Development); § 551.074 (Personnel Matters) and, § 551.071 to seek the advice of its attorney about pending or contemplated litigation, settlement offer or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas conflict with the Open Meetings Act and may invoke this right where the City Attorney, the Mayor or a majority of the Governing Body deems an executive session is necessary to allow privileged consultation between the City Attorney and the governing body, if considered necessary and legally justified under the Open Meetings Act. The attorney may appear in person or appear in executive session by conference call in accordance with applicable state law.

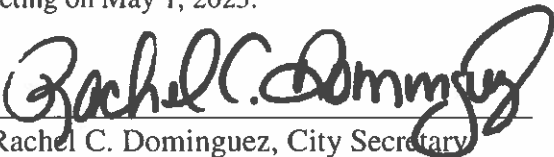
EXECUTIVE SESSIONS APPROVED BY CITY ATTORNEY: This agenda has been reviewed and approved by the City's legal counsel and the presence of any subject in any Executive Session portion of the agenda constitutes a written interpretation of Texas Government Code Chapter 551 by legal counsel for the body and constitutes an opinion by the attorney that the items discussed therein may be legally discussed in the closed portion of the meeting considering available opinions of a court of record and opinions of the Texas Attorney General known to the attorney. This provision has been added to this agenda with the intent to meet all elements necessary to satisfy Texas Government Code Chapter 551.144(c) and the meeting is conducted by all participants in reliance on this opinion.

ATTENDANCE BY OTHER ELECTED OR APPOINTED OFFICIALS:

It is anticipated that members of other city boards, commissions and committees may attend the meeting in numbers that may constitute a quorum of such other city boards, commissions and committees, so that notice is hereby given that the meeting is also a meeting of the other city boards, commissions and committees whose members are in attendance. The members of the other city boards, commissions and committees may participate in discussions which occur at the meeting, but no action will be taken by the other boards, commissions, and committees whose members are in attendance.

I, the undersigned authority, do hereby certify that the above Notice of Meeting of the City Council of the City of Windcrest is a true and correct copy of said Notice and was posted on the bulletin board at City Hall of said City in a convenient place to the public and said Notice was posted more than seventy-two (72) hours prior to the meeting on May 1, 2023.

BY:


Rachel C. Dominguez, City Secretary

City of Windcrest
General Fund Summary by Department
Fiscal Year 2022-2023, 2023-2024

		A	B	C	D	E
		FY 2022-23 Approved Budget	FY2022-23 1st Qtr. Amended Budget	FY 2022/23 Projected Year End	FY2022-23 2nd Qtr. Proposed Budget Amendment	FY 23-24 Proposed
General Fund	Total Fund Balance	5,358,971.00	5,358,971.00 (1A)	5,358,971.00	5,358,971.00	4,758,352.00
	Assigned Fund Balance	-	-	-		-
	Unrestricted Fund Balance		5,358,971.00	5,358,971.00	5,358,971.00	4,758,352.00
	Revenues	9,193,853.00	9,193,853.00	9,655,795.00	9,655,795.00	
	Admin	403,412.00	403,412.00	351,706.00	351,706.00	
	Police	2,726,220.00	2,726,220.00	2,579,966.00	2,579,966.00	
	Fire	1,269,221.00	1,269,221.00	1,223,163.00	1,223,163.00	
	Special Services	211,659.00	211,659.00	228,962.00	228,962.00	
	Parks	190,000.00	213,750.00	215,250.00	215,250.00	
	Fleet Mechanic	230,325.00	230,325.00	222,912.00	222,912.00	
	Court	558,297.00	558,297.00	427,508.00	427,508.00	
	Facility Division	265,000.00	272,513.00	269,513.00	269,513.00	
	Civic Center	306,621.00	306,621.00	300,913.00	300,913.00	
	Contract Services	1,121,950.00	1,257,533.00	1,386,453.00	1,386,453.00	
	Tech Support	388,500.00	388,500.00	404,145.00	404,145.00	
	Public Works	789,830.00	789,830.00	786,584.00	786,584.00	
	Animal Control	184,051.00	184,051.00	189,002.00	189,002.00	
	Code Enforcement	88,955.00	88,955.00	78,784.00	78,784.00	
	Finance	390,191.00	390,191.00	339,978.00	339,978.00	
	City Manager	220,264.00	220,264.00	220,040.00	220,040.00	
	Pool	10,500.00	10,500.00	15,000.00	15,000.00	
	Post Office	84,557.00	84,557.00	67,975.00	67,975.00	
	Human Resources	131,000.00	131,000.00	131,000.00	440,259.10	
	Capital	987,217.00	1,027,217.00	817,560.00	817,560.00	
Total Expenditures		10,557,770.00	10,764,616.00	10,256,414.00	10,565,673.10	-
Ending Fund Balance		3,995,054.00	3,788,208.00	4,758,352.00	4,449,092.90	4,758,352.00
Total Expenditures* Less Capital		9,570,553.00	9,737,399.00	9,438,854.00	9,748,113.10	-
Ending Fund Balance* Less Capital		4,982,271.00	4,815,425.00	5,575,912.00	5,266,652.90	4,758,352.00
Revenue over/(under) expenditures		-\$1,363,917.00	-\$1,570,763.00	-\$600,619.00	-\$909,878.10	\$0.00
FY 22-23 COLA 6%					226,203.13	
FY 22-23 TMRS 7%					83,055.97	
Projected Fund Balance year end FY 22-23* (\$)				4,758,352.00	4,449,092.90	
Projected Fund Balance year end FY 22-23* (%)				50%	47%	

Restricted Fund Balance (25 %, based on operating expenditures , APPROVED ON 9/20/16)

2,359,713.50 2,437,028.28

Unrestricted Fund Balance (FY Ending Fund Balance -(minus) 25% Restricted Fund Balance)
Total Fund Balance Year End

2,398,638.50 2,012,064.63
4,758,352.00 4,449,092.90

* City Charter . Article VI- Finance. Section 6.12 Reserve Fund
http://windcresttx.granicus.com/MediaPlayer.php?view_id=8&clip_id=1781
https://library.municode.com/tx/windcrest/codes/code_of_ordinances?nodeId=PTICH_ARTVIFI_S6.01FIDE

	FY 22-23	FY 23-24
Publication expenditure	\$7,403	Not available
Lobbying	\$0.00	Not available

City of Windcrest COLA Consideration Fiscal Year 2022-2023

Year	City of Windcrest Pay Rate Table (% , avg.)	Budget Amendments(+/-%)	CPI, South Region (% , avg.)*	Diff.(% ,+/-)
FY 19-20	2		1.08	0.92
FY 20-21	2		3.62	-1.62
FY 21-22	2	2	8.44	-6.44
FY 22-23	2		7.6	-5.60

https://www.bls.gov/regions/southeast/news-release/consumerpriceindex_south.htm

* https://www.bls.gov/regions/southeast/news-release/consumerpriceindex_south.htm

U.S. Bureau of Labor Statistics, Southeast region

Cost of Living Adjustment Data

FY 22-23 (6 months)	2%	4%	6%	8%
General Fund	\$ 81,127.28	\$ 162,254.56	\$ 205,741.82	\$ 255,228.55
Garbage Fund	\$ 1,023.98	\$ 2,047.96	\$ 2,564.05	\$ 3,080.13
WCCPD	\$ 5,913.47	\$ 11,826.94	\$ 17,897.26	\$ 23,690.83
Total Cost	\$ 88,064.74	\$ 176,129.47	\$ 226,203.13	\$ 281,999.51

FY 22-23 (12 months)	2%	4%	6%	8%
General Fund	\$ 162,254.56	\$ 324,509.12	\$ 411,483.64	\$ 510,457.10
Garbage Fund	\$ 2,047.96	\$ 4,095.93	\$ 5,128.09	\$ 6,160.26
WCCPD	\$ 11,826.94	\$ 23,653.89	\$ 35,794.52	\$ 47,381.65
Total Cost	\$ 176,129.47	\$ 352,258.94	\$ 452,406.26	\$ 563,999.02

Projected cost by Fund

TMRS Contribution change from 6% to 7%

		5m; May 2023		12m; October 2023
	501 \$	4,139.48	\$	5,270.11
	502 \$	28,779.98	\$	39,149.41
	503 \$	14,131.57	\$	15,082.94
	504 \$	445.51	\$	615.47
	507 \$	737.59	\$	1,040.66
	508 \$	4,430.56	\$	6,767.28
	511 \$	2,113.47	\$	6,960.40
	516 \$	6,462.01	\$	8,838.90
	517 \$	1,343.16	\$	1,788.64
	519 \$	1,495.81	\$	1,209.52
	520 \$	3,382.42	\$	5,592.44
	525 \$	2,567.16	\$	8,256.43
	526 \$	-	\$	-
	527 \$	659.20	\$	910.53
General Fund	\$	70,687.93	\$	101,482.74
Garbage Fund	\$	671.11	\$	944.07
WCCPD	\$	11,696.92	\$	12,172.83
Total	\$	83,055.97	\$	114,599.64



Comparison of Alternate Benefit Design(s)

FOR CITIES

2023 Rates • Windcrest (01393)

Report Date - February 28, 2023

Plan Provisions	Current	Option 1
Deposit Rate	6.00%	7.00%
Matching Ratio	1.5 to 1	2 to 1
Updated Service Credit	100% (Repeating)	100% (Repeating)
Transfer USC *	Yes	Yes
Annuity Increase	70% (Repeating)	70% (Repeating)
20 Year/Any Age Ret.	Yes	Yes
Vesting	5 years	5 years
Supplemental Death Benefit	A & R	A & R
Contribution Rates	2023	2023
Normal Cost Rate	6.54%	10.73%
Prior Service Rate	<u>0.35%</u>	<u>2.69%</u>
Retirement Rate	6.89%	13.42%
Supplemental Death Rate	<u>0.31%</u>	<u>0.31%</u>
Total Rate	7.20%	13.73%
Unfunded Actuarial Liability	\$212,526	\$1,557,374
Amortization Period	20 years	20 years
Funded Ratio	98.2%	88.3%
Stat Max	10.50%	13.50%
Study Exceeds Stat Max	No	No

* As of the December 31, 2021 valuation date, there were 9 employees with service in other TMRS cities eligible for transfer USC.

ADMINISTRATION



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund – 501	4	
TOTAL FUNDING	4	

- **FY23/24 Reduction**
 - **Transfer .50 Admin III to Municipal Court: MC is in need of another full time position. Duties currently assigned will be redistributed to Admin III-Communication and proposed change to job title classification.**

DEPARTMENT DESCRIPTION

The Administration Department functions as a primary contact for community members and customers seeking information regarding permits, land and building development, public meetings, city events, citizens' concerns and complaints and city elections. The Office of the City Secretary oversees the day-to-day operations of the Administration Department while supporting the City Manager and City Council in the fulfillment of their duties and responsibilities.

The City Secretary serves as a member of the City Management Team and oversees the city's records management, election administration, Windcrest Contractual United States Post Office, administration staff, residential and commercial building permits and inspections, planning and community development, media inquiries, City website and social media management, special projects and city communications. The City Secretary is the Public Information Officer for the city. The Office of the City Secretary is the filing authority for Campaign Contribution Reports and Expenditure Reports for Officeholders and Candidates, Candidate, Board and Commission applications, public information requests and ethics complaints.

The Administration department supports, facilitates, and strengthens the City of Windcrest governmental process by recording all laws, resolutions, and ordinances approved by the City Council, preparing City Council, Board and Commission agendas and serving as the liaison to the Boards and Commissions. The department provides notice of all City public meetings, countersigning or notarizing, as applicable, all contracts, commissions, and licenses. The department facilitates the management, retention, and destruction of records as well as the management and preservation of historic documents in compliance with the Texas State Library. Additionally, responsible to ensure all legal publications are posted and meet their legislative requirement.

GOALS AND OBJECTIVES

- Finalize all projects completed and pending identified in the adopted 2021-2023 Strategic Plan. – December 2023
 - Redesign and layout of the City's newsletter completed - Pending CC direction
 - Advertisement plan presented to CC – October 2023
- Implement a City branding guide for use of City logo, colors and city marketing – March 2023
- Posting of city events as known 2 weeks prior to event.
- Maintain trust and confidence of Mayor/Council through effective management of Council Support Services by ensuring legal postings of meetings and fulfilling request in a timely manner and all legal requirements are fulfilled accurately.
- Provide accessibility of official city council action by publishing all passed ordinances on Municode and public information through open records request meeting deadlines.
- Research, develop, and review specifications on digitization and imaging equipment for continuous improvement increasing the number of digital collections annually.
- Manage city elections, while providing current and accurate information to candidates through public communications and packages.

- Foster and develop a team relationship among city staff through office training and professional development.
 - Communications – 2 seminars
 - Assistant City Secretary – 2 Seminars
 - Permit Clerk – Online training through ICC – September 2024

PERFORMANCE INDICATORS

	FY20/21	FY21/22	FY22/23 TARGET	FY22/23 MIDYEAR	FY23/24 TARAGET
# of Ordinances	21	21	Based on CC	10	Based on CC
# of Resolutions	48	26	Based on CC	30	Based on CC
% of Resolutions and Ordinances processed/posted online within 14 days of final Council action	100%	100%	100%	100%	100%
% of Public Records request received and fulfilled within legal deadlines	100% Processed 475	99% 328	100%/N/A	98% 225	100%
Large File Digital Imaging Completed	219 flat files 3541 pages	+/- 50 boxes/flat files	Reduce Permanent File in Storage by 25%	Retention project completed by 80%	Completed and loaded into Laserfiche by 03/2024
# of Elections Managed & Completed	1	4	2	1	1
# Courses/Seminars Completed	6	4	4	3	4 Seminars
# of City Council Mtgs.	28	12	17	12	17
% of City Council Meetings Attended	100%	99.50%	100%	100%	100%
# of Board & Commission Mtgs.	34	19	N/A	12	N/A
# of Building Permits Processed	1195	512	N/A	371	N/A

FY23/24 Budget Funding Requests (Capital)

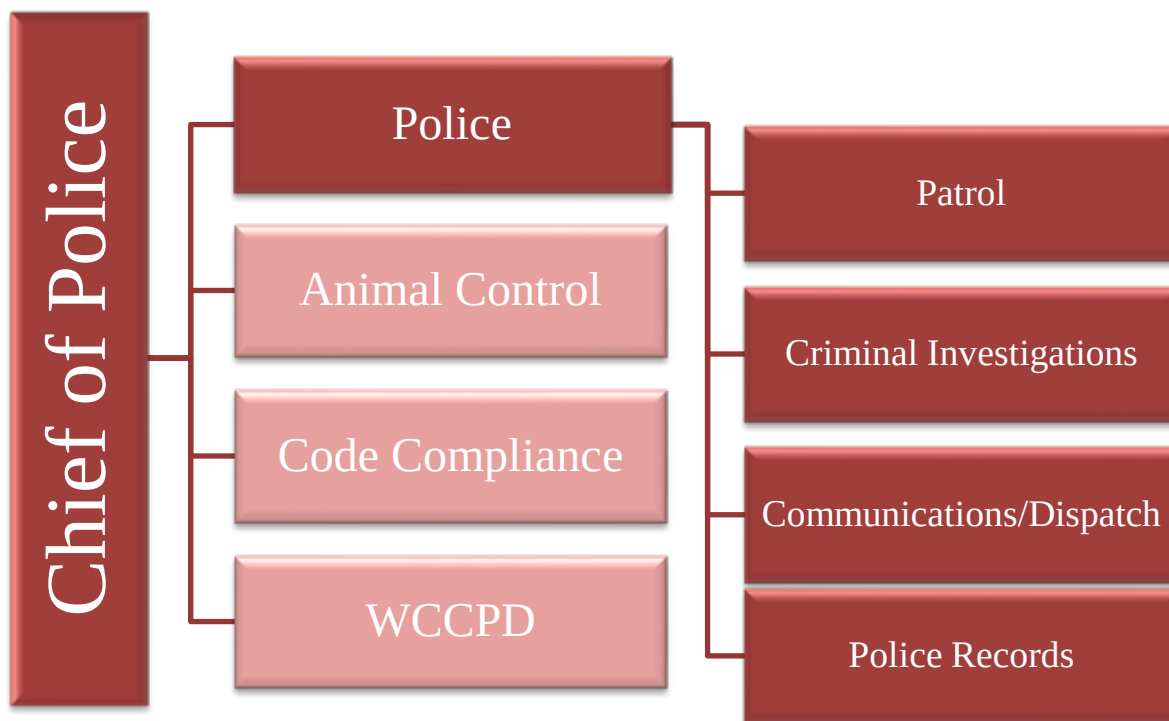
- **City Hall Office and Directional Signage: Admin/Court/Fire/Police/Garbage/Post Office/Chamber/Conference Room: door signage to include braille. (est.\$75,000)**
- **City gateway signage and landscaping: zero scape and add lights to gateway signage: FY20-23 Strategic Plan. (est. \$150,000 for 4 signs)**
- **Social Media retention program: In compliance with state law: \$5000 annual cost (Mandate)**
- **Renewal of software**
 - o **JustFOIA**
 - o **My Government Online**
 - o **Granicus – Media Manager - Peak**
 - o **Laserfiche - Cloud**

New Budget Request

- **Shirts and name badges for City Board and Commission members: Boards not including WCCPD or WEDC – est. 50 members (\$20.00 per collard pullover & \$7 per name badge: \$2000 total budget)**
- **2 Shirt per Admin staff member (5) for City Spirit Days, City events, and conferences - \$500**



POLICE DEPARTMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	PROPOSED BUDGET
General Fund - 502	28	\$
TOTAL FUNDING	28	\$

DEPARTMENT SUMMARY

The Police Department is established and maintained by the Chief of Police in accordance with Section 5.04 of the Windcrest Code of Ordinances. The Police Chief organizes and manages the Police Department through the issuance of General Orders. General Orders establish the Rules, Regulations and Procedures which assigns work and guides the behavior of individual members of the department.

OUR MISSION

Our Mission... to protect and serve the citizens and community of Windcrest, the City of Lights.

Nulli Secundus.

OUR VISION

Our Vision... to enhance our community's quality of life by reducing crime and the fear of crime.

OUR CORE VALUES

Integrity– Integrity allows us to carry out ethical principles which guide our behavior.

Respect – for ourselves and the community we serve.

Courage – Personal courage will provide us with the drive to follow these values in the worst of times and against the greatest adversity.

Duty – We will make the most out of every opportunity to protect and serve with endless motivation to consistently accomplish our mission.

GOALS AND OBJECTIVES

CONTINUAL GOALS

- ✓ Protection and service to the citizens and community utilizing a community policing philosophy.
- ✓ The recruitment and continued employment of high-quality officers/personnel to serve the citizens of the City of Windcrest and to retain those employees.

SHORT RANGE GOALS (< 1 year)

- ✓ Create competitive salaries and benefit packages to attract and maintain the best quality of officers and staff.
- ✓ Improve the vehicle fleet by replacement of the aging and unserviceable police vehicles.
- ✓ Create a recognizable and uniformed patrol vehicle fleet.
- ✓ Replace the aging and end of life laptops and computers with individual assignments to

extend life expectancy and enhance efficiency.

- ✓ Update and maintain current technology, including replacement of desk top computers with robust memory.
- ✓ Expand the Bike Patrol Program by repairing and replacing the aging bike fleet with modernized bike equipment.
- ✓ Purchase of breaching and protective equipment for officer and citizen protection during active shooter scenarios.
- ✓ Create annual officer in-service training to develop highly knowledgeable officers and staff.
- ✓ Encourage officers to stay healthy and in a physical condition which allows readiness for the vigorous activities associated with policing.

MID RANGE GOALS (1-3 years)

- ✓ Achieve accreditation with the Texas Police Chiefs Association.
- ✓ Expand the K-9 Program by adding additional K-9 Officer.
- ✓ Continue to maintain the vehicle fleet with vehicle replacement and expansion.

LONG RANGE GOALS (> 3 years)

- ✓ Address operational and functional deficiencies of the current police area at City Hall by building a new police facility.
- ✓ Increase police staff utilizing long-term planning strategies which consider future needs of the community.

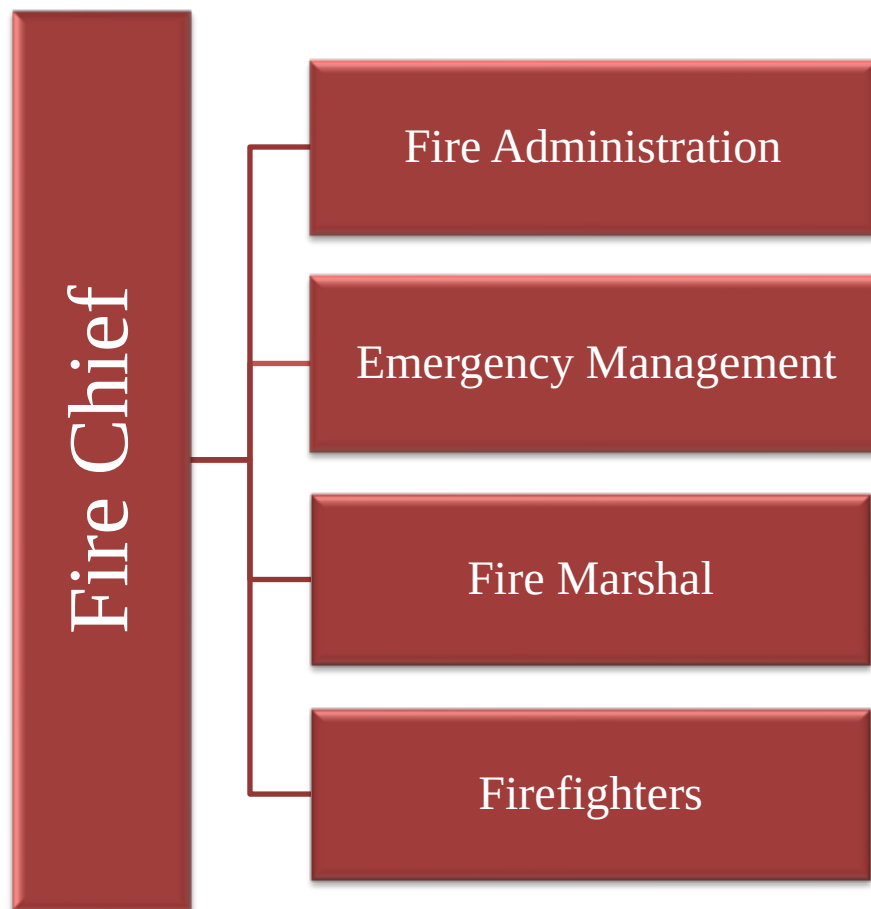
PERFORMANCE MEASURES

Police Department	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	*FY22/23 Actual	FY23/24 Target
Emergency Response Time	2:53	4:29	3:03	3:00	≤ FY22/23
Non-Emergency Response Time	6:46	9:50	11:12	2:38	≤ FY22/23
Traffic Contacts	5,281	5,230	12,313	3,610	≥FY22/23
Property Crime	New	Performance	Measures	State	≤FY22/23
Property Crime Arrests	NIBRS	Computer	System	Down	≥FY22/23
Crimes Against Persons	for	Maintenance	for	two	<FY22/23
Crimes Against Persons Arrests	weeks	will	be	added	<FY22/23
Officer Fitness Pass Rate	New Measure			40%	>FY22/23
Hours of Annual Training Completed	770	2158	2761	2810	≥FY22/23
Turnover Rate	15%	20%	14%	12%	<FY22/23
Staffing Level Percentage	New Measure		86%	86%	>FY22/23
Community Outreach	40	6	14	8	>FY22/23

*As of April 20, 2023



FIRE DEPARTMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	PROPOSED BUDGET
General Fund – 503	11	
TOTAL FUNDING	11	

DEPARTMENT SUMMARY

The Windcrest Fire Department has been striving to create a department that is a valued asset of the citizens of Windcrest and our mutual aid partners surrounding our response area. We adhere to the following to help achieve this goal:

MISSION STATEMENT

To save lives, protect property, and serve our community with courage, commitment and compassion.

The Windcrest Fire Department exists to serve our citizens (the public). Our menu of responsibilities is ever changing, but our basic areas of service are prevention and enforcement, public education, pre-hospital emergency care, and fire control. Our service has evolved to include hazardous materials, technical rescue, tactical medicine, swift water rescue, and social service calls. We are the "one-stop" service that citizens can rely on. When they call, we only ask a few questions, respond quickly, solve their problems, and leave just as fast as we arrived. No red tape on either end....no other government agency works in quite the same way.

VISION STATEMENT

The Windcrest Fire Department will be recognized as a premier public service organization, respected, and admired by our peers and the community as the most diverse, innovative, and efficient public safety provider in the region.

SLOGAN

Courage, Commitment, and Compassion

CORE VALUES

The preservation of life remains the number one goal of the Windcrest Fire Department, beginning with the responder and extending to the public. Our citizens must be reasonably free from danger and harmful acts. With the best equipment and training, the department can reduce the risk to the public and its members at all emergency incidents. We commit to the health, safety, and welfare of our members, thus protecting them and enhancing capability and readiness. We aim to eliminate preventable work-related injuries and illnesses through the systematic management of our risks.

- *Reliability- Our commitment to the public we serve is unwavering and consistent. This commitment is fully expressed in our motto: "Courage, Commitment, and Compassion".*
- *Teamwork - Teamwork is the basis of our success. We work as a team because we value each other, the community we serve, and our commitment to the Windcrest Fire Department mission.*
- *Dedication- The faithful observance of duty beckons us to fulfill our obligations professionally and honestly.*
- *Bravery - Courage is the foundation of our character. Bravery is the ability to overcome fear through fortitude, instinct, compassion for others and training.*

Windcrest Fire Department members define the following three components of Windcrest Fire Department's Slogan, "Courage, Commitment, and Compassion":

Courage- The mental and physical ability to face adversity with focus and determination.

Commitment- The act of dedicating oneself, through total effort, to accomplishing the mission. In other words, commitment to your faith, family, and WFD. It is the type that never comes into question.

Compassion- To be understanding, considerate, sympathetic, and kindhearted to others.

FY 2023/24 SHORT-TERM GOALS (<1)

1. Addition of frontline Firefighters

- Applied for SAFER grant requesting 8 firefighters.
- NFPA standard of two in and two out will be applied on all fire calls. By having the goal of 5 firefighters on each shift, this will allow one firefighter to take off on vacation/sick leave and have adequate staffing.

2. Fire Protection/ Fire Prevention

- Review and suggest possible changes to the City Ordinances with Fire Department/ Fire Prevention and adding possible amendments to the 2021 International Fire Code. This will assist with protecting our customers and citizens.

3. Obtain much-needed fire department facility upgrades.

- The fire department facilities are in desperate need of upgrades. Since the transition of the fire department to an Advanced Life Support First Response Organization (ALS FRO), the need for better temperature regulation has increased to ensure the life-saving medications carried on the apparatus remain effective.

4. Development of a Capital Replacement Plan

- To prevent the need for bonds to replace large capital items, develop a capital replacement plan for the fire department.

5. Increase department participation in community programs.

- Public Safety Night
- Home Safety Checks
- Fall Prevention Classes
- Knox Box Program

MID RANGE GOALS (1-3 years)**1. Update cameras at the Dalecrest dorm to be on City System**

- Safety of the firefighters and match the rest of the City Property Camera System

2. Extend driveway width

- Replace grass island between bays to assist with emergency vehicles turning and backing up without going into the street. This will assist with the safety of the firefighters and citizens.

3. Replace CAD tablets in vehicles.

- Update tablets used for responses and reports in vehicles to ensure we have updated equipment.

4. Replace Squad

- Squad was at the end of life with WPD when it was given to FD. Squad is 2013 Chevy Tahoe. This vehicle with staffing could be used for first out medical calls and for travel to classes.

LONG-TERM DEPARTMENT GOALS (>3)**1. Employee Retention**

- The fire department affords its firefighters salary and benefits are ok, but we continually lose employees to other departments for the compensation packages they offer. This is not something the fire department can do without the help of the City of Windcrest, but we feel it is something that needs to be addressed.

2. Knox Box program

- The fire department will purchase Knox boxes to install at residents. This will be part of the fall prevention program to assist residents.
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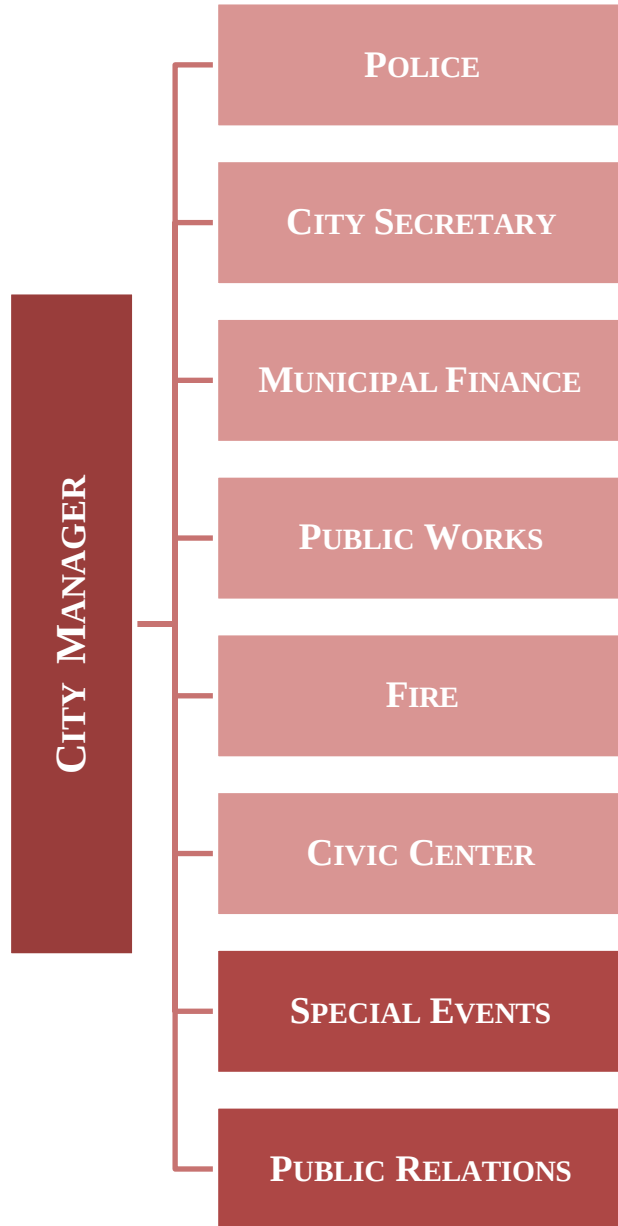
3. Fleet

- The fire department has developed a plan for retiring vehicles that have reached their end of life. The plan takes into consideration the age, and repair history of our vehicles and how long it takes to build the vehicle.

PERFORMANCE INDICATORS

Fire Department	FY 20/21 Actual	FY 21/22 Actual	FY22/23 Target	FY 23/24 Target
Fire Response Time	5 minutes	5.2 minutes	5.0 minutes	5.0 minutes
Public Education	12	7	15	20
Local School Activities	8	5	15	> FY22/23
# of Line of Duty Injuries	0	0	0	0
# of Training Hours Completed	1500	2000	2000	> FY22/23
#of Commercial pre plans completed	15	0	50	> FY22/23
% Semi Annual Fire Inspection Collection	N/A	N/A	N/A	75 % quarterly
% of twice a year business fire inspection	N/A	N/A	N/A	90 %

SPECIAL SERVICES



APPROPRIATIONS BY FUND	*AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund - 504	.5	\$
TOTAL FUNDING	.5	\$

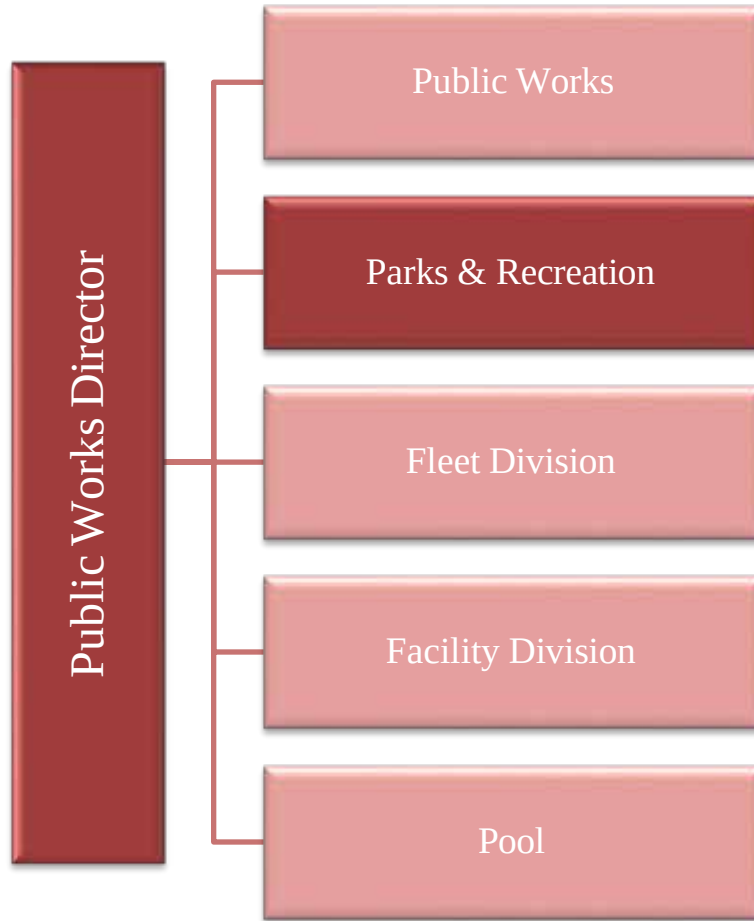
FUND SUMMARY

The Special Service Division falls under the supervision of the City Manager. City special event are allocated in the budget. The Special Events Coordinator provides coordination of all city events, works with stakeholders and outside agencies to assist with their event being successful. The Special Events Coordinator works directly with City Department Heads to ensure the safety and logistics of all events are accomplished successfully and public communication are released through the Office of the City Secretary.

GOALS AND OBJECTIVES

- Work with City Department to provide a safe and marketable environment for events promoting a memorable quality of life for residents and public.
- Enhance relationship with stakeholders, other surrounding cities, civic organizations, and businesses by offering a clean and safe city for public events such as 5K runs, marathons, City's Light Up, July 4th Celebration, Fiesta events, and Halloween events.
- Work with Parks and Recreation Commission to promote special events in the parks.

PARKS & RECREATION



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund - 506	0	\$
TOTAL FUNDING	0	\$

Department Summary

The Parks and Recreation department oversees the maintenance and management of park land, to include the maintenance of the park irrigation systems, trails, restrooms, pavilions, open space, playground equipment, benches, picnic tables, lighting, mowing contracts oversight, and oversight of athletic field maintenance. Conducts tree planting and beautification programs. Acquires, designs, and renovates existing and additional park land and facilities.

Goals and Objectives

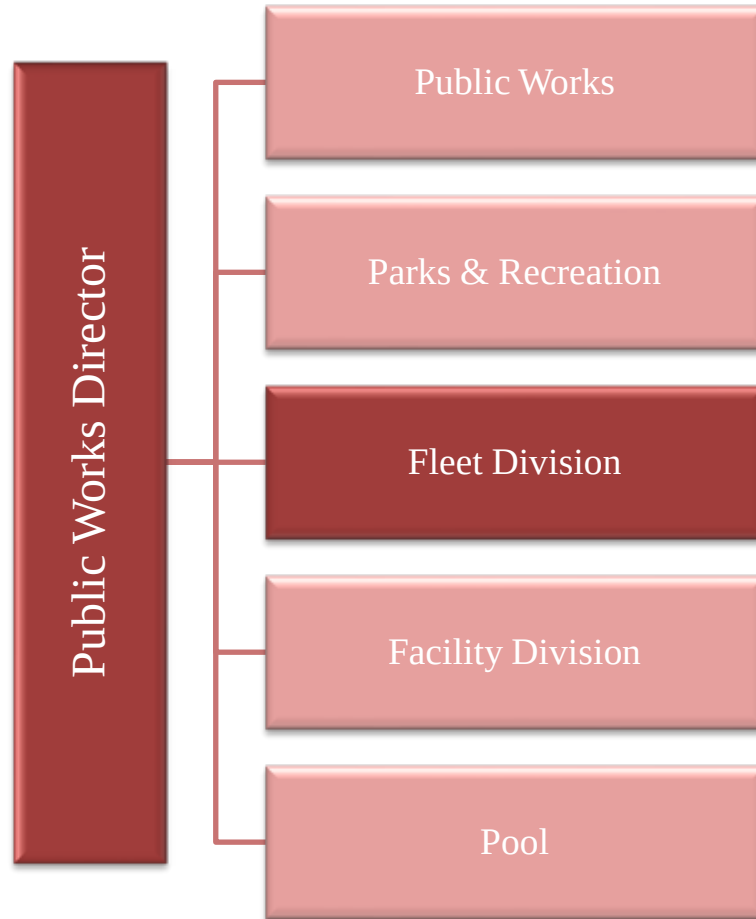
- Monthly Non-vehicular bridge inspections to ensure public safety.
- Daily cleaning and weed control of park walking trails.
- Daily cleaning of open space and park grounds to include trash pick.
- Oversee landscape maintenance of open spaces, storm drain greenbelts and park grounds.
- Promote and assist with Parks and Recreation special projects and events.
- Maintenance of aerators in park drainage retention ponds.

Performance Measures

	*FY20/21 Actual	FY21/22 Actual	FY22/23 Target	Mid-Year 22-23	FY23-24 Target
# of Monthly Non-vehicular bridge inspections	6	6	6	2	6
% of walking trails maintained	100%	100%	100%	80%	100%
# of acreage for landscape maintenance -Open Space & Parks	> 45	> 45	50%	25%	50%
# of special projects/events	7	9	9	1	9

*** Due to COVID 19 pandemic, events were canceled or reduced, and some operations were re-evaluated to ensure a safe and healthy work environment for employees. Measures are not reflective of future pandemic safety measures; as well as local, state or national impacts.**

FLEET DIVISION



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund - 507	1	\$
TOTAL FUNDING	1	\$

Department Summary

The Parks and Recreation department oversees the maintenance and management of park land, to include the maintenance of the park irrigation systems, trails, restrooms, pavilions, open space, playground equipment, benches, picnic tables, lighting, mowing contracts oversight, and oversight of athletic field maintenance. Conducts tree planting and beautification programs. Acquires, designs, and renovates existing and additional park land and facilities.

Goals and Objectives

- Monthly Non-vehicular bridge inspections to ensure public safety.
- Daily cleaning and weed control of park walking trails.
- Daily cleaning of open space and park grounds to include trash pick.
- Oversee landscape maintenance of open spaces, storm drain greenbelts and park grounds.
- Promote and assist with Parks and Recreation special projects and events.
- Maintenance of aerators in park drainage retention ponds.

Performance Measures

	FY20/21 Actual	FY21/22 Actual	FY22/23 Target	Mid-Year 22-23	FY23-24 Target
# of Police Units services	N/A	9	9	4	18
# of Fire Units serviced	N/A	3	3	1	5
# of Public Works Units serviced	N/A	10	5	15	15
# of small engine/equipment serviced	N/A	6	12	6	15
# of heavy equipment serviced	N/A	10	5	3	5

MUNICIPAL COURT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	6	558,297
TOTAL FUNDING	6	558,297

-Includes two (2) Warrant Officers, reports to Chief of Police.
-1 Contracted Warrant Officer

DEPARTMENT SUMMARY

The Municipal Court represents the judicial branch of government. Responsibility of the Municipal Court include the interpretation and adjudication of City ordinances as well as other Class “C” misdemeanors enacted by the Texas Legislature. Municipal Court activities include court proceedings; trials; show cause hearings; juvenile hearings.

The Municipal Court Judge presides over all trials, jury and non-jury. The judge has magistrate duties such as signing arrest warrants and juvenile warnings. The judge issues processes such as subpoenas, summons, and warrants and completes other administrative duties for the court functions and staff.

The Municipal Court staff is the administrative arm of the Municipal Court. Staff is responsible for seeing that all of the court papers are accurate, orderly, and complete. Primary responsibilities include processing citations, summons, complaints, warrants, past due letters, and show cause hearing letters. Staff maintain the court’s docket and coordinate case scheduling. Assist the judge with open records requirements, report convictions, Drivers Safety Course and alcohol violations to the Texas Department of Public Safety, assist with warrants, and complete all required accounting reports.

GOALS AND OBJECTIVES

- Conduct a minimum of 250 Warrant collection calls a month.
- Conduct a minimum of 200 Court collection calls a month.
- Assist the public with court needs, including explaining to defendants the court procedures and their options.
- Process payments, summon potential jurors, and ensure juror payment accurately.
- Maintain up to date technology for court staff and warrants officers to provide efficient and successful outcomes.
- Renewal and maintain professional development certifications.
- Increase public awareness of online resources to reduce public traffic at City Hall.

PERFORMANCE MEASURES

	FY20/21 Actual	FY21/22 Actual	FY 22/23 Target	FY22/23 Midyear	FY23/24
# of Citations Processed	6815	12455	2% increase based on PD	7000	15000
# of Warrant Activity	2369	1430	2% increase based on PD	4000	9000
# of Warrant Collection Calls	0	1900	≥FY21/22	3000	8000
# of Cases Heard	4382	7598	≥FY21/22	4500	9000
# of Court Collection Calls	0	1200	≤FY21/22	2500	5000
# of Cases Dismissed (Judicial)	2732	1681	Based on Judicial Decision	1500	3000
# of Training Hours	48 hours	128	≥FY21/22	176	250
# of Online Payments	1548	3062	≥FY21/22	2200	6000
# of Warrant Officers Budgeted	2	2	2	2	2

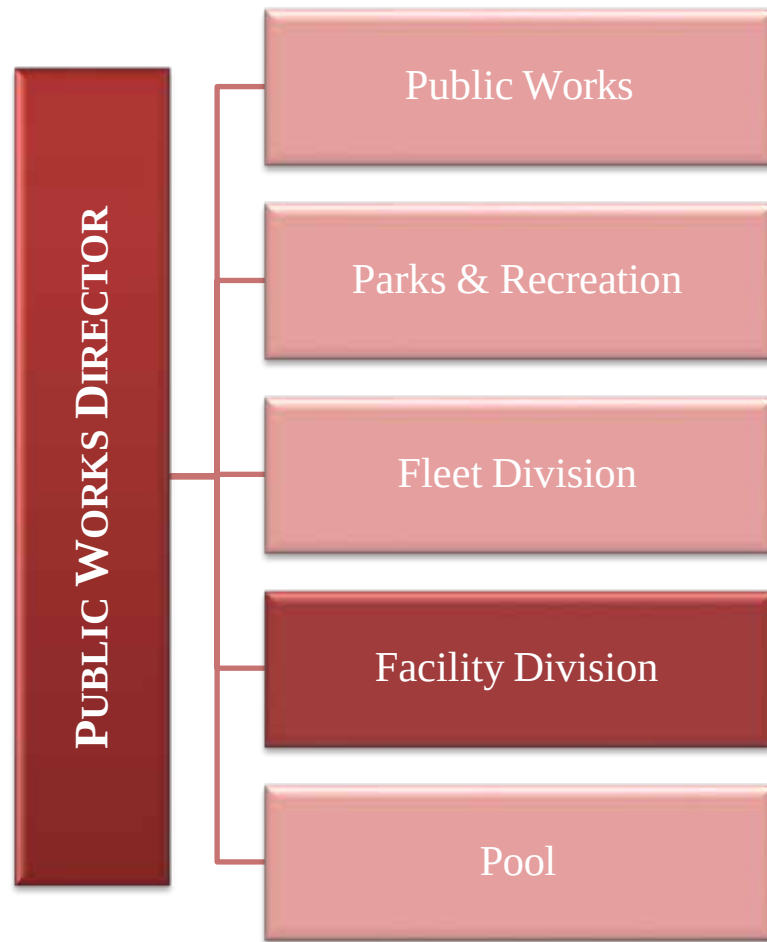
FY22/23 Budget;

***Tyler Version 10 Court upgrade share cost with Finance/Utilities Est. Cost 55k**

***RCI Continuing sending warrant files to scan Est. Cost 12k per year.**

***3yrs Replace Warrant Tahoe Unit**

FACILITY DIVISION



APPROPRIATIONS BY FUND	*AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund - 510	0	\$
TOTAL FUNDING	0	\$

* Public Works Department Maintenance

FUND SUMMARY

The Facility Division Department services and maintains city's facilities to extend the life of the facility and to provide employees with a safe and clean work environment.

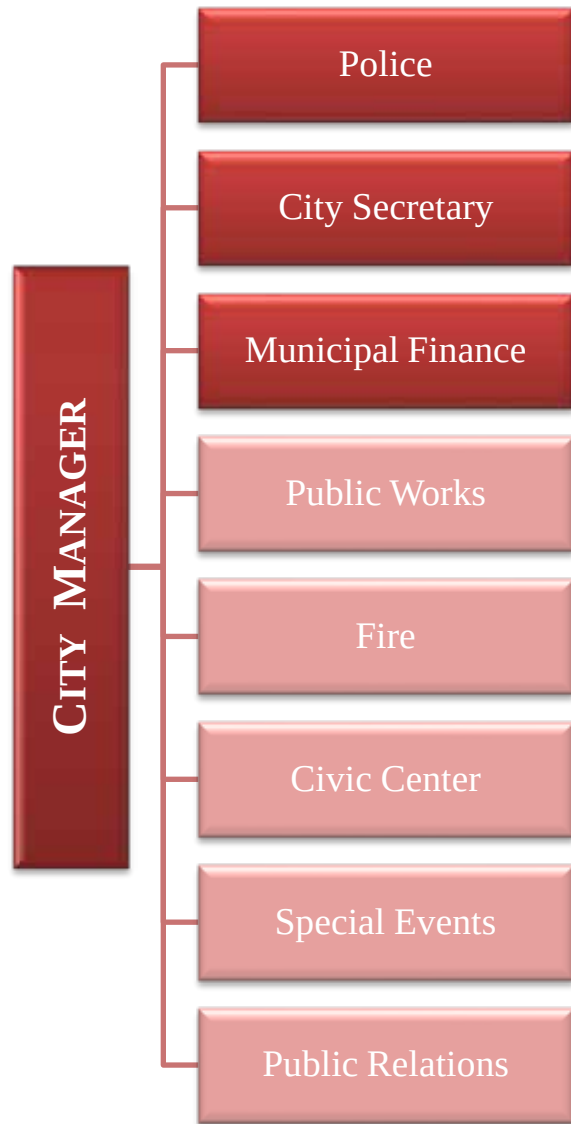
GOALS AND OBJECTIVES

- Provide high-quality preventative maintenance to extend the life of facilities.
- Provide a safe and clean environment through regular cleaning of facilities.

Performance Measures

	FY20/21 Actual	FY21/22 Actual	FY22/23 Target	Mid- Year 22-23	FY23-24 Target
Spaying weeds / insects	36	36	36	3	36
Filter replacements to all buildings.	3	3	3	2	3

CIVIC CENTER



APPROPRIATIONS BY FUND	*AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund - 511	3	\$
TOTAL FUNDING	3	\$

* Public Works Department Maintenance

FUND SUMMARY

The Civic Center fund generates revenue from facility rentals and on sight special events. Managed by the City Manager, dedicated staff from the Public Works Department and Special Events, work together in maintaining a clean and operable facility. The Civic Center is a public venue available to rent for private, public, and commercial events.

City staff manages all aspects of event rentals such as working the potential renters with scheduling, and coordination of their event from beginning to end. Staff ensures general services, cleaning, basic maintenance, and the upkeep of the City Center.

GOALS AND OBJECTIVES

- Promote community involvement by booking public events to include by not limited to health clinics, fundraisers, arts & crafts, and education.
- Provide a safe and marketable venue for events promoting a memorable quality of life for residents and customers by offering various rental amenities.
- Enhance relationship with stakeholders, other surrounding cities, civic organizations, and businesses by offering a clean rentable venue space equipped with audio and visual capabilities and maintain clean chairs and tables for each event.
- Provide a safe and clean environment through regular cleaning of facilities.
- Provide high-quality preventative maintenance to extend the life of the facility.

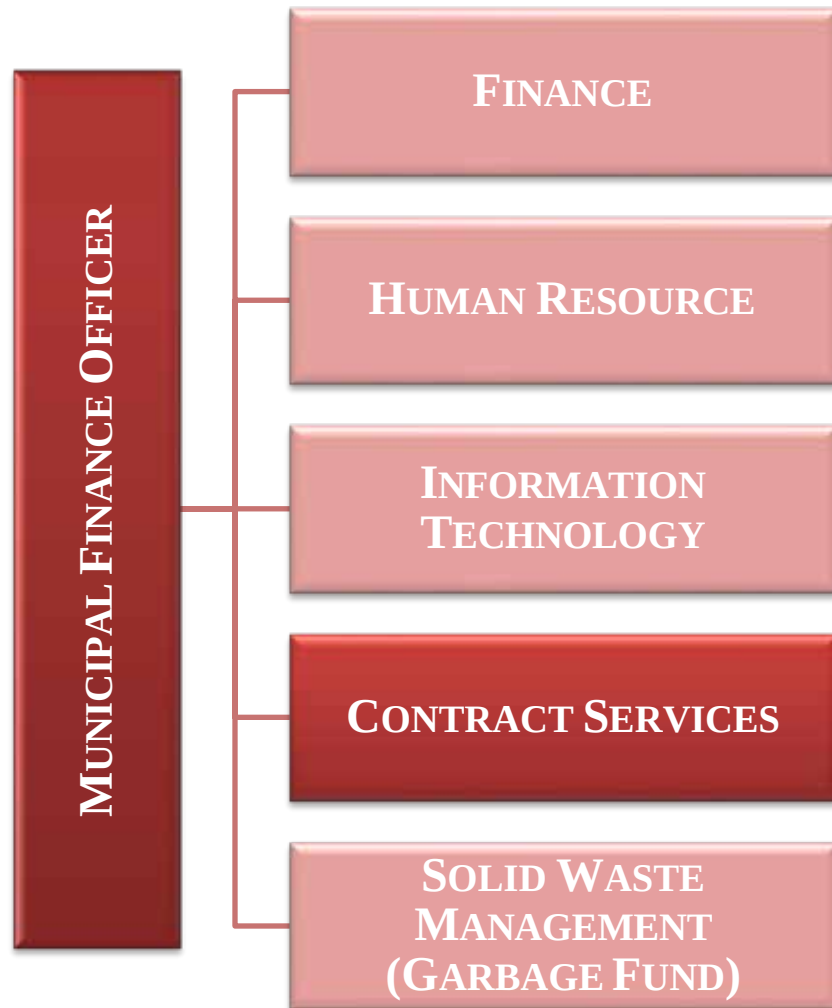
PERFORMANCE INDICATORS

	FY20/21 Actual	FY21/22* Actual	FY22/23** Target	Mid-Year 2022-23	FY23-24 Target
# of Booked Weekend Events 52 weeks=156 days	> FY19/20	83	>FY20/21	47	90
% of Weekends Sold	> FY19/20	53	55	30	58
# of Booked Weekday Events 52 weeks =208days	> FY19/20	107	110	73	115
% of Weekdays Sold	> FY19/20	51	53	36	55
# of Events Canceled	< 3	<3	<3	<3	<3
% of Residential Contracts	> 30	52	53	35	55
% of Non-Residential Contracts	> FY19/20	2	15	10	20
% of Civic Organization Contracts	> FY19/20	37	52	46	52
% of City Sponsored Events	unknown	16	45	39	45

*** Due to COVID 19 pandemic, Civic Center was closed for rentals and reservation beginning March 2020 and throughout 2020 and 2021. Reserved events were canceled, and refunds issued.**

****Measures are not reflective of future pandemic safety measures; as well as local, state, or national impacts.**

CONTRACT SERVICES DEPARTMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	0	\$
TOTAL FUNDING	0	\$

Department Summary

Contract Services Department administers and maintains cities contracts such as EMS, Building and Fire inspections, Food Health Officer Fees, Legal and City Attorney, Special Legal Services, Audit, Municipal Insurance, and other. Coordinates and supervises contract compliance, auditing provider services contracts and City funded programs for a department or division; monitors and resolves contract performance; and oversees the implementation, tracking and closeout of assigned projects. Provides contract oversight, review, and implementation.

Goals and Objectives

- Provide administration and contract management to ensure accuracy, accountability, and performance.
- To ensure suppliers or service providers fulfill the contract according to previously agreed upon contract terms and conditions before receiving payment.

TECH SUPPORT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	0	\$
TOTAL FUNDING	0	\$

Department Summary

Managed by the Municipal Finance Officer, the Tech Support Department charged with maintaining, operating and securing the City's information assets such as computer contract, telecommunications contract, mobile and pager contracts and maintenance. These assets form the foundation upon which many of the City's core operations depend. Therefore, this foundation must be reliable, resilient and responsive.

Goals and Objectives

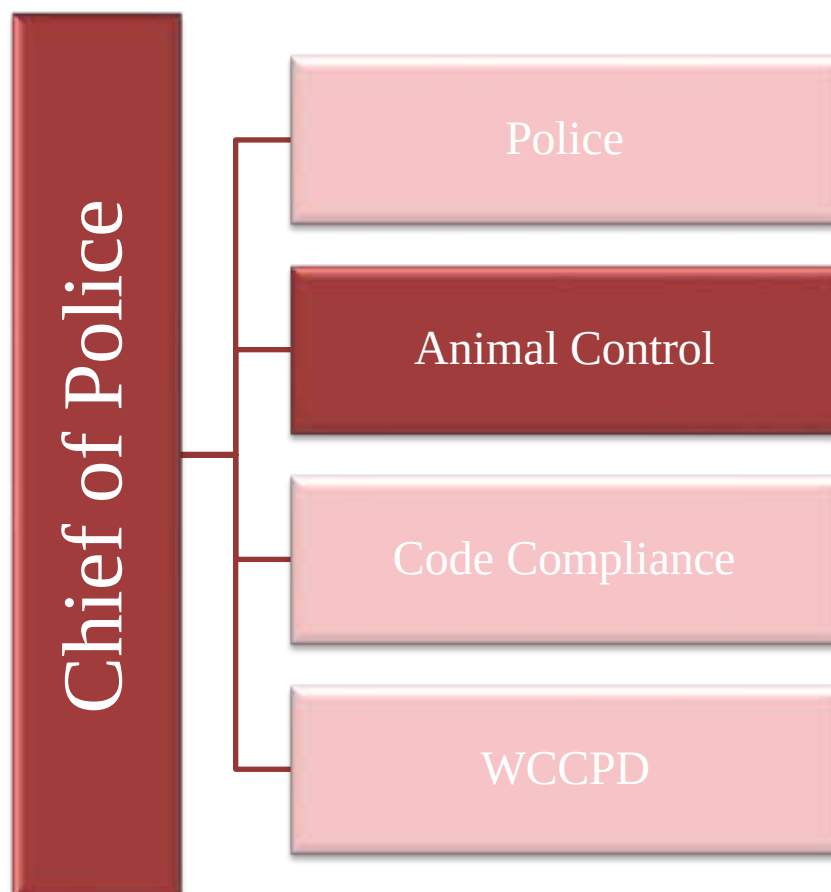
- Enabling City departments to provide better service to the public through technology innovation.
- Research for possible replacement and upgrade to computers and software. The discovery quote was submitted, and options will be presented to the Council during the budget work sessions to upgrade to Windows 11.
- Deliver reliable software solutions that provide work functionality, reporting functionality and efficient self-service portal options.

Performance Measures

	FY20/21 Actual	FY21/22 Actual	FY22/23	Mid-Year 2022-23	FY23-24 Target
# of Full-Time employees completed Cybersecurity Training	80.5	80.5	82 ⁽¹⁾	0	86

(1) Cybersecurity DIR filing deadline June 14, 2022.

ANIMAL CONTROL



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	PROPOSED BUDGET
General Fund - 517	2	\$
TOTAL FUNDING	2	\$

DEPARTMENT SUMMARY

The Animal Control Officer acts under the authority of Section 6-31 of the Windcrest Code of Ordinances. Managed by the Windcrest Police Department, the Animal Care & Control Unit is responsible for the aiding and protection of citizens and the welfare of animals in Windcrest. Through diligent observation and animal control methods, the Animal Control Officer investigates animal bites, issues notice of violations, captures lost or stray pets, impounds and cares for retrieved dogs, maintains relationships with rescue, foster, and adoption organizations, maintains the pet registration program, and oversees the community cat Trap Neuter Return Program.

OUR MISSION

Our Mission... to protect and serve the citizens and community of Windcrest, the City of Lights.

Nulli Secundus.

OUR VISION

Our Vision... to enhance our community's quality of life by reducing crime and the fear of crime.

OUR CORE VALUES

Integrity – Integrity allows us to carry out ethical principles which guide our behavior.

Respect – for ourselves and the community we serve.

Courage – Personal courage will provide us with the drive to follow these values in the worst of times and against the greatest adversity.

Drive – We will make the most out of every opportunity to protect and serve with endless motivation to consistently accomplish our mission.

GOALS AND OBJECTIVES

CONTINUAL GOALS

- ✓ Continued participation in the Trap, Neuter, Return Program to regulate and protect the feral cat population.
- ✓ Aid and protect citizens and the welfare of animals in Windcrest.
- ✓ Uphold the Texas Health and Safety Code and Chapter 6 of the Windcrest City Ordinances.
- ✓ Investigate animal bites and cruelty to animal cases.
- ✓ Return pets to their owners.
- ✓ Capture stray animals for their welfare and the safety of residents.
- ✓ Provide aid to injured animals.

SHORT RANGE GOALS (< 1 year)

- ✓ Increase the number of Adoption events.
- ✓ Increase funds associated with animal impoundment and veterinarian expenses.
- ✓ Extend the department's body worn camera program to include the Animal Control Unit.
- ✓ Improve the Animal Control Fleet by the addition of one fully equipped Animal Control vehicle.
- ✓ Respond expeditiously to calls for service involving an animal control event.
- ✓ Transition of the current Animal Control database to the existing police Records Management System for effective records management.

MID RANGE GOALS (1-3 years)

- ✓ Reduce dog exposure in the shelter through adoption, fostering, or transferring to an animal rescue organization.
- ✓ Maintain well trained Animal Control Officers and staff capable of conducting intensive incident investigations.
- ✓ Increase the numbers of compliance with pet registration ordinances.

LONG RANGE GOALS (> 3 years)

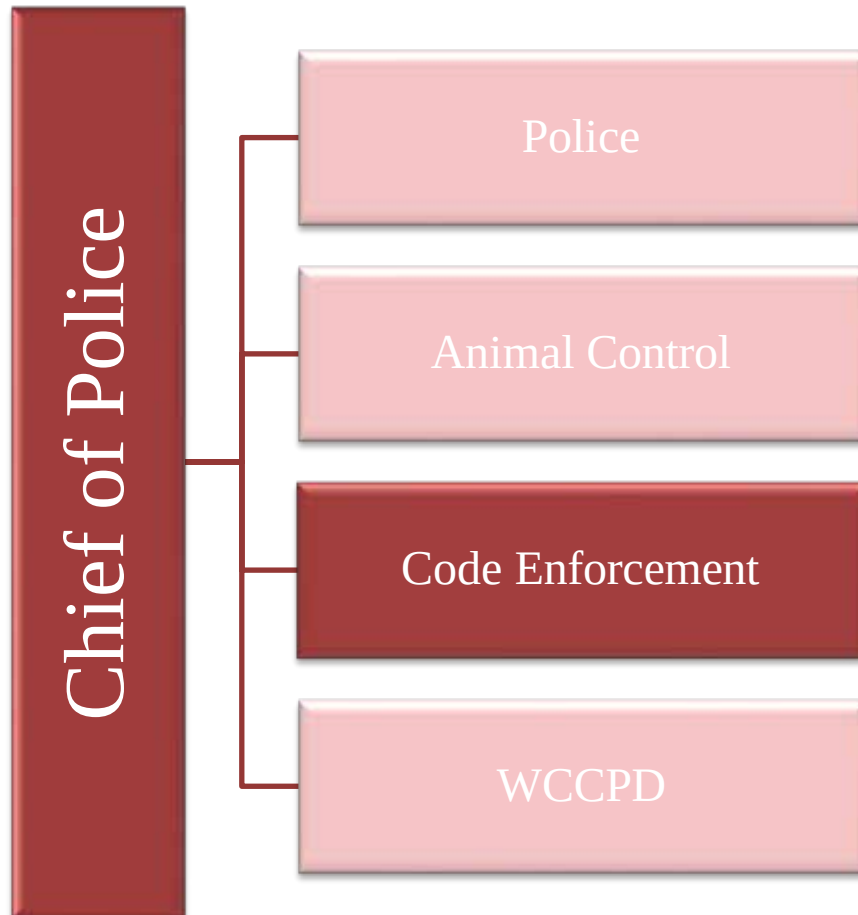
- ✓ Provide a city owned shelter, staffed by an Animal Control Technician, and for the housing of Animal Control activities.

PERFORMANCE MEASURES

Animal Control	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	*FY 22/23 Actual	FY23/24 Target
Stray Animals Captured	194	185	106	111	≥FY22/23
Captured Animals Returned to Owner	72	74	106	96	≥FY22/23
Number of Adoption Events	3	0	7	12	≥FY22/23
Number of Animals Adopted	31	39	50	20	≥FY22/23
Number of Animals Fostered	3	4	1	11	≥FY22/23
Number of Animals Transferred to a Rescue Organization	0	0	0	1	≥FY22/23
Animal Bite Incidents	4	5	9	4	≤FY22/23
Number of TNR Cats	48	42	74	21	≥FY22/23
Pets Registered	159	146	156	89	≥FY22/23
Notice of Violation Issued	33	39	19	25	≥FY22/23
Animal Enforcement Actions	66	45	114	23	≥FY22/23

***As of April 20, 2023**

CODE ENFORCEMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	PROPOSED BUDGET
General Fund - 519	1	\$
TOTAL FUNDING	1	\$

DEPARTMENT SUMMARY

Managed by the Windcrest Police Department, the Code Enforcement & Compliance Unit is responsible for assuring compliance with City Ordinances. The Code Enforcement Officer acts under the authority of Section 103-56 of the Windcrest Code of Ordinances. Through diligent observation and compliance techniques, the Code Enforcement Officer seeks to ensure the community has safe structures and buildings.

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Nulli Secundus.

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Drive – We will make the most out of every opportunity to protect and serve with endless motivation to consistently accomplish our mission.

GOALS AND OBJECTIVES

CONTINUAL GOALS

- ✓ Promote a safe community through proactive code compliance initiatives.
- ✓ Protection and service to the citizens and community utilizing a community policing philosophy.
- ✓ The recruitment and continued employment of high-quality officers/personnel to serve the citizens of the City of Windcrest and to retain those employees.

SHORT RANGE GOALS (< 1 year)

- ✓ Create competitive salaries and benefit packages to attract and maintain the best quality of officers and staff.
- ✓ Replace the aging and end of life laptops and computers with individual assignments to extend life expectancy and enhance efficiency.
- ✓ Update and maintain current technology, including replacement of desk top computers with robust memory.
- ✓ Increase training and certification to meet and exceed industry standards.

- ✓ Create annual officer in-service training to develop highly knowledgeable officers and staff.
- ✓ Increase proactive patrolling activity to recognize and act on code violations.
- ✓ Encourage officers to stay healthy and in a physical condition which allows readiness for the vigorous activities associated with policing.

MID RANGE GOALS (1-3 years)

- ✓ Increase voluntary compliance regarding common code violations.
- ✓ Maintain a highly trained staff capable of addressing abatement incidents.

LONG RANGE GOALS (> 3 years)

- ✓ Address operational and functional deficiencies of the current police area at City Hall by building a new police facility.
- ✓ Increase Code Enforcement staff utilizing long-term planning strategies which consider the future needs of the community.

PERFORMANCE MEASURES

Code Enforcement	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	*FY 22/23 Actual	FY23/24 Target
On-Site Code Violations	1,286	1,432	1,399	426	≥FY22/23
Code Enforcement Action	1,556	2,227	2,481	525	≥FY22/23
Officer Fitness Pass Rate	New Measure			100%	=FY22/23
Hours of Annual Training Completed	New Measure			57	≥FY22/23
Turnover Rate	New Measure			50%	<FY22/23
Staffing Level Percentage	100%	100%	50%	100%	=FY22/23

*As of April 20, 2023

FINANCE DEPARTMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	4	\$
TOTAL FUNDING	4	\$

Department Summary

Managed by the Municipal Finance Officer, the Finance Department's primary purpose is to provide all the necessary financial, accounting, technical, benefits, payroll, business and risk management services to all City departments and the general public, prepare monthly financial reports for the City Manager, City Council and City departments, process utility billing including commercial, residential and vehicle storage accounts. Process all accounts payable and receivable in a timely manner, prepare 1099s, and prepare monthly bank reconciliations and investments report. Safekeeping of all city P-Cards, maintaining card balances, review and audit all p-card receipts. Maintain and process payroll for all city employees and prepare W2s. Maintain and safeguard the City's investment portfolio. Manage debt service and fixed assets. Complete the annual budget and facilitate annual audit and Comprehensive Annual Financial Report. The Municipal Finance Officer also oversees the Purchasing & Asset Management.

Goals and Objectives

- Maintain financial systems to provide timely and accurate financial information and reports to the City Manager, City Council, other City departments, citizens, and other agencies.
- Improve the financial system by extending and regrouping accounts by upgrading to Incode 10. Currently the city operates with the Incode 9 version. The cost can be shared between various city departments and funds. The current Incode quote is approximately 53k. The Discovery quote was submitted to Incode to investigate the cost of the additional repository that will help Court to transition to less paper.
- Upgrade new server. Cost is not currently available. Discovery quote has been submitted.
- During FY 22-23 the Finance Department is in the process of implementing a digital budget book. To provide end users with the city's financial data in a user-friendly format, and to comply with transparency requirements. The approximate launch date is scheduled to go live in July 2023.
- To implement a new Cash Handling Policy.

Performance Indicators

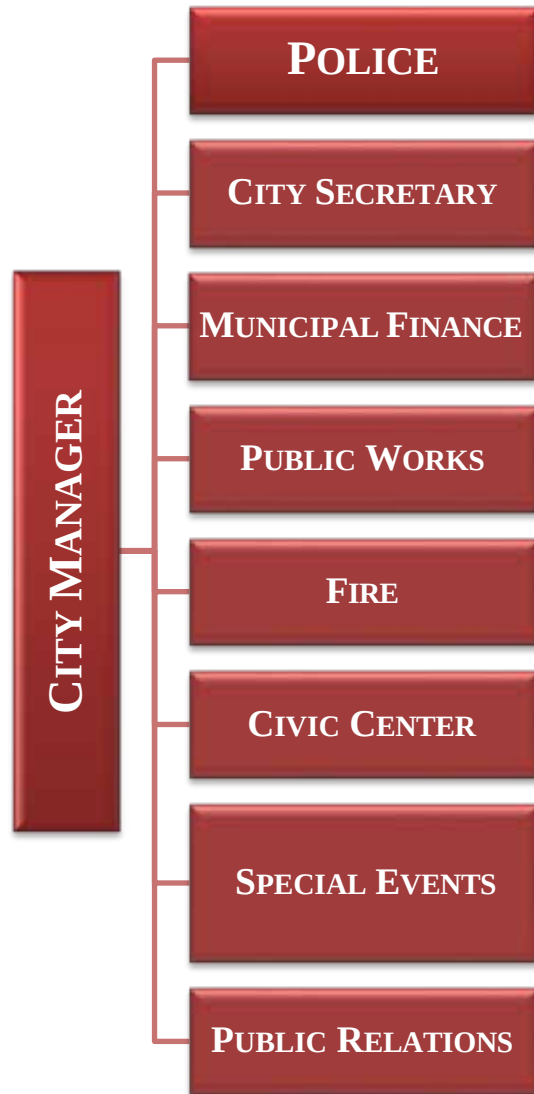
	FY20/21 Actual	FY20/21 Actual	FY22/23 Target	Mid-Year 2022-23	FY23-24 Target
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External Audit

Audit the financial statements of the governmental activities, the business-type activities, the discretely presented component unit (Windcrest Crime Control and Prevention District), each major fund, and the aggregate remaining fund information to ensure that City departments have adequate internal controls, risk management and government processes, and report conclusions to the City Council and management

% of annual audit completed	100%	100%	100%	100%	100%
# of audit recommendations are fully implemented	0	0	0	0	0

CITY MANAGEMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	1	\$220,264
TOTAL FUNDING	1	\$220,264

Department Summary

Under City Management department the City Manager serves as the Chief Administrative Officer of the City; assumes full responsibility for planning, administering, directing, overseeing, and evaluating the activities and operations of the City of Windcrest including public safety, community development, administrative services, operations maintenance, parks, recreation, facilities, and administration; provides policy guidance to and coordinates the activities of management staff; facilitates the development and implementation of long and short range plans, policies, goals, objectives, and programs to provide the City with technical and administrative direction in meeting and maintaining City services standards; ensures public services are delivered in an efficient and effective manner; and provides highly complex administrative support to the City Council including implementing policy decisions made by the City Council.

Goals and Objectives

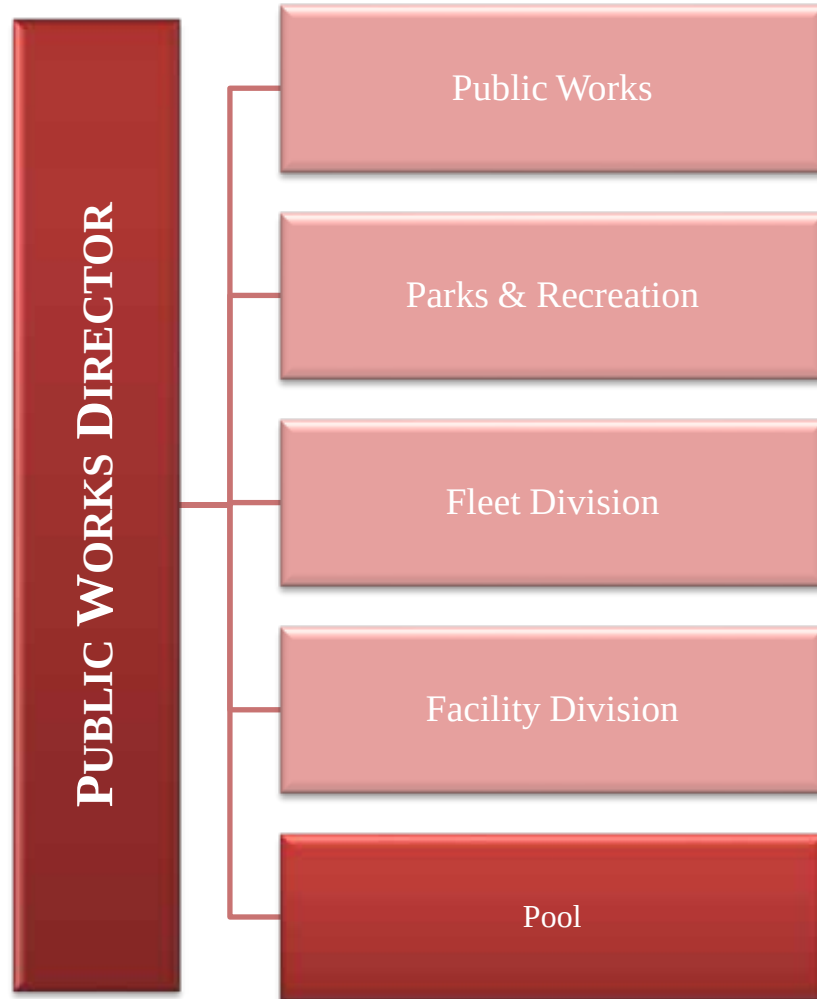
- Direct the development and implementation of the City's goals, objectives, policies, and priorities.
- Assess and monitor workload, administrative support systems, and internal reporting relationships.
- Identify opportunities for improvement and implement as appropriate.
- Select, motivate, and evaluate personnel; resolve personnel concerns and issues.
- Serve as a resource for the City Council, department personnel, City staff, other organizations, and the public; coordinate pertinent information, resources, and work teams necessary to support a positive and productive environment.

Strategic Plan Initiatives

- Strategic Economic Development Plan.
 - Planning for Texas Community Development Block Grant Program, 2023 Downtown Revitalization Program.
- Personnel
 - Cost of Living Adjustment (COLA), Salary surveys, financial impact on FY 22-23 and FY 23-24
 - TMRS, contribution rate change from 6% to 7% and financial impact on FY 23-24 budget.
- Grants
 - SAFER Grant
 - Volunteer Recruitment Resources Grant
 - Ballistic Shield Grant

- Infrastructure
 - Aquatic Amenity for Windcrest – Initiative failed by Windcrest voters (11.2021 & 05.2022 Bond Election). Revisiting opportunities with current pool facility.
 - Assessment of IT Department needs – 3rd quarter of 2022
 - Creation of communication of street and light maintenance plan – 4th quarter of 2022
 - Improvement to entrances and aesthetics at city gateways – 2023
- Public Services
 - Revision of City website – 3rd quarter of 2022
 -
 - Plan for City services south of Walzem Road – 2023
- Parks and Recreation
 - Development of Parks and Recreation Master Plan – 4th quarter 2021
 - Improvement of lighting throughout Takas Park facilities – 4th quarter 2021
 - Offering of health and wellness activities in the parks and at Civic Center – 3rd quarter of 2022
 - Incorporation of public art and art activities within the community – 2023
- Repairs and Reconstruction
 - Completed Takas Park walkway with solar panel trail lights.
- Schools
 - Better understanding of schools' educational ratings and safety issues – 4th quarter 2021
 - Communication of NEISD/City responsibilities – Quarterly
 - Offering of community activities within the schools – 2023
 - Regular discussions between NEISD, Charter Schools, and the City – Ongoing
 - Use of individuals as mentors and volunteers 2022 & 2023
 - Planning with NEISD 60th Anniversary in October 2023.
- Marketing and Communication
 - Revisions to City website and use of social media – 3rd quarter of 2022
 - Branding and signage for City - 2023

POOL



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund – 526		
TOTAL FUNDING		

Pool**FUND: 01 DEPARTMENT: 526**

PERFORMANCE INDICATORS

	FY20/21 Actual	FY21/22 Actual	FY22/23 Target	FY22/23 Mid-Year	FY23-24 Target
% of Pool Chemicals	-	-	100%	40%	100%
% of Pool Maintenance	-	-	100%	40%	100%
# of Pool Repairs	-	-	0	2	2

*** Due to COVID 19 pandemic, Pool was closed for rentals and reservation beginning May 2020 and throughout 2020 and 2021.**

Due to the compromised integrity of the pool, pool was closed in FY 21-22, 22-23.

POST OFFICE



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund – Post Office*	1.5	\$
TOTAL FUNDING	1.5	\$

DEPARTMENT DESCRIPTION

The Windcrest Post Office (WPO) is a contract postal unit through United States Post Office. The WPO serves as a community amenity, managing the receipt and sorting mail for postal pick up by the United State Postal Office. WPO provides retail sales of USPS postage stamps, flat rate packaging, flat rate envelopes and priority packing and envelopes.

GOALS AND OBJECTIVES

- Provide excellent customer service to the community
- Be a resource outlet for USPS inquiries
- Maintain a safe and clean work environment
- Identify innovative processes toward quality improvement

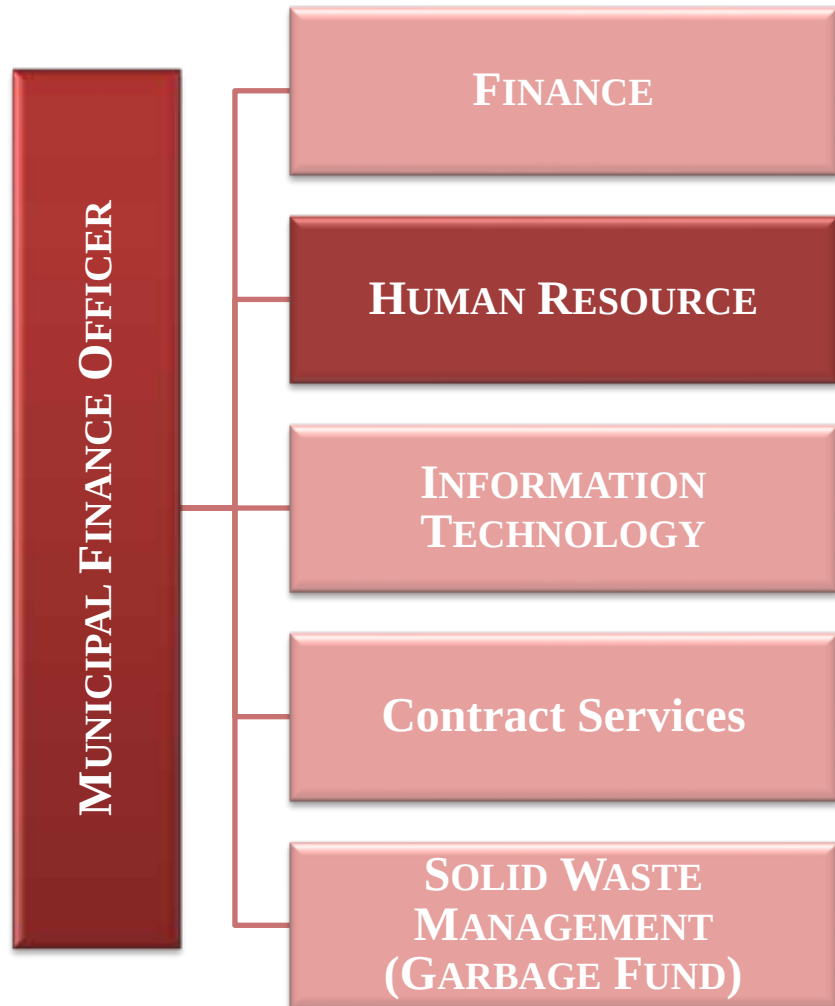
	*FY20/21 Actual	FY21/22 Midyear	FY22/23 Target	FY23/24
# of Customers	16,951	8,862	N/A	N/A
Total Sales	\$324,034.44	\$135,301.41	N/A	N/A
#of Internal Audits	1	1	4	4

FY23/24 Request

- **Renovation of PO – Work space not an ergonomic work space; Should be maximizing the PO for other duties than PO sales; small admin work; not sufficient storage space; supplies are kept on the floor and cause a tripping hazard; need sufficient counter space to process sales; USPS mail cage blocks entryways – Estimated Cost \$50,000 - \$75,000**



HUMAN RESOURCE



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	ADOPTED BUDGET
General Fund	0	\$
TOTAL FUNDING	0	\$

Managed by the Municipal Finance Officer, the Human Resource Department seeks to align the efforts of the City's most valuable asset, its employees, with the organizational goals. The department is committed to delivering quality service; supporting management with their recruitment, selection, and hiring needs. Human Resource core functions include but not limited to benefits administration, labor law compliance, performance management, employee development and relations, health and wellness, policy administration, and employee counseling.

In FY19/20, the department successfully implemented an automated employment verification module to increase productivity within the department, and improved the turnaround time to service internal and external requests.

The Human Resource Department services programs and communications that add value for our prospective employees and current employees. Through improved employee retention by the adoption of strategies, the department supports and promotes a diverse workforce and ensures a positive work environment.

Goals and Objectives

- Ensure thorough communication and understanding of the City's personnel rules, policies, and procedures. To accomplish this goal and to connect and educate employees the Finance department launched a monthly newsletter. The monthly newsletter includes sections of various city policies that are designed to educate and remind employees of city policies and rules. It also provides information regarding insurance providers, employee anniversaries and other relevant information.
- To boost moral the Finance department established a program to recognize employees on their anniversary month. Employees who reached their 5, 10, 15, 20, 25-year anniversary will receive a recognition award to be presented by the Mayor or designee.
- Coordinate with and support departments by providing consultative services and solutions regarding aspects of human resources management, including employee relations, recruitment, compensation and benefits.
- Effectively communicate, administer and close annual open enrollment period. Effective in FY 22-23 the Finance Department implemented electronic benefits enrollment. The finance staff will continue to hold yearly enrollment meetings in person. This will provide assistance and education to employees.
- Effective in FY 2022-23 the Finance Department expended clock in and out options such as mobile and biometric clocking.

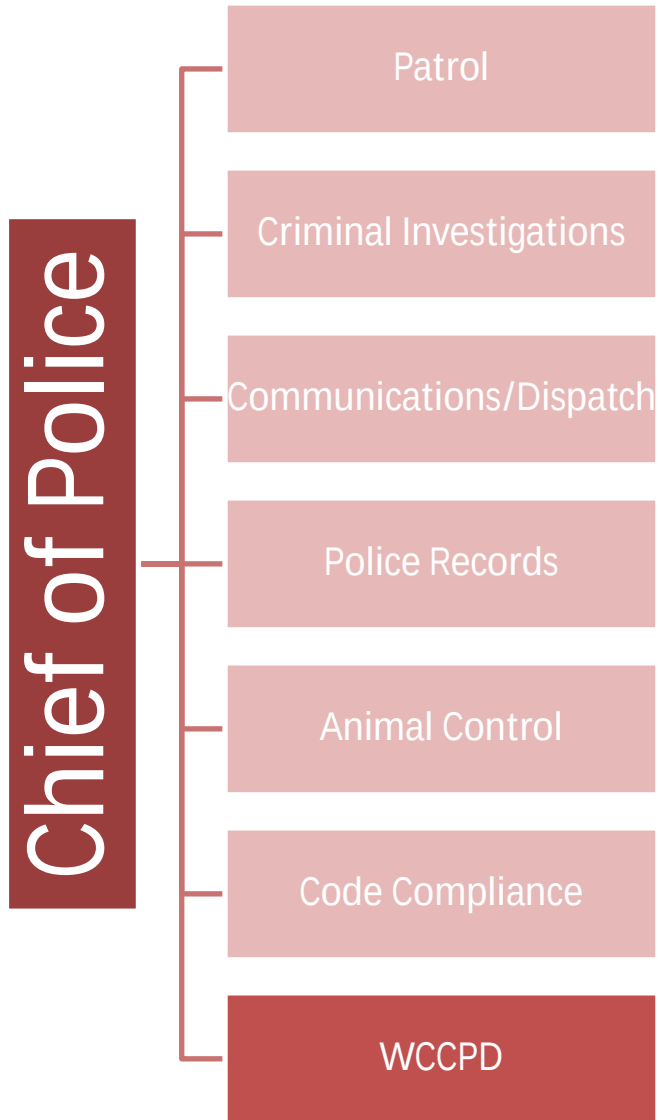
Performance Measures

	FY20-21 Actual	FY21-22 Actual	FY22-23 Target	Mid-Year FY2022-23	FY23-24 Target
# of Full-Time Employees	80.5	80.5	83	78	86
# of Contract/Part-Time/Seasonal Employees	4 ⁽¹⁾	5	5	5	5
% of Average Turn-Over Rate ⁽²⁾	21.43%	16.3%	<5%	8.97%	<5%

(1) Pool employees were budgeted but were not hired due to Covid 19.

(2) Average Turnover = $\frac{\text{Number of employees that left during FY}}{(\# \text{ employed Oct. 1, 2023,} + \# \text{ employed Sept. 30, 2024})/2}$
(Seasonal and temporary employees are not included in the calculation)

POLICE DEPARTMENT



APPROPRIATIONS BY FUND	AUTHORIZED POSITIONS	PROPOSED BUDGET
WCCPD BEGINNING FUND BALANCE		
WCCPD REVENUES		
WCCPD PERSONNEL EXPENSE	10	
WCCPD OPERATING EXPENSE		
WCCPD CAPITAL EXPENSE		
WCCPD TRANSFERS		
WCCPD ENDING FUND BALANCE		

DEPARTMENT SUMMARY

The Police Department is established and maintained by the Chief of Police in accordance with Section 5.04 of the Windcrest Code of Ordinances. The Police Chief organizes and manages the Police Department through the issuance of General Orders. General Orders establish the Rules, Regulations and Procedures which assigns work and guides the behavior of individual members of the department.

OUR MISSION

Our Mission... to protect and serve the citizens and community of Windcrest, the City of Lights.

Nulli Secundus.

OUR VISION

Our Vision... to enhance our community's quality of life by reducing crime and the fear of crime.

OUR CORE VALUES

Integrity– Integrity allows us to carry out ethical principles which guide our behavior.

Respect – for ourselves and the community we serve.

Courage – Personal courage will provide us with the drive to follow these values in the worst of times and against the greatest adversity.

Duty – We will make the most out of every opportunity to protect and serve with endless motivation to consistently accomplish our mission.

GOALS AND OBJECTIVES

CONTINUAL GOALS

- ✓ Protection and service to the citizens and community utilizing a community policing philosophy.
- ✓ The recruitment and continued employment of high-quality officers/personnel to serve the citizens of the City of Windcrest and to retain those employees.

SHORT RANGE GOALS (< 1 year)

- ✓ Create competitive salaries and benefit packages to attract and maintain the best quality of officers and staff.
- ✓ Improve the vehicle fleet by replacement of the aging and unserviceable police vehicles.
- ✓ Create a recognizable and uniformed patrol vehicle fleet.
- ✓ Replace the aging and end of life laptops and computers with individual assignments to extend life expectancy and enhance efficiency.

- ✓ Update and maintain current technology, including replacement of desk top computers with robust memory.
- ✓ Expand the Bike Patrol Program by repairing and replacing the aging bike fleet with modernized bike equipment.
- ✓ Purchase of breaching and protective equipment for officer and citizen protection during active shooter scenarios.
- ✓ Create annual officer in-service training to develop highly knowledgeable officers and staff.
- ✓ Encourage officers to stay healthy and in a physical condition which allows readiness for the vigorous activities associated with policing.

MID RANGE GOALS (1-3 years)

- ✓ Achieve accreditation with the Texas Police Chiefs Association.
- ✓ Expand the K-9 Program by adding additional K-9 Officer.
- ✓ Continue to maintain the vehicle fleet with vehicle replacement and expansion.

LONG RANGE GOALS (> 3 years)

- ✓ Address operational and functional deficiencies of the current police area at City Hall by building a new police facility.
- ✓ Increase police staff utilizing long-term planning strategies which consider future needs of the community.

PERFORMANCE MEASURES

Police Department	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	*FY22/23 Actual	FY23/24 Target
Emergency Response Time	2:53	4:29	3:03	3:00	≤ FY22/23
Non-Emergency Response Time	6:46	9:50	11:12	2:38	≤ FY22/23
Traffic Contacts	5,281	5,230	12,313	3,610	≥FY22/23
Property Crime	New	Performance	Measures	State	≤FY22/23
Property Crime Arrests	NIBRS	Computer	System	Down	≥FY22/23
Crimes Against Persons	for	Maintenance	for	two	<FY22/23
Crimes Against Persons Arrests	weeks	will	be	added	<FY22/23
Officer Fitness Pass Rate	New Measure			40%	>FY22/23
Hours of Annual Training Completed	770	2158	2761	2810	≥FY22/23
Turnover Rate	15%	20%	14%	12%	<FY22/23
Staffing Level Percentage	New Measure		86%	86%	>FY22/23
Community Outreach	40	6	14	8	>FY22/23

*As of April 20, 2023

2023 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

MUNICIPALITY SURVEY INFORMATION

The San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the survey sponsors: the San Antonio Compensation Association, San Antonio Human Resource Management Association, and the San Antonio Manufacturers Association.

Employers Surveyed

The 2023 San Antonio Municipality Survey provides comprehensive information on forty-four jobs in the San Antonio area. Fourteen organizations participated in the Municipality Survey.

Timing of Survey

Wage data was reported as of January 1, 2023 and published on April 18, 2023.

Report

The reported data was reviewed for accuracy and statistical distribution of wages. Survey participants were contacted to confirm job matches and clarify data. In some instances, wage information was deleted from the sample due to organizations representing a large percent of the data, job mismatch, or statistical extremes in wages, which were not representative of the general market wages. This wage information is referred to as an “outlier.” Outliers are the result of organization-specific factors, which may represent a unique position as compared to the remainder of the industry. The outlier poses a problem as it may skew the analysis, resulting in reduced accuracy.

The survey report provides the job number, job title, job description, experience, minimum education and/or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. The 10th and 90th percentiles are not reported for any subset of data with less than 20 employees due to the limited size of the data sample.

In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. Werling Associates, Inc. did not include the City of San Antonio wage data in the municipality survey results due to the sample size relative to the other cities and the impact on the reported wages on the averages. The reported wages reflect similar sized cities in the region.

All individual participants’ data is kept confidential. Benefit results are provided where at least four organizations reported information. This practice maintains the confidentiality of each organization’s individual responses.

Data Interpretation

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of factors to include seniority, experience, job responsibility, organizational size, geographical differences, and differences in pay policies. Users should take these differences into consideration when establishing pay rates. Organizations should be especially careful given the current labor market conditions.

Data provided by Werling Associates, Inc. is for the purpose of informing individuals of compensation ranges reported by survey participants. Werling Associates, Inc. has exercised reasonable care in compiling data and publishing the results, but does not assume liability for any errors or omissions. Please keep in mind that all data in this survey is self-reported, and Werling Associates, Inc. cannot be responsible for errors made by the reporting entities. Werling Associates, Inc. disclaims all expressed and implied warranties and shall not be held liable for loss or damages of any kind. No part of this product may be reproduced or transmitted without the prior written consent of Werling Associates, Inc.

Werling Associates, Inc. is dedicated to providing an accurate, timely, and affordable survey that meets the needs of the San Antonio business community. Please contact Dr. Stephen Werling, President of Werling Associates, Inc. at (210) 697-8232 or at steve@werling.com with questions or recommendations for future surveys.

SURVEY PARTICIPANTS

City of Alamo Heights
City of Balcones Heights
City of Boerne
City of Converse
City of Fair Oaks Ranch
City of Floresville
City of Pearsall

City of San Marcos
City of Schertz
City of Selma
City of Shavano Park
City of Windcrest
New Braunfels Utilities*
San Antonio River Authority*
*Wages only

ORGANIZATIONAL INFORMATION

Government Type

Number of Responses	Government Type
8	Home Rule
4	General Law A
0	General Law B
0	General Law C

Note: Two organizations did not provide their government type.

Population

Number of Responses	Population
2	Less than 5,000
4	5,001 to 10,000
2	10,001 to 15,000
1	15,001 to 20,000
5	More than 20,001

Size

Number of Responses	Size
0	1 – 50 employees
7	51 – 99 employees
1	100 – 150 employees
1	151 – 199 employees
5	200 or more employees

DATA ANALYSIS

Job Number and Job Title: Job descriptions identify a summary of the typical job duties and responsibilities of the survey positions. Respondents were asked to use both the job titles and descriptions in matching the organization's positions to the survey positions. **(At least eighty percent of the duties described should be performed by the incumbent(s) for the position to be considered an appropriate match.)**

Number of Organizations: The number of organizations reporting wage information.

Number of Employees: The total number of employees in the job for all organizations.

Average: The base pay and total cash compensation averages provide the best indication of the average market rate for a job. The annual wage is reported by the participants for base pay and total cash compensation.

Percentile Wages: Percentiles provide information about the distribution of surveyed wages. The percentile data represents the value within the ordered grouping of data that falls at or below the respective percentile. The 10th percentile best represents the minimum starting pay for the position. The 90th percentile best represents the maximum pay for the position.

Annual Base Wage: The annual wage paid to an employee in a given position excluding any additional pay.

Average:	The average of the actual annual base wages that are currently paid to job incumbents.
10th %tile (10th Percentile):	Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.
25th %tile (25th Percentile):	Twenty-five percent of the employees in the given position are compensated less than or equal to this value.
Median:	The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.
75th %tile (75th Percentile):	Seventy-five percent of the employees in the given position are compensated less than or equal to this value.
90th %tile (90th Percentile):	Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

Annual Total Cash Compensation: Annual total cash compensation includes total wages paid to an employee plus additional pay including tips and/or bonuses. Total wages do not include overtime or shift differentials. *Base pay information was used when an organization did not report total cash compensation.*

Average:	The average of the actual annual total cash compensation wages that are currently paid to job incumbents.
10th %tile (10th Percentile):	Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.
25th %tile (25th Percentile):	Twenty-five percent of the employees in the given position are compensated less than or equal to this value.
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90th %tile (90th Percentile):	Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

WAGE AND BENEFIT ADMINISTRATION

EMPLOYMENT DATA

Number of organizations reporting total budgeted workers employed October 1, 2022	12
Average number of employees reported by organizations	194
Number of organizations reporting total expected budgeted workers employed October 1, 2023	10
Average number of employees reported by organizations	138

WAGE ADMINISTRATION DATA

Number of organizations reporting general or merit wage increases provided for FY 2022-2023	10
Average percentage wage increase provided for FY 2022-2023	4.62%
Number of organizations anticipating general or merit wage increases provided for FY 2023-2024	8
Average percentage wage increase anticipated for FY 2023-2024	3.19%
Number of organizations providing a performance incentive for employees	4

Annual Cost per Benefit

Job Title	Auto Allowance		Phone Allowance	
	Number of Responses	Avg. \$	Number of Responses	Avg. \$
City Manager	6	6,783	5	905
City Secretary	2	*	4	766
Chief of Police	2	*	3	*
Fire Chief	3	*	4	885
Public Works Director	3	*	4	886

*Annual cost is not reported when less than 4 organizations reported data.

Annual Additional Pay Options

Pay Option	Number of Responses	Avg. Annual Rate \$
Education Reimbursement	3	*
Education Pay Differential		
Associate's Degree	5	700
Bachelor's Degree	6	1,067
Master's Degree	6	1,567

*Annual amount is not reported when less than 4 organizations reported data.

Hourly Shift Differentials

Department	Number of Responses	Avg. Hourly \$ Amount
Public Works	0	*
Fire/EMS	0	*
Police Department	5	0.57

* Hourly cost is not reported when less than 4 organizations reported data.

Annual Certification Pay

Certification	Number of Responses	Avg. Annual \$ Amount
Paramedic Basic	2	*
Paramedic Intermediate	3	*
"A" Water Distribution License	3	*
"B" Water Distribution License	4	640
"C" Water Distribution License	4	735
Class A CDL	2	*
Class B CDL	3	*
Fire Master	9	1,459
Fire Advanced	8	1,016
Fire Intermediate	9	606
Fire Driver/Operator	3	*
Court Clerk I	4	360
Court Clerk II	6	773
Court Clerk III	4	810
Police Master	9	1,438
Police Advanced	10	1,056
Police Intermediate	10	717
Police Instructor	4	415

* Annual cost is not reported when less than 4 organizations reported data.

BENEFITS ADMINISTRATION DATA

Benefits: Including federal and state mandatory benefits: i.e., social security, unemployment, and workers' compensation as well as, all optional benefits such as health insurance, vision, etc.

Number of organizations reporting	7
Average total cost of benefits as a percentage of wages	25.48%

Holidays, Vacation, and Paid Time Off

Number of organizations with combined Paid Time Off programs	0*
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* Paid Time Off programs are not reported when less than 4 organizations reporting data.

Paid Leave	Per Employee		Maximum Accrual	
	# of Responses	Avg. # of Days per Year	# of Responses	Avg. # of Days per Year
Paid Holidays	10	10.9		
Bereavement	9	3.2		
Paid Personal Days	2	*	0	*
Paid Sick Days				
During 1st year of service	10	10.7	6	22.7
1 year of service	10	10.7	6	24.8
2 - 4 years of service	10	10.8	6	38.0
5 - 9 years of service	10	10.9	6	43.8
10 - 15 years of service	10	11.2	6	45.3
Over 15 years of service	10	11.2	6	45.3
Paid Vacation Days				
During 1st year of service	9	10.7	7	18.4
1 year of service	10	10.6	8	18.6
2 - 4 years of service	10	11.5	8	20.9
5 - 9 years of service	10	14.7	8	24.6
10 - 15 years of service	10	19.1	8	28.9
Over 15 years of service	10	21.4	8	31.0

* Data is not reported when less than 4 organizations reported data.

Benefits Offered

Number of Responses	Benefit
10	Accidental Death & Dismemberment
10	Life Insurance
9	Long Term Disability
4	Post Retirement Medical
10	Short Term Disability

Benefit Administration Programs Provided

Number of Responses	Plan Type
1	Flexible Benefits Plan/Cafeteria Plan Employees are given a set amount of dollars or credits to use towards selecting benefits from a menu that best fits their needs.
8	Section 125 Also referred to as premium conversion. Employees are allowed to pay the costs of their benefits on a pre-tax basis sanctioned by the Internal Revenue Code, Section 125. This is a permanent avoidance of income taxes.
7	HRA (Health Reimbursement Account) Health Reimbursement Accounts (HRAs) are employer-funded group health plans from which employees are reimbursed tax-free for qualified medical expenses up to a fixed dollar amount per year. The employer funds and owns the account. <i>Health Reimbursement Accounts are sometimes called Health Reimbursement Arrangements.</i>

Note: Totals greater than number of organizations reporting data due to multiple benefit plan types.

Average monthly contribution per employee to Flexible Benefits Plan/Cafeteria Plan 1*

*The average dollar contribution for Flexible Benefits Plan/Cafeteria Plan was not reported due to less than 4 organizations reporting data.

Average monthly contribution per employee to HRA (Health Reimbursement Account) \$160.98

Healthcare

Number of organizations providing a medical plan 10

Number of Responses	Waiting Period
1	None
3	30 days
1	60 days
1	90 days
5	Other

Note: Totals greater than number of organizations providing healthcare plans due to organizations offering multiple waiting periods.

Average monthly employer and employee contributions for healthcare benefits

Coverage - Medical	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	2	*	10	594.31	2	*
Employee & Spouse	8	56.2	9	685.30	8	518.91
Employee & Dependents	7	64.4	8	673.37	7	361.74
Employee & Family	8	44.4	9	750.57	8	910.99

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.

Eight employers reported paying 100% of the employees' healthcare costs.

* Medical coverage is not reported when less than 4 organizations reported data.

Coverage - Dental	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	2	*	7	24.10	4	21.18
Employee & Spouse	6	49.3	6	29.17	9	35.45
Employee & Dependents	5	51.5	5	38.24	8	46.05
Employee & Family	6	35.1	6	36.97	9	76.58

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.

Five employers reported paying 100% of the employees' dental costs.

* Dental coverage is not reported when less than 4 organizations reported data.

Coverage - Vision	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	0	*	6	6.65	3	*
Employee & Spouse	5	60.3	5	7.46	9	8.34
Employee & Dependents	5	58.1	5	7.78	8	8.13
Employee & Family	5	45.7	5	8.74	9	14.56

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.

Six employers reported paying 100% of the employees' vision costs.

* Vision coverage is not reported when less than 4 organizations reported data.

Retirement Plans

Number of organizations offering a retirement plan, including 401(k) 10

Type of retirement plans offered

Number of Responses	Type of Retirement Plan
1	Defined Benefit
4	Defined Contribution
2	Social Security
12	TMRS
1	Other

Note: Total greater than number of organizations providing retirement plans due to organizations offering multiple types of retirement plans.

Number of organizations contributing to all employees' retirement accounts 8

Average percent contribution to all employees' retirement accounts as a percentage of total wages in 2022 11.86%

Number of Responses	Matching Schedule
1	No match
4	Match percent of the employee's gross wages
4	Match percent of the employee's contribution
1	Other

Number of Responses	Vesting Requirements
0	Vested Immediately
0	100% after one year
8	100% after five years
0	20% after three years; increasing 20% per year up to seven years
2	Other

Turnover Rate

Number of organizations reporting turnover rate for all employees 8

Average turnover rate, including voluntary and involuntary 18.71%

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
4040	Animal Control Officer	\$39,935
4041	Assistant Chief of Police	\$116,396
4000	Assistant City Manager/Administrator	\$169,303
4079	Assistant City Secretary	\$59,990
4054	Assistant Director of Utilities/Public Works	\$86,203
4029	Assistant Fire Chief	\$109,578
4070	Assistant to the City Manager	\$82,819
4055	AutoCAD/GIS Manager	\$86,440
4007	Building Inspector	\$54,815
4009	Building Permit Clerk	\$41,335
4042	Chief of Police	\$126,848
4001	City Manager/Administrator	\$173,424
4017	City Mechanic	\$49,954
4003	City Secretary	\$80,278
4010	Code Enforcement Officer	\$47,507
4004	Court Clerk	\$53,145
4012	Deputy Court Clerk	\$44,801
4056	Director of Utilities/Public Works	\$132,056
4043	Dispatch/Communications Supervisor	\$58,102
4046	Dispatcher Emergency Service	\$47,051
4075	Equipment Operator	\$46,601
4047	Evidence Technician/Property Custodian	\$51,928
4005	Finance Director - City	\$115,991
4031	Fire Captain	\$84,460
4032	Fire Chief	\$115,947
4033	Fire Lieutenant	\$74,261
4035	Firefighter	\$59,505
4057	Meter Reader	\$45,124
4022	Park Maintenance Supervisor	\$54,243
4023	Park Maintenance Worker	\$36,975
4044	Police Corporal	\$72,564
4045	Police Detective	\$71,492
4049	Police Lieutenant/Investigations	\$87,178
4050	Police Lieutenant/Patrol	\$86,930
4052	Police Officer	\$62,548
4053	Police Sergeant	\$80,732
4080	Street Crew Leader	\$52,585
4027	Street Maintenance Worker	\$34,611
4061	Utility Billing Clerk	\$43,729
4062	Utility Billing Supervisor	\$57,272
4063	Utility Crew Leader	\$61,530
4064	Utility Crew Member	\$37,835
4067	Water/Wastewater Operator	\$48,745
4069	Water/Wastewater Operator Supervisor	\$84,384

2023 MUNICIPALITY SURVEY BY JOB TITLE

Job #	Job Title	Grouping	Level of Data	Number of		Annual Base Wage					
				Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
4040	Animal Control Officer	All Firms	All Firms	8	18	39,935		35,714	39,166	44,387	
4040	Animal Control Officer	Population	Less than 20,000	5	9	40,121		35,506	39,998	44,336	
4041	Assistant Chief of Police	All Firms	All Firms	7	9	116,396		97,126	110,000	144,134	
4000	Assistant City Manager/Administrator	All Firms	All Firms	5	9	169,303		140,470	185,825	190,154	
4079	Assistant City Secretary	All Firms	All Firms	6	6	59,990		47,831	60,576	71,562	
4054	Assistant Director of Utilities/Public Works	All Firms	All Firms	5	6	86,203		66,240	78,676	113,693	
4029	Assistant Fire Chief	All Firms	All Firms	6	8	109,578		102,699	105,321	127,398	
4070	Assistant to the City Manager	All Firms	All Firms	5	5	82,819		75,990	81,827	90,144	
4055	AutoCAD/GIS Manager	All Firms	All Firms	5	5	86,440		64,334	86,663	108,433	
4007	Building Inspector	All Firms	All Firms	5	12	54,815		47,590	52,718	62,743	
4009	Building Permit Clerk	All Firms	All Firms	8	11	41,335		39,546	42,640	44,013	
4009	Building Permit Clerk	Population	Less than 20,000	6	6	40,897		33,925	41,773	46,992	
4042	Chief of Police	All Firms	All Firms	12	12	126,848		108,239	120,188	146,851	
4042	Chief of Police	Population	Less than 20,000	9	9	119,984		106,361	110,375	140,242	
4001	City Manager/Administrator	All Firms	All Firms	11	11	173,424		150,010	171,861	200,013	
4001	City Manager/Administrator	Population	Less than 20,000	9	9	171,962		143,003	171,861	192,006	
4017	City Mechanic	All Firms	All Firms	7	14	49,954		42,994	50,305	52,645	
4003	City Secretary	All Firms	All Firms	10	10	80,278		63,046	78,215	98,602	
4003	City Secretary	Population	Less than 20,000	8	8	75,869		63,046	77,511	84,028	
4010	Code Enforcement Officer	All Firms	All Firms	9	17	47,507		41,205	48,880	52,302	
4010	Code Enforcement Officer	Population	Less than 20,000	6	7	47,028		38,979	46,694	52,603	
4004	Court Clerk	All Firms	All Firms	11	14	53,145		42,037	52,686	60,981	
4004	Court Clerk	Population	Less than 20,000	9	12	50,302		42,037	50,814	58,084	
4012	Deputy Court Clerk	All Firms	All Firms	7	13	44,801		40,082	44,554	48,838	
4056	Director of Utilities/Public Works	All Firms	All Firms	11	12	132,056		81,408	143,512	171,621	
4056	Director of Utilities/Public Works	Population	Less than 20,000	7	7	110,403		70,720	94,096	156,728	
4043	Dispatch/Communications Supervisor	All Firms	All Firms	6	10	58,102		49,390	59,703	65,000	
4046	Dispatcher Emergency Service	All Firms	All Firms	6	55	47,051	41,278	42,744	44,782	50,939	57,554
4075	Equipment Operator	All Firms	All Firms	5	32	46,601	38,958	41,205	44,504	49,005	61,402
4047	Evidence Technician/Property Custodian	All Firms	All Firms	5	6	51,928		46,967	52,723	56,093	
4005	Finance Director - City	All Firms	All Firms	11	11	115,991		99,070	109,123	122,408	
4005	Finance Director - City	Population	Less than 20,000	8	8	109,379		93,067	105,662	118,065	
4031	Fire Captain	All Firms	All Firms	6	19	84,460		73,358	81,845	97,535	
4031	Fire Captain	Population	Less than 20,000	5	15	80,118		72,896	78,768	84,825	
4032	Fire Chief	All Firms	All Firms	8	8	115,947		100,213	112,757	132,768	
4032	Fire Chief	Population	Less than 20,000	6	6	111,586		95,700	106,288	132,768	
4033	Fire Lieutenant	All Firms	All Firms	6	24	74,261	62,479	69,098	76,010	79,235	83,448
4033	Fire Lieutenant	Population	Less than 20,000	5	15	72,135		65,821	72,479	77,333	
4035	Firefighter	All Firms	All Firms	5	99	59,505	52,736	54,577	58,327	62,567	68,319
4057	Meter Reader	All Firms	All Firms	5	11	45,124		40,040	45,885	53,498	
4022	Park Maintenance Supervisor	All Firms	All Firms	7	9	54,243		46,842	51,156	60,892	

2023 MUNICIPALITY SURVEY BY JOB TITLE

				Number of		Annual Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
4023	Park Maintenance Worker	All Firms	All Firms	8	35	36,975	29,692	34,091	36,317	40,778	44,564
4044	Police Corporal	All Firms	All Firms	11	58	72,564	57,046	62,483	71,552	82,636	88,596
4044	Police Corporal	Population	Less than 20,000	8	29	67,043	56,481	58,507	62,858	75,792	80,738
4045	Police Detective	All Firms	All Firms	5	12	71,492		63,076	71,779	78,866	
4049	Police Lieutenant/Investigations	All Firms	All Firms	5	7	87,178		71,577	94,494	99,736	
4049	Police Lieutenant/Investigations	Population	Less than 20,000	5	7	87,178		71,577	94,494	99,736	
4050	Police Lieutenant/Patrol	All Firms	All Firms	7	11	86,930		75,483	90,870	94,504	
4050	Police Lieutenant/Patrol	Population	Less than 20,000	5	5	80,469		67,831	75,483	95,599	
4052	Police Officer	All Firms	All Firms	12	230	62,548	50,162	55,162	60,944	69,586	75,872
4052	Police Officer	Population	Less than 20,000	9	103	58,213	47,829	50,162	58,864	62,733	69,586
4053	Police Sergeant	All Firms	All Firms	12	62	80,732	65,697	70,907	81,910	88,213	96,573
4053	Police Sergeant	Population	Less than 20,000	9	34	76,076	62,350	68,078	80,964	84,429	87,433
4080	Street Crew Leader	All Firms	All Firms	7	18	52,585		44,429	52,981	57,658	
4027	Street Maintenance Worker	All Firms	All Firms	7	37	34,611	26,801	32,552	34,466	36,660	39,177
4027	Street Maintenance Worker	Population	Less than 20,000	5	21	35,337	26,104	28,444	36,317	38,410	42,700
4061	Utility Billing Clerk	All Firms	All Firms	10	28	43,729	32,614	36,993	45,386	48,076	56,181
4061	Utility Billing Clerk	Population	Less than 20,000	6	13	42,163		39,676	42,765	46,966	
4062	Utility Billing Supervisor	All Firms	All Firms	7	8	57,272		48,850	60,056	66,456	
4063	Utility Crew Leader	All Firms	All Firms	8	33	61,530	51,033	55,221	61,422	66,914	75,858
4064	Utility Crew Member	All Firms	All Firms	7	45	37,835	28,891	34,923	38,355	41,267	43,149
4067	Water/Wastewater Operator	All Firms	All Firms	8	62	48,745	39,936	41,912	45,760	53,685	66,092
4067	Water/Wastewater Operator	Population	More than 20,001	5	45	48,569	39,915	40,664	42,806	53,882	67,049
4069	Water/Wastewater Operator Supervisor	All Firms	All Firms	6	10	84,384		69,878	76,274	104,478	

2023 MUNICIPALITY SURVEY BY JOB TITLE

				Number of		Annual Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
4040	Animal Control Officer	All Firms	All Firms	8	18	39,957		35,714	39,166	44,387	
4040	Animal Control Officer	Population	Less than 20,000	5	9	40,164		35,506	39,998	44,533	
4041	Assistant Chief of Police	All Firms	All Firms	7	9	117,469		97,126	113,253	144,134	
4000	Assistant City Manager/Administrator	All Firms	All Firms	5	9	171,731		140,470	185,825	194,654	
4079	Assistant City Secretary	All Firms	All Firms	6	6	59,990		47,831	60,576	71,562	
4054	Assistant Director of Utilities/Public Works	All Firms	All Firms	5	6	87,051		67,590	79,871	113,693	
4029	Assistant Fire Chief	All Firms	All Firms	6	8	110,870		105,321	107,265	127,398	
4070	Assistant to the City Manager	All Firms	All Firms	5	5	83,341		76,201	82,305	90,999	
4055	AutoCAD/GIS Manager	All Firms	All Firms	5	5	86,440		64,334	86,663	108,433	
4007	Building Inspector	All Firms	All Firms	5	12	54,815		47,590	52,718	62,743	
4009	Building Permit Clerk	All Firms	All Firms	8	11	41,336		39,546	42,640	44,013	
4009	Building Permit Clerk	Population	Less than 20,000	6	6	40,897		33,925	41,774	46,992	
4042	Chief of Police	All Firms	All Firms	12	12	127,687		108,239	120,188	147,919	
4042	Chief of Police	Population	Less than 20,000	9	9	120,970		107,261	110,375	143,776	
4001	City Manager/Administrator	All Firms	All Firms	11	11	174,651		150,010	177,336	200,013	
4001	City Manager/Administrator	Population	Less than 20,000	9	9	173,462		143,003	177,336	192,006	
4017	City Mechanic	All Firms	All Firms	7	14	49,954		42,994	50,305	52,645	
4003	City Secretary	All Firms	All Firms	10	10	81,328		63,686	78,475	98,602	
4003	City Secretary	Population	Less than 20,000	8	8	76,207		63,686	78,221	84,028	
4010	Code Enforcement Officer	All Firms	All Firms	9	17	47,600		41,205	48,880	52,562	
4010	Code Enforcement Officer	Population	Less than 20,000	6	7	47,254		38,979	47,753	53,123	
4004	Court Clerk	All Firms	All Firms	11	14	53,442		42,297	52,686	61,340	
4004	Court Clerk	Population	Less than 20,000	9	12	50,548		42,297	50,814	58,261	
4012	Deputy Court Clerk	All Firms	All Firms	7	13	44,841		40,082	44,554	48,838	
4056	Director of Utilities/Public Works	All Firms	All Firms	11	12	134,028		81,408	143,941	175,521	
4056	Director of Utilities/Public Works	Population	Less than 20,000	7	7	111,554		70,720	101,296	156,728	
4043	Dispatch/Communications Supervisor	All Firms	All Firms	6	10	58,543		49,410	59,989	65,608	
4046	Dispatcher Emergency Service	All Firms	All Firms	6	55	47,248	41,278	42,744	45,261	50,939	57,554
4075	Equipment Operator	All Firms	All Firms	5	32	46,925	38,958	41,697	45,597	49,342	61,402
4047	Evidence Technician/Property Custodian	All Firms	All Firms	5	6	51,928		46,967	52,723	56,093	
4005	Finance Director - City	All Firms	All Firms	11	11	116,888		99,070	109,123	122,408	
4005	Finance Director - City	Population	Less than 20,000	8	8	109,638		93,067	105,662	119,100	
4031	Fire Captain	All Firms	All Firms	6	19	85,955		75,962	83,945	97,535	
4031	Fire Captain	Population	Less than 20,000	5	15	82,012		75,406	80,517	84,825	
4032	Fire Chief	All Firms	All Firms	8	8	117,209		101,523	112,757	136,504	
4032	Fire Chief	Population	Less than 20,000	6	6	113,267		96,751	106,548	136,504	
4033	Fire Lieutenant	All Firms	All Firms	6	24	75,407	67,176	71,546	76,010	79,235	84,273
4033	Fire Lieutenant	Population	Less than 20,000	5	15	73,968		67,321	72,479	77,333	
4035	Firefighter	All Firms	All Firms	5	99	59,977	53,013	55,903	58,327	64,560	68,319
4057	Meter Reader	All Firms	All Firms	5	11	45,197		40,040	45,885	53,498	
4022	Park Maintenance Supervisor	All Firms	All Firms	7	9	54,351		46,842	52,128	60,892	

2023 MUNICIPALITY SURVEY BY JOB TITLE

				Number of		Annual Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
4023	Park Maintenance Worker	All Firms	All Firms	8	35	36,999	29,692	34,091	36,317	41,101	44,564
4044	Police Corporal	All Firms	All Firms	11	58	72,885	57,046	64,629	72,426	82,636	88,596
4044	Police Corporal	Population	Less than 20,000	8	29	67,683	56,481	58,507	65,406	76,071	80,738
4045	Police Detective	All Firms	All Firms	5	12	71,957		63,076	72,214	80,790	
4049	Police Lieutenant/Investigations	All Firms	All Firms	5	7	87,818		71,577	94,494	99,736	
4049	Police Lieutenant/Investigations	Population	Less than 20,000	5	7	87,818		71,577	94,494	99,736	
4050	Police Lieutenant/Patrol	All Firms	All Firms	7	11	87,430		78,139	90,870	96,209	
4050	Police Lieutenant/Patrol	Population	Less than 20,000	5	5	81,569		67,831	78,139	97,023	
4052	Police Officer	All Firms	All Firms	12	230	62,664	50,162	55,245	61,214	69,586	75,872
4052	Police Officer	Population	Less than 20,000	9	103	58,473	47,829	50,162	59,170	63,003	69,586
4053	Police Sergeant	All Firms	All Firms	12	62	81,108	65,770	71,295	81,910	88,213	96,573
4053	Police Sergeant	Population	Less than 20,000	9	34	76,762	62,350	70,700	80,964	85,241	87,474
4080	Street Crew Leader	All Firms	All Firms	7	18	52,670		44,429	53,404	57,868	
4027	Street Maintenance Worker	All Firms	All Firms	7	37	34,669	26,801	32,552	34,466	36,660	39,177
4027	Street Maintenance Worker	Population	Less than 20,000	5	21	35,439	26,104	28,444	36,317	38,583	43,150
4061	Utility Billing Clerk	All Firms	All Firms	10	28	43,729	32,614	36,993	45,386	48,076	56,181
4061	Utility Billing Clerk	Population	Less than 20,000	6	13	42,163		39,676	42,765	46,966	
4062	Utility Billing Supervisor	All Firms	All Firms	7	8	57,347		49,150	60,056	66,456	
4063	Utility Crew Leader	All Firms	All Firms	8	33	61,730	51,033	56,363	61,422	66,914	75,858
4064	Utility Crew Member	All Firms	All Firms	7	45	37,969	28,891	34,923	38,355	41,267	44,499
4067	Water/Wastewater Operator	All Firms	All Firms	8	62	48,745	39,936	41,912	45,760	53,685	66,092
4067	Water/Wastewater Operator	Population	More than 20,001	5	45	48,569	39,915	40,664	42,806	53,882	67,049
4069	Water/Wastewater Operator Supervisor	All Firms	All Firms	6	10	84,504		69,878	76,655	104,478	

JOB DESCRIPTIONS BY JOB TITLE

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4040	Animal Control Officer	Patrols area to capture and impound stray, vicious, injured, or nuisance animals and to protect animals from abuse by their owners and enforce all Animal Control Ordinances. Maintains up-to-date records and reports of all activities.	0-1 year	High School Diploma or GED. Texas Basis Animal Control certification.	Nonexempt
4041	Assistant Chief of Police	Assists the Chief of Police in administering comprehensive programs for crime prevention and law enforcement. Plans, organizes, develops, and coordinates law enforcement and support activities. Assists in over-seeing investigations. Develops training programs, evaluates effectiveness of law enforcement activities, and develops and implements plans for improved operations. Plans, organizes, develops, and coordinates Patrol Activities, such as traffic enforcement, communications, handling of persons arrested, and police vehicle maintenance.	5 years as a Law Enforcement Officer	High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on law Enforcement Officer Standards and Education.	Exempt
4000	Assistant City Manager/Administrator	Assists with management and direction of the operational activities of the City. Assists in directing the activities of various departments, completing research, and providing analysis on specific projects, solving problems, facilitating activities and meetings, monitoring expenditures, reviewing policies and procedures related to any specific issues, establishing goals, reviewing major projects, evaluating staff performance, and coordinating activities with elected officials and outside agencies. Fulfills the duties of the City Manager in their absence.	5 years	Bachelor's Degree	Exempt
4079	Assistant City Secretary	Provides support to the City Secretary by performing various clerical duties which may include: preparing correspondences, preparing and proofreading documents, scheduling meetings, and managing files, documents, and records. Attends boards, commissions, and council meetings. Performs the duties and responsibilities of the City Secretary in their absence.	2 years	High School Diploma or GED	Nonexempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4054	Assistant Director of Utilities/Public Works	Assists the Director of Utilities in the daily operation of the Utility/Public Works Department to efficiently perform such work as needed to maintain and operate water distribution and wastewater collection systems. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. In the absence of the Director of Utilities, supervises and coordinates the design, construction, and maintenance of all water/wastewater projects, wells, and lift stations to include pumps and motor repair and/or installation. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Assists in directing selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.	3-5 years	High School Diploma or GED. Texas Class C Water License, Wastewater Collections II License.	Exempt
4029	Assistant Fire Chief	Assists the Fire Chief in leading the activities of the various divisions in the Fire Department. Oversees the daily operation of the department, directs the training division, and maintains all records of training. Assists the Fire Chief with handling managerial duties, i.e. payroll, staffing, training, discipline, attendance at meetings and functions, etc.	3-5 years as a Firefighter	High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.	Exempt
4070	Assistant to the City Manager	Assists the executive on projects and managerial responsibilities. Assists in undertaking various projects and providing essential data for review, analysis, and decision by the top executive. Gathers essential data and prepares operational and statistical reports.	5 years	Bachelor's Degree	Exempt
4055	AutoCAD/GIS Manager	Provides current maps and data relative to the infrastructure, collection, and utilization of data to and from various departments, sources, and agencies. Creates visual maps of current city boundaries, parcels, and zoning information. Creates mapping rules and layers for all projects. Provides paper or electronic maps for developers, engineers, other departments, and any other party that may request them. Maintains records and drawing of utility construction, subdivision development, and ordinances related to department activities. Maintains CAD and GIS files, drawings, and updates maps.	5 years	High School Diploma or GED. AutoCAD Certification, GIS Certification.	Exempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4007	Building Inspector	Ensures that plans for construction of all new and remodeled structures meet building code and zoning requirements. Ensures compliance with building, zoning, and other code enforcement ordinances. Issues building permits.	5 years	High School Diploma or GED. State Plumbing Inspector's License, International Code Council Inspector's Certification.	Nonexempt
4009	Building Permit Clerk	Performs clerical work related to issuing all permits, including building, electrical, plumbing, mechanical, fence, etc. Performs receptionist and secretarial functions and maintains all building records. Assists the public with questions regarding policies and procedures relating to building activities. Notifies applicants when to pick up permits.	3 years	High School Diploma or GED	Nonexempt
4042	Chief of Police	Supervises and manages the overall operations of the Police Department and relations with outside officials, organizations, media, and the general public relating to police work. Plans, organizes, develops, and coordinates law enforcement, crime prevention, and support activities.	10 years as a Law Enforcement Officer	High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Exempt
4001	City Manager/Administrator	Plans, organizes, and directs the operations of the City, including administering policies established by the City Council in accordance with the City Charter, state, and federal law. Develops and implements administrative procedures. Coordinates and directs all departments and staff operations. Responsible for overall supervision of projects, city financing, and intergovernmental relationships.	5+ years	Master's Degree	Exempt
4017	City Mechanic	Adjusts, services, maintains and repairs automobiles, trucks, dump trucks, police cars, fire trucks, ambulances, and other types of city fleet equipment. Performs tune-ups; realigns, adjusts, and performs major overhaul of brakes; aligns wheels; replaces and repairs transmissions and differentials; lubricates moving parts; and packs wheel bearings and universal joints. Operates and maintains automotive shop equipment.	4 years	High School Diploma or GED	Nonexempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4003	City Secretary	Performs a variety of advanced, high-level, executive secretarial and clerical duties in support of the City Manager and Assistant City Manager. Responsible for the care and keeping of public records for the city. Identifies essential records. Develops procedures to ensure the permanent preservation of the historical valuable records. Prepares agendas and assembles agenda packets for City Council meetings. Prepares minutes of City Council meetings. Reconciles monthly bank statements. Responds to routine inquiries about City operations.	4 years	High School Diploma or GED	Exempt
4010	Code Enforcement Officer	Under general supervision, ensures compliance with City ordinances, zoning regulations works to resolve violations. Issues appropriate warnings and citations.	2 years	High School Diploma or GED	Nonexempt
4004	Court Clerk	Responsible for the administration and operations of the Municipal Court to include general office management, organization of tickets, and collecting and recording of court fines and fees. Makes recommendations for purchases and the need for additional court personnel. Maintains information technology resources and various automated court information and management systems. Researches, compiles, evaluates, and analyzes the court statistical data and required state and city reports.	1-2 years	High School Diploma or GED	Exempt
4012	Deputy Court Clerk	Responsible for the efficient and effective operation of municipal court. Performs complex clerical assignments in processing legal instruments, recording disposition of cases, and logging on docket sheet. Provides general office management, organization of tickets, and collecting and recording of court fines and fees.	1 year	High School Diploma or GED	Nonexempt
4056	Director of Utilities/Public Works	Directs the operation of all Utility/Public Works Department activities. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Develops policies, procedures, and long-range plans for implementation within the department. Directs selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.	5+ years	High School Diploma or GED. Class C Groundwater Distribution License, Wastewater Collections II License.	Exempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4043	Dispatch/Communications Supervisor	Manages and directs the operations of the emergency communications center for Police, Fire, and EMS services. Oversees the proper operation of all dispatch computer systems, i.e. in-house computer, state computer, and the 911 computer system.	5 years	High School Diploma or GED. Intermediate Telecommunications Certifications from the Texas Commission of Law Enforcement Officer Standards and Education.	Exempt
4046	Dispatcher Emergency Service	Ensures operation of clerical and dispatching functions for Police, Fire, and EMS, including handling incoming telephone calls, teletype, radio messages to and from field units, dispatching emergency personnel, and using teletype machine. Maintains radio contact with mobile police and fire units and other Law Enforcement and Fire Department agencies. Keeps a log of pertinent information received during the shift.	0-1 year	High School Diploma or GED. Basic Telecommunications Certifications from the Texas Commission on Law Enforcement Officer Standards and Education.	Nonexempt
4075	Equipment Operator	Drives and operates various types of equipment and vehicles utilized in the maintenance, repair, installation, and reconstruction of streets, and related public facilities. Operates backhoe, front end loader, roller, dump truck, skid loader and other equipment and tools.	2 years	High School Diploma or GED	Nonexempt
4047	Evidence Technician/Property Custodian	Responsible for the care, control, and custody of property stored in the property room. Provides crime scene support to law enforcement personnel effecting the proper seizure and processing of evidence and entrusted property. Maintains statistical records and inventory controls necessary to document or report the seizure, retention, and disposition of entrusted property, as required by state and federal law and established organizational procedures.	0-1 year	High School Diploma or GED	Nonexempt
4005	Finance Director - City	Directs municipal financial activities, including budget preparation, cash management, bank relations, purchasing, debt management, and payroll. Oversees the preparation of financial reports, interpretation of financial data, and designing accounting controls. Manages the financial operations to ensure the effective and efficient processing of all government financial transactions and the accurate reporting of the government financial condition. Supervises and provides work direction to accounting staff.	5 years	Bachelor's Degree	Exempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4031	Fire Captain	Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Shift Commander responsible for all activities of a multi-station Fire Department.	5+ years as a Firefighter, 2 of which as Fire Lieutenant	High School Diploma or GED. Certification as Firefighter Intermediate by Texas Commission of Fire Protection.	Nonexempt
4032	Fire Chief	Provides administrative direction and leadership for all Fire Department functions, operations, and personnel through the supervision of staff. Responsibilities may include the following: reviews the general operation of the department to determine efficiency; provides direction on major projects or problem areas; plans for the future; develops and implements policies and procedures; and provides policy guidance. Consults with City Officials to develop recommendations for the protection of life and property.	10+ years as a Firefighter	High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.	Exempt
4033	Fire Lieutenant	Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Directs and participates in Emergency medical services up to the EMT-P skill set and knowledge. Directs all personnel below the rank of Lieutenant.	3-5 years as a Firefighter	High School Diploma or GED. Certification as Firefighter by Texas Commission of Fire Protection.	Exempt
4035	Firefighter	Perform public safety work involving the protection of life and property by fighting fires. Engages in fire code enforcement, public education, and station and equipment maintenance activities.	0-1 year	High School Diploma or GED. Certification as Firefighter by Texas Commission of Fire Protection.	Nonexempt
4057	Meter Reader	Reads consumer water meters and records reading on handheld meter reading device or paper route sheets. Involved in the maintenance and upkeep of water distribution, water meters, boxes, and vaults. May assist Water Billing with administrative duties as required, may assist work crews on occasion, and reports meter readers field activities.	0-1 year	High School Diploma or GED	Nonexempt
4022	Park Maintenance Supervisor	Supervises and directs crews to perform manual tasks in cleaning and maintaining parks, public buildings, and grounds. Maintains facilities and parks and keeps playgrounds in good condition. Completes monthly reports to track the amount of work and equipment usage. Ensures park crews provide care and basic maintenance to equipment.	1-2 years	High School Diploma or GED. CPO certification.	Exempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4023	Park Maintenance Worker	Performs manual tasks in cleaning and maintaining parks, public buildings, and grounds. Cleans restrooms, paints buildings, empties and cleans waste receptacles, and provides care and basic maintenance of equipment.	0-1 year	High School Diploma or GED	Nonexempt
4044	Police Corporal	Supervises and directs the work of subordinates on a particular shift to prevent crime and enforce laws and ordinances. Performs patrol duties and conducts investigations.	1 year as a Law Enforcement Officer	High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Nonexempt
4045	Police Detective	Gathers and analyzes evidence and facts for investigations. Manages and processes crime scene investigations. Interviews potential suspects, examines records, and apprehends criminals. Writes, reviews, and obtains search and arrest warrants. Prepares and maintains accurate, written investigative reports and case files. Prepares cases for prosecution and assists the prosecuting attorney during trial.	3 years as a Law Enforcement Officer	High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Nonexempt
4049	Police Lieutenant/Investigations	Oversees the day-to-day operations of the Investigations Division. Maintains records for vehicles that are assigned to investigations. Ensures time sheets are completed and submitted in a timely manner. May conduct quarterly audits of Property Room to ensure quality control. Conducts investigations. Assists the Chief of Police in directing departmental activities.	5 years as a Law Enforcement Officer	High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Exempt
4050	Police Lieutenant/Patrol	Plans, organizes, develops, and coordinates assigned activities. Ensures timesheets and end of month statistics are completed and submitted in a timely manner. Maintains vehicle report logs, ensures patrol vehicles are operational, and shifts are covered. Assists other law enforcement agencies in clearing cases. Assists the Chief of Police in directing departmental activities.	5 years as a Law Enforcement Officer	High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Exempt
4052	Police Officer	Patrols an assigned area, by vehicle, to prevent crime and enforce laws and ordinances. Responds to emergency calls, makes arrests, issues traffic citations, directs traffic, and investigates traffic accidents and crimes against persons and property.	0-1 year as a Law Enforcement Officer	High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Nonexempt
4053	Police Sergeant	Oversees the day-to-day work of assigned personnel to prevent crimes and enforce laws and ordinances. Conducts investigations. Maintains records on police department property and disburses supplies. Processes, files, and inspects police reports to ensure they are properly completed and maintained.	2 years as a Law Enforcement Officer	High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.	Nonexempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4080	Street Crew Leader	Provides leadership and supervision of crews engaged in construction and maintenance repairs of city streets and related facilities. Supervises employees assigned to crew. Operates construction and maintenance equipment.	1-2 years	High School Diploma or GED. State of Texas Class A Drivers License.	Nonexempt
4027	Street Maintenance Worker	Performs manual labor tasks to keep streets and drainage maintained, as well as buildings and property in a neat and clean appearance. Uses hand tools to dig ditches or holes. Hand shovels dirt, gravel, concrete, and/or asphalt. Trims trees, picks-up and loads brush, and cuts grass using a push or power mower or power trimmer.	0-1 year	High School Diploma or GED. State of Texas Class B Drivers License.	Nonexempt
4061	Utility Billing Clerk	Assists the Utility Billing Supervisor in providing timely and accurate utility billing, as well as ensuring daily receipts and posting of payments for the city are completed. Records customer information and collects fees for new customer accounts for the water billing section. Balances water payments received to the daily utility receipt sheet. Locates and resolves any billing or payment discrepancies.	0-1 year	High School Diploma or GED	Nonexempt
4062	Utility Billing Supervisor	Supervises the daily operations of the Utility Billing Department. Ensures timely and accurate utility billing is provided. Ensures daily receipts and posting of payments for the city are completed. Initiates work orders to resolve problems with customer accounts and ensures the completion of the work order is noted on the appropriate customer's account. Reviews daily posting detail reports for customer receipts for the utility billing section.	2-3 years	High School Diploma or GED	Exempt
4063	Utility Crew Leader	Provides leadership and supervision of water/wastewater, construction, repair, and maintenance crew workers. Supervises employees assigned to crew. Assumes responsibility for all water/wastewater, construction, repair, and maintenance throughout the City. Operates various vehicles, equipment, and machinery.	3 years	High School Diploma or GED. Class C Groundwater Distribution License, Wastewater Collections II License, State of Texas Class B Drivers License.	Nonexempt

Job #	Job Title	Job Description	Experience	Education/Certification	Status
4064	Utility Crew Member	Provides labor for the water/wastewater, construction, repair, and maintenance departments. Provides maintenance and service for utilities throughout the city. Operates hand tools and some machinery.	0-1 year	High School Diploma or GED	Nonexempt
4067	Water/Wastewater Operator	Performs a variety of unskilled and semi-skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of semi-skilled technical and maintenance work in the operation, maintenance and repair of wastewater treatment, and collection facilities and systems.	2 years	High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Water or Wastewater License.	Nonexempt
4069	Water/Wastewater Operator Supervisor	Exercises supervision over employees who perform a variety of skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of skilled technical and maintenance work in the operation, maintenance, and repair of wastewater treatment facilities and systems.	4 years	High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Ground Water and Wastewater Treatment Licenses.	Exempt

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2023 San Antonio Area Wage and Benefit Survey

28th Annual Edition

Data effective January 1, 2023

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**Solutions and Leadership
for Human Resource Management**

TABLE OF CONTENTS

MUNICIPALITY/PUBLIC WORKS

INTRODUCTION

Survey Summary	1
Survey Participants.....	2
Organizational Information	2
Data Analysis	3-4

WAGE AND BENEFIT ADMINISTRATION.....	5-10
--------------------------------------	------

QUICK REFERENCE

Job List and Average by Job Title.....	11
--	----

WAGE DATA	12-33
-----------------	-------

SURVEY SUMMARY

The San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the survey sponsors: the San Antonio Compensation Association, San Antonio Human Resource Management Association, and the San Antonio Manufacturers Association.

Employers Surveyed

The 2023 San Antonio Municipality Survey provides comprehensive information on forty-four jobs in the San Antonio area. Fourteen organizations participated in the Municipality Survey.

Report

The reported data was reviewed for accuracy and statistical distribution of wages. Survey participants were contacted to confirm job matches and clarify data. In some instances, wage information was deleted from the sample due to organizations representing a large percent of the data, job mismatch, or statistical extremes in wages, which were not representative of the general market wages. This wage information is referred to as an “outlier.” Outliers are the result of organization-specific factors, which may represent a unique position as compared to the remainder of the industry. The outlier poses a problem as it may skew the analysis, resulting in reduced accuracy.

The survey report provides the job number, job title, job description, experience, minimum education and/or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for annual base pay and annual total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. The 10th and 90th percentiles are not reported for any subset of data with less than 20 employees due to the limited size of the data sample.

In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. Werling Associates, Inc. did not include the City of San Antonio wage data in the municipality survey results due to the sample size relative to the other cities and the impact on the reported wages on the averages. The reported wages reflect similar sized cities in the region.

All individual participants’ data is kept confidential. Benefit results are provided where at least four organizations reported information. This practice maintains the confidentiality of each organization’s individual responses.

Data Interpretation

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of factors to include seniority, experience, job responsibility, organizational size, geographical differences, and differences in pay policies. Users should take these differences into consideration when establishing pay rates. Organizations should be especially careful given the current labor market conditions.

Data provided by Werling Associates, Inc. is for the purpose of informing individuals of compensation ranges reported by survey participants. Werling Associates, Inc. has exercised reasonable care in compiling data and publishing the results, but does not assume liability for any errors or omissions. Please keep in mind that all data in this survey is self-reported, and Werling Associates, Inc. cannot be responsible for errors made by the reporting entities. Werling Associates, Inc. disclaims all expressed and implied warranties and shall not be held liable for loss or damages of any kind. No part of this product may be reproduced or transmitted without the prior written consent of Werling Associates, Inc.

Werling Associates, Inc. is dedicated to providing an accurate, timely, and affordable survey that meets the needs of the San Antonio business community. Please contact Dr. Stephen Werling, President of Werling Associates, Inc. at (210) 697-8232 or at steve@werling.com with questions or recommendations for future surveys.

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SURVEY PARTICIPANTS

City of Alamo Heights
 City of Balcones Heights
 City of Boerne
 City of Converse
 City of Fair Oaks Ranch
 City of Floresville
 City of Pearsall

City of San Marcos
 City of Schertz
 City of Selma
 City of Shavano Park
 City of Windcrest
 New Braunfels Utilities*
 San Antonio River Authority*
 *Wage only

ORGANIZATIONAL INFORMATION

Government Type

Number of Responses	Government Type
8	Home Rule
4	General Law A
0	General Law B
0	General Law C

Note: Two organizations did not provide their government type.

Population

Number of Responses	Population
2	Less than 5,000
4	5,001 to 10,000
2	10,001 to 15,000
1	15,001 to 20,000
5	More than 20,001

Size

Number of Responses	Size
0	1 – 50 employees
7	51 – 99 employees
1	100 – 150 employees
1	151 – 199 employees
5	200 or more employees

DATA ANALYSIS

Job Number and Job Title: Job descriptions identify a summary of the typical job duties and responsibilities of the survey positions. Respondents were asked to use both the job titles and descriptions in matching the organization's positions to the survey positions. **(At least eighty percent of the duties described should be performed by the incumbent(s) for the position to be considered an appropriate match.)**

Number of Organizations: The number of organizations reporting wage information.

Number of Employees: The total number of employees in the job for all organizations.

Average: The base pay and total cash compensation averages provide the best indication of the average market rate for a job. The annual wage is reported by the participants for base pay and total cash compensation.

Percentile Wages: Percentiles provide information about the distribution of surveyed wages. The percentile data represents the value within the ordered grouping of data that falls at or below the respective percentile. The 10th percentile best represents the minimum starting pay for the position. The 90th percentile best represents the maximum pay for the position.

Annual Base Wage: The annual wage paid to an employee in a given position excluding any additional pay.

Average: The average of the actual annual base wages that are currently paid to job incumbents.

10th %tile (10th Percentile): Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

25th %tile (25th Percentile): Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

Median: The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

75th %tile (75th Percentile): Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

90th %tile (90th Percentile): Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

Annual Total Cash Compensation: Annual total cash compensation includes total wages paid to an employee plus additional pay including tips and/or bonuses. Total wages do not include overtime or shift differentials. *Base pay information was used when an organization did not report total cash compensation.*

Average: The average of the actual annual total cash compensation wages that are currently paid to job incumbents.

10th %tile (10th Percentile): Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

25th %tile (25th Percentile): Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

Median: The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

75th %tile (75th Percentile): Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

90th %tile (90th Percentile): Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

WAGE AND BENEFIT ADMINISTRATION

EMPLOYMENT DATA

Number of organizations reporting total budgeted workers employed October 1, 2022	12
Average number of employees reported by organizations	194
Number of organizations reporting total expected budgeted workers employed October 1, 2023	10
Average number of employees reported by organizations	138

WAGE ADMINISTRATION DATA

Number of organizations reporting general or merit wage increases provided for FY 2022-2023	10
Average percentage wage increase provided for FY 2022-2023	4.62%
Number of organizations anticipating general or merit wage increases provided for FY 2023-2024	8
Average percentage wage increase anticipated for FY 2023-2024	3.19%
Number of organizations providing a performance incentive for employees	4

Annual Cost per Benefit

Job Title	Auto Allowance		Phone Allowance	
	Number of Responses	Average \$	Number of Responses	Average \$
City Manager	6	6,783	5	905
City Secretary	2	*	4	766
Chief of Police	2	*	3	*
Fire Chief	3	*	4	885
Public Works Director	3	*	4	886

*Annual cost is not reported when less than 4 organizations reported data.

Annual Additional Pay Options

Pay Option	Number of Responses	Average Annual Rate \$
Education Reimbursement	3	*
Education Pay Differential		
Associate's Degree	5	700
Bachelor's Degree	6	1,067
Master's Degree	6	1,567

*Annual amount is not reported when less than 4 organizations reported data.

Hourly Shift Differentials

Department	Number of Responses	Average Hourly \$ Amount
Public Works	0	*
Fire/EMS	0	*
Police Department	5	0.57

*Hourly cost is not reported when less than 4 organizations reported data.

Annual Certification Pay

Certification	Number of Responses	Average Annual \$ Amount
Paramedic Basic	2	*
Paramedic Intermediate	3	*
"A" Water Distribution License	3	*
"B" Water Distribution License	4	640
"C" Water Distribution License	4	735
Class A CDL	2	*
Class B CDL	3	*
Fire Master	9	1,459
Fire Advanced	8	1,016
Fire Intermediate	9	606
Fire Driver/Operator	3	*
Court Clerk I	4	360
Court Clerk II	6	773
Court Clerk III	4	810
Police Master	9	1,438
Police Advanced	10	1,056
Police Intermediate	10	717
Police Instructor	4	415

*Annual cost is not reported when less than 4 organizations reported data.

BENEFITS ADMINISTRATION DATA

Benefits: Including federal and state mandatory benefits: i.e., social security, unemployment, and workers' compensation as well as, all optional benefits such as health insurance, vision, etc.

Number of organizations reporting	7
Average total cost of benefits as a percentage of wages	25.48%

Holidays, Vacation, and Paid Time Off

Number of organizations with combined Paid Time Off programs

0*

* Paid Time Off programs are not reported when less than 4 organizations reported data.

Paid Leave	Per Employee		Maximum Accrual	
	Number of Responses	Avg. # of Days per Year	Number of Responses	Avg. # of Days per Year
Paid Holidays	10	10.9		
Bereavement	9	3.2		
Paid Personal Days	2	*	0	*
Paid Sick Days				
During 1 st year of service	10	10.7	6	22.7
1 year of service	10	10.7	6	24.8
2 - 4 years of service	10	10.8	6	38.0
5 - 9 years of service	10	10.9	6	43.8
10 - 15 years of service	10	11.2	6	45.3
Over 15 years of service	10	11.2	6	45.3
Paid Vacation Days				
During 1 st year of service	9	10.7	7	18.4
1 year of service	10	10.6	8	18.6
2 - 4 years of service	10	11.5	8	20.9
5 - 9 years of service	10	14.7	8	24.6
10 - 15 years of service	10	19.1	8	28.9
Over 15 years of service	10	21.4	8	31.0

*Data is not reported when less than 4 organizations reported data.

Benefits Offered

Number of Responses	Benefit
10	Accidental Death & Dismemberment
10	Life Insurance
9	Long Term Disability
4	Post Retirement Medical
10	Short Term Disability

Benefit Administration Programs Provided

Number of Responses	Plan Type
1	Flexible Benefits Plan/Cafeteria Plan Employees are given a set amount of dollars or credits to use towards selecting benefits from a menu that best fits their needs.
8	Section 125 Also referred to as premium conversion. Employees are allowed to pay the costs of their benefits on a pre-tax basis sanctioned by the Internal Revenue Code, Section 125. This is a permanent avoidance of income taxes.
7	HRA (Health Reimbursement Account) Health Reimbursement Accounts (HRAs) are employer-funded group health plans from which employees are reimbursed tax-free for qualified medical expenses up to a fixed dollar amount per year. The employer funds and owns the account. <i>Health Reimbursement Accounts are sometimes called Health Reimbursement Arrangements.</i>

Note: Totals greater than number of organizations reporting data due to multiple benefit plan types.

Average monthly contribution per employee to Flexible Benefits Plan/Cafeteria Plan 1*

*The average dollar contribution for Flexible Benefits Plan/Cafeteria Plan was not reported due to less than 4 organizations reporting data.

Average monthly contribution per employee to HRA (Health Reimbursement Account) \$160.98

Healthcare

Number of organizations providing a medical plan 10

Number of Responses	Waiting Period
1	None
3	30 days
1	60 days
1	90 days
5	Other

Note: Totals greater than number of organizations providing healthcare plans due to organizations offering multiple waiting periods.

Average monthly employer and employee contributions for healthcare benefits

Coverage - Medical	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	Number of Responses	Average %	Number of Responses	Average \$	Number of Responses	Average \$
Employee	2	*	10	594.31	2	*
Employee & Spouse	8	56.2	9	685.30	8	518.91
Employee & Dependents	7	64.4	8	673.37	7	361.74
Employee & Family	8	44.4	9	750.57	8	910.99

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment. Eight employers reported paying 100% of the employees' healthcare costs.

*Medical coverage is not reported when less than 4 organizations reported data.

Coverage - Dental	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	Number of Responses	Average %	Number of Responses	Average \$	Number of Responses	Average \$
Employee	2	*	7	24.10	4	21.18
Employee & Spouse	6	49.3	6	29.17	9	35.45
Employee & Dependents	5	51.5	5	38.24	8	46.05
Employee & Family	6	35.1	6	36.97	9	76.58

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.

Five employers reported paying 100% of the employees' dental costs.

*Dental coverage is not reported when less than 4 organizations reported data.

Coverage - Vision	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	Number of Responses	Average %	Number of Responses	Average \$	Number of Responses	Average \$
Employee	0	*	6	6.65	3	*
Employee & Spouse	5	60.3	5	7.46	9	8.34
Employee & Dependents	5	58.1	5	7.78	8	8.13
Employee & Family	5	45.7	5	8.74	9	14.56

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment. Six employers reported paying 100% of the employees' vision costs.

*Vision coverage is not reported when less than 4 organizations reported data.

Retirement Plans

Number of organizations offering a retirement plan, including 401(k) 10

Type of retirement plans offered

Number of Responses	Type of Retirement Plan
1	Defined Benefit
4	Defined Contribution
2	Social Security
12	TMRS
1	Other

Note: Total greater than number of organizations providing retirement plans due to organizations offering multiple types of retirement plans.

Number of organizations contributing to all employee's retirement accounts 8
Average percent contribution to all employees' retirement accounts as a percentage of total wages in 2022 11.86%

Number of Responses	Matching Schedule
1	No Match
4	Match percent of the employee's gross wages
4	Match percent of the employee's contribution
1	Other

Number of Responses	Vesting Requirements
0	Vested immediately
0	100% after one year
8	100% after five years
0	20% after three years; increasing 20% per year up to seven years
2	Other

Turnover Rate

Number of organizations reporting turnover rate for all employees 8
Average turnover rate, including voluntary and involuntary 18.71%

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average	Page Number
4040.	Animal Control Officer	\$39,935	12
4041.	Assistant Chief of Police	\$116,396	12
4000.	Assistant City Manager/Administrator	\$169,303	13
4079.	Assistant City Secretary	\$59,990	13
4054.	Assistant Director of Utilities/Public Works	\$86,203	14
4029.	Assistant Fire Chief	\$109,578	14
4070.	Assistant to the City Manager	\$82,819	15
4055.	AutoCAD/GIS Manager	\$86,440	15
4007.	Building Inspector	\$54,815	16
4009.	Building Permit Clerk	\$41,335	16
4042.	Chief of Police	\$126,848	17
4001.	City Manager/Administrator	\$173,424	17
4017.	City Mechanic	\$49,954	18
4003.	City Secretary	\$80,278	18
4010.	Code Enforcement Officer	\$47,507	19
4004.	Court Clerk	\$53,145	19
4012.	Deputy Court Clerk	\$44,801	20
4056.	Director of Utilities/Public Works	\$132,056	20
4043.	Dispatch/Communications Supervisor	\$58,102	21
4046.	Dispatcher Emergency Service	\$47,051	21
4075.	Equipment Operator	\$46,601	22
4047.	Evidence Technician/Property Custodian	\$51,928	22
4005.	Finance Director - City	\$115,991	23
4031.	Fire Captain	\$84,460	23
4032.	Fire Chief	\$115,947	24
4033.	Fire Lieutenant	\$74,261	24
4035.	Firefighter	\$59,505	25
4057.	Meter Reader	\$45,124	25
4022.	Park Maintenance Supervisor	\$54,243	26
4023.	Park Maintenance Worker	\$36,975	26
4044.	Police Corporal	\$72,564	27
4045.	Police Detective	\$71,492	27
4049.	Police Lieutenant/Investigations	\$87,178	28
4050.	Police Lieutenant/Patrol	\$86,930	28
4052.	Police Officer	\$62,548	29
4053.	Police Sergeant	\$80,732	29
4080.	Street Crew Leader	\$52,585	30
4027.	Street Maintenance Worker	\$34,611	30
4061.	Utility Billing Clerk	\$43,729	31
4062.	Utility Billing Supervisor	\$57,272	31
4063.	Utility Crew Leader	\$61,530	32
4064.	Utility Crew Member	\$37,835	32
4067.	Water/Wastewater Operator	\$48,745	33
4069.	Water/Wastewater Operator Supervisor	\$84,384	33

Job # : 4040 **Job Title:** **Animal Control Officer**

Job Description: Patrols area to capture and impound stray, vicious, injured, or nuisance animals and to protect animals from abuse by their owners and enforce all Animal Control Ordinances. Maintains up-to-date records and reports of all activities.

Status: Nonexempt

Experience: 0-1 year

Education/Certification: High School Diploma or GED. Texas Basis Animal Control certification.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	8	18	39,935		35,714	39,166	44,387		39,957		35,714	39,166	44,387	
Population														
Less than 20,000	5	9	40,121		35,506	39,998	44,336		40,164		35,506	39,998	44,533	
More than 20,001														

Job # : 4041 **Job Title:** **Assistant Chief of Police**

Job Description: Assists the Chief of Police in administering comprehensive programs for crime prevention and law enforcement. Plans, organizes, develops, and coordinates law enforcement and support activities. Assists in over-seeing investigations. Develops training programs, evaluates effectiveness of law enforcement activities, and develops and implements plans for improved operations. Plans, organizes, develops, and coordinates Patrol Activities, such as traffic enforcement, communications, handling of persons arrested, and police vehicle maintenance.

Status: Exempt

Experience: 5 years as a Law Enforcement Officer

Education/Certification: High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	9	116,396		97,126	110,000	144,134		117,469		97,126	113,253	144,134	
Population														
Less than 20,000														
More than 20,001														

Job # : 4000 **Job Title:** Assistant City Manager/Administrator

Job Description: Assists with management and direction of the operational activities of the City. Assists in directing the activities of various departments, completing research, and providing analysis on specific projects, solving problems, facilitating activities and meetings, monitoring expenditures, reviewing policies and procedures related to any specific issues, establishing goals, reviewing major projects, evaluating staff performance, and coordinating activities with elected officials and outside agencies. Fulfills the duties of the City Manager in their absence.

Status: Exempt

Experience: 5 years

Education/Certification: Bachelor's Degree

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	9	169,303		140,470	185,825	190,154		171,731		140,470	185,825	194,654	

Population

Less than 20,000
More than 20,001

Job # : 4079 **Job Title:** Assistant City Secretary

Job Description: Provides support to the City Secretary by performing various clerical duties which may include: preparing correspondences, preparing and proofreading documents, scheduling meetings, and managing files, documents, and records. Attends boards, commissions, and council meetings. Performs the duties and responsibilities of the City Secretary in their absence.

Status: Nonexempt

Experience: 2 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	6	59,990		47,831	60,576	71,562		59,990		47,831	60,576	71,562	

Population

Less than 20,000
More than 20,001

Job # : 4054

Job Title: Assistant Director of Utilities/Public Works

Job

Description:

Assists the Director of Utilities in the daily operation of the Utility/Public Works Department to efficiently perform such work as needed to maintain and operate water distribution and wastewater collection systems. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. In the absence of the Director of Utilities, supervises and coordinates the design, construction, and maintenance of all water/wastewater projects, wells, and lift stations to include pumps and motor repair and/or installation. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Assists in directing selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.

Status: Exempt

Experience: 3-5 years

Education/Certification: High School Diploma or GED. Texas Class C Water License, Wastewater Collections II License.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	6	86,203		66,240	78,676	113,693		87,051		67,590	79,871	113,693	

Population

Less than 20,000
More than 20,001

Job # : 4029

Job Title: Assistant Fire Chief

Job

Description:

Assists the Fire Chief in leading the activities of the various divisions in the Fire Department. Oversees the daily operation of the department, directs the training division, and maintains all records of training. Assists the Fire Chief with handling managerial duties, i.e. payroll, staffing, training, discipline, attendance at meetings and functions, etc.

Status: Exempt

Experience: 3-5 years as a Firefighter

Education/Certification: High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	8	109,578		102,699	105,321	127,398		110,870		105,321	107,265	127,398	

Population

Less than 20,000
More than 20,001

Job # : 4070 **Job Title:** Assistant to the City Manager

Job Description: Assists the executive on projects and managerial responsibilities. Assists in undertaking various projects and providing essential data for review, analysis, and decision by the top executive. Gathers essential data and prepares operational and statistical reports.

Status: Exempt

Experience: 5 years

Education/Certification: Bachelor's Degree

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	5	82,819		75,990	81,827	90,144		83,341		76,201	82,305	90,999	
Population														
Less than 20,000														
More than 20,001														

Job # : 4055 **Job Title:** AutoCAD/GIS Manager

Job Description: Provides current maps and data relative to the infrastructure, collection, and utilization of data to and from various departments, sources, and agencies. Creates visual maps of current city boundaries, parcels, and zoning information. Creates mapping rules and layers for all projects. Provides paper or electronic maps for developers, engineers, other departments, and any other party that may request them. Maintains records and drawing of utility construction, subdivision development, and ordinances related to department activities. Maintains CAD and GIS files, drawings, and updates maps.

Status: Exempt

Experience: 5 years

Education/Certification: High School Diploma or GED. AutoCAD Certification, GIS Certification.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	5	86,440		64,334	86,663	108,433		86,440		64,334	86,663	108,433	
Population														
Less than 20,000														
More than 20,001														

Job # : 4007 **Job Title:** **Building Inspector**
Job Description: Ensures that plans for construction of all new and remodeled structures meet building code and zoning requirements. Ensures compliance with building, zoning, and other code enforcement ordinances. Issues building permits.
Status: Nonexempt
Experience: 5 years
Education/Certification: High School Diploma or GED. State Plumbing Inspector's License, International Code Council Inspector's Certification.

	No. of Orgs	No. of Empl.	Annual Base Wage					90th %tile	Annual Total Cash Compensation				
			Avg	10th %tile	25th %tile	Med	75th %tile		Avg	10th %tile	25th %tile	Med	75th %tile
All Firms	5	12	54,815		47,590	52,718	62,743		54,815		47,590	52,718	62,743
Population													
Less than 20,000													
More than 20,001													

Job # : 4009 **Job Title:** **Building Permit Clerk**
Job Description: Performs clerical work related to issuing all permits, including building, electrical, plumbing, mechanical, fence, etc. Performs receptionist and secretarial functions and maintains all building records. Assists the public with questions regarding policies and procedures relating to building activities. Notifies applicants when to pick up permits.
Status: Nonexempt
Experience: 3 years
Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage					90th %tile	Annual Total Cash Compensation				
			Avg	10th %tile	25th %tile	Med	75th %tile		Avg	10th %tile	25th %tile	Med	75th %tile
All Firms	8	11	41,335		39,546	42,640	44,013		41,336		39,546	42,640	44,013
Population													
Less than 20,000													
More than 20,001													

Job # : 4042 **Job Title:** Chief of Police

Job Description: Supervises and manages the overall operations of the Police Department and relations with outside officials, organizations, media, and the general public relating to police work. Plans, organizes, develops, and coordinates law enforcement, crime prevention, and support activities.

Status: Exempt

Experience: 10 years as a Law Enforcement Officer

Education/Certification: High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	12	12	126,848		108,239	120,188	146,851		127,687		108,239	120,188	147,919	
Population														
Less than 20,000	9	9	119,984		106,361	110,375	140,242		120,970		107,261	110,375	143,776	
More than 20,001														

Job # : 4001 **Job Title:** City Manager/Administrator

Job Description: Plans, organizes, and directs the operations of the City, including administering policies established by the City Council in accordance with the City Charter, state, and federal law. Develops and implements administrative procedures. Coordinates and directs all departments and staff operations. Responsible for overall supervision of projects, city financing, and intergovernmental relationships.

Status: Exempt

Experience: 5+ years

Education/Certification: Master's Degree

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	11	11	173,424		150,010	171,861	200,013		174,651		150,010	177,336	200,013	
Population														
Less than 20,000	9	9	171,962		143,003	171,861	192,006		173,462		143,003	177,336	192,006	
More than 20,001														

Job # : 4017 **Job Title:** City Mechanic

Job Description: Adjusts, services, maintains and repairs automobiles, trucks, dump trucks, police cars, fire trucks, ambulances, and other types of city fleet equipment. Performs tune-ups; realigns, adjusts, and performs major overhaul of brakes; aligns wheels; replaces and repairs transmissions and differentials; lubricates moving parts; and packs wheel bearings and universal joints. Operates and maintains automotive shop equipment.

Status: Nonexempt

Experience: 4 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	14	49,954		42,994	50,305	52,645		49,954		42,994	50,305	52,645	

Population

Less than 20,000
More than 20,001

Job # : 4003 **Job Title:** City Secretary

Job Description: Performs a variety of advanced, high-level, executive secretarial and clerical duties in support of the City Manager and Assistant City Manager. Responsible for the care and keeping of public records for the city. Identifies essential records. Develops procedures to ensure the permanent preservation of the historical valuable records. Prepares agendas and assembles agenda packets for City Council meetings. Prepares minutes of City Council meetings. Reconciles monthly bank statements. Responds to routine inquiries about City operations.

Status: Exempt

Experience: 4 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	10	10	80,278		63,046	78,215	98,602		81,328		63,686	78,475	98,602	

Population

Less than 20,000 8 8 75,869 63,046 77,511 84,028 76,207 63,686 78,221 84,028

More than 20,001

Job # : 4010

Job Title: Code Enforcement Officer

Job

Under general supervision, ensures compliance with City ordinances, zoning regulations works to resolve violations. Issues appropriate warnings and citations.

Description:

Status: Nonexempt

Experience: 2 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	9	17	47,507		41,205	48,880	52,302		47,600		41,205	48,880	52,562	
Population														
Less than 20,000	6	7	47,028		38,979	46,694	52,603		47,254		38,979	47,753	53,123	
More than 20,001														

Job # : 4004

Job Title: Court Clerk

Job

Responsible for the administration and operations of the Municipal Court to include general office management, organization of tickets, and collecting and recording of court fines and fees. Makes recommendations for purchases and the need for additional court personnel. Maintains information technology resources and various automated court information and management systems. Researches, compiles, evaluates, and analyzes the court statistical data and required state and city reports.

Description:

Status: Exempt

Experience: 1-2 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	11	14	53,145		42,037	52,686	60,981		53,442		42,297	52,686	61,340	
Population														
Less than 20,000	9	12	50,302		42,037	50,814	58,084		50,548		42,297	50,814	58,261	
More than 20,001														

Job # : 4012 **Job Title:** Deputy Court Clerk

Job Description: Responsible for the efficient and effective operation of municipal court. Performs complex clerical assignments in processing legal instruments, recording disposition of cases, and logging on docket sheet. Provides general office management, organization of tickets, and collecting and recording of court fines and fees.

Status: Nonexempt

Experience: 1 year

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	13	44,801		40,082	44,554	48,838		44,841		40,082	44,554	48,838	
Population														
Less than 20,000														
More than 20,001														

Job # : 4056 **Job Title:** Director of Utilities/Public Works

Job Description: Directs the operation of all Utility/Public Works Department activities. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Develops policies, procedures, and long-range plans for implementation within the department. Directs selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.

Status: Exempt

Experience: 5+ years

Education/Certification: High School Diploma or GED. Class C Groundwater Distribution License, Wastewater Collections II License.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	11	12	132,056		81,408	143,512	171,621		134,028		81,408	143,941	175,521	
Population														
Less than 20,000	7	7	110,403		70,720	94,096	156,728		111,554		70,720	101,296	156,728	
More than 20,001														

Job # : 4043 **Job Title:** **Dispatch/Communications Supervisor**

Job Description: Manages and directs the operations of the emergency communications center for Police, Fire, and EMS services. Oversees the proper operation of all dispatch computer systems, i.e. in-house computer, state computer, and the 911 computer system.

Status: Exempt

Experience: 5 years

Education/Certification: High School Diploma or GED. Intermediate Telecommunications Certifications from the Texas Commission of Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	10	58,102		49,390	59,703	65,000		58,543		49,410	59,989	65,608	

Population

Less than 20,000
More than 20,001

Job # : 4046 **Job Title:** **Dispatcher Emergency Service**

Job Description: Ensures operation of clerical and dispatching functions for Police, Fire, and EMS, including handling incoming telephone calls, teletype, radio messages to and from field units, dispatching emergency personnel, and using teletype machine. Maintains radio contact with mobile police and fire units and other Law Enforcement and Fire Department agencies. Keeps a log of pertinent information received during the shift.

Status: Nonexempt

Experience: 0-1 year

Education/Certification: High School Diploma or GED. Basic Telecommunications Certifications from the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	55	47,051	41,278	42,744	44,782	50,939	57,554	47,248	41,278	42,744	45,261	50,939	57,554

Population

Less than 20,000
More than 20,001

Job # : 4075 **Job Title:** **Equipment Operator**
Job Description: Drives and operates various types of equipment and vehicles utilized in the maintenance, repair, installation, and reconstruction of streets, and related public facilities. Operates backhoe, front end loader, roller, dump truck, skid loader and other equipment and tools.
Status: Nonexempt
Experience: 2 years
Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	32	46,601	38,958	41,205	44,504	49,005	61,402	46,925	38,958	41,697	45,597	49,342	61,402

Population

Less than 20,000
More than 20,001

Job # : 4047 **Job Title:** **Evidence Technician/Property Custodian**
Job Description: Responsible for the care, control, and custody of property stored in the property room. Provides crime scene support to law enforcement personnel effecting the proper seizure and processing of evidence and entrusted property. Maintains statistical records and inventory controls necessary to document or report the seizure, retention, and disposition of entrusted property, as required by state and federal law and established organizational procedures.
Status: Nonexempt
Experience: 0-1 year
Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	6	51,928		46,967	52,723	56,093		51,928		46,967	52,723	56,093	

Population

Less than 20,000
More than 20,001

Job # : 4005 **Job Title:** Finance Director - City

Job Description: Directs municipal financial activities, including budget preparation, cash management, bank relations, purchasing, debt management, and payroll. Oversees the preparation of financial reports, interpretation of financial data, and designing accounting controls. Manages the financial operations to ensure the effective and efficient processing of all government financial transactions and the accurate reporting of the government financial condition. Supervises and provides work direction to accounting staff.

Status: Exempt

Experience: 5 years

Education/Certification: Bachelor's Degree

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	11	11	115,991		99,070	109,123	122,408		116,888		99,070	109,123	122,408	
Population														
Less than 20,000	8	8	109,379		93,067	105,662	118,065		109,638		93,067	105,662	119,100	
More than 20,001														

Job # : 4031 **Job Title:** Fire Captain

Job Description: Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Shift Commander responsible for all activities of a multi-station Fire Department.

Status: Nonexempt

Experience: 5+ years as a Firefighter, 2 of which as Fire Lieutenant

Education/Certification: High School Diploma or GED. Certification as Firefighter Intermediate by Texas Commission of Fire Protection.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	19	84,460		73,358	81,845	97,535		85,955		75,962	83,945	97,535	
Population														
Less than 20,000	5	15	80,118		72,896	78,768	84,825		82,012		75,406	80,517	84,825	
More than 20,001														

Job # : 4032 **Job Title:** Fire Chief

Job Description: Provides administrative direction and leadership for all Fire Department functions, operations, and personnel through the supervision of staff. Responsibilities may include the following: reviews the general operation of the department to determine efficiency; provides direction on major projects or problem areas; plans for the future; develops and implements policies and procedures; and provides policy guidance. Consults with City Officials to develop recommendations for the protection of life and property.

Status: Exempt

Experience: 10+ years as a Firefighter

Education/Certification: High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	8	8	115,947		100,213	112,757	132,768		117,209		101,523	112,757	136,504	
Population														
Less than 20,000	6	6	111,586		95,700	106,288	132,768		113,267		96,751	106,548	136,504	
More than 20,001														

Job # : 4033 **Job Title:** Fire Lieutenant

Job Description: Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Directs and participates in Emergency medical services up to the EMT-P skill set and knowledge. Directs all personnel below the rank of Lieutenant.

Status: Exempt

Experience: 3-5 years as a Firefighter

Education/Certification: High School Diploma or GED. Certification as Firefighter by Texas Commission of Fire Protection.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	24	74,261	62,479	69,098	76,010	79,235	83,448	75,407	67,176	71,546	76,010	79,235	84,273
Population														
Less than 20,000	5	15	72,135		65,821	72,479	77,333		73,968		67,321	72,479	77,333	
More than 20,001														

Job # : 4035 **Job Title:** **Firefighter**
Job Description: Perform public safety work involving the protection of life and property by fighting fires. Engages in fire code enforcement, public education, and station and equipment maintenance activities.
Status: Nonexempt
Experience: 0-1 year
Education/Certification: High School Diploma or GED. Certification as Firefighter by Texas Commission of Fire Protection.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	99	59,505	52,736	54,577	58,327	62,567	68,319	59,977	53,013	55,903	58,327	64,560	68,319
Population														
Less than 20,000														
More than 20,001														

Job # : 4057 **Job Title:** **Meter Reader**
Job Description: Reads consumer water meters and records reading on handheld meter reading device or paper route sheets. Involved in the maintenance and upkeep of water distribution, water meters, boxes, and vaults. May assist Water Billing with administrative duties as required, may assist work crews on occasion, and reports meter readers field activities.
Status: Nonexempt
Experience: 0-1 year
Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	11	45,124		40,040	45,885	53,498		45,197		40,040	45,885	53,498	
Population														
Less than 20,000														
More than 20,001														

Job # : 4022 **Job Title:** **Park Maintenance Supervisor**
Job Description: Supervises and directs crews to perform manual tasks in cleaning and maintaining parks, public buildings, and grounds. Maintains facilities and parks and keeps playgrounds in good condition. Completes monthly reports to track the amount of work and equipment usage. Ensures park crews provide care and basic maintenance to equipment.
Status: Exempt
Experience: 1-2 years
Education/Certification: High School Diploma or GED. CPO certification.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	9	54,243		46,842	51,156	60,892		54,351		46,842	52,128	60,892	
Population														
Less than 20,000														
More than 20,001														

Job # : 4023 **Job Title:** **Park Maintenance Worker**
Job Description: Performs manual tasks in cleaning and maintaining parks, public buildings, and grounds. Cleans restrooms, paints buildings, empties and cleans waste receptacles, and provides care and basic maintenance of equipment.
Status: Nonexempt
Experience: 0-1 year
Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	8	35	36,975	29,692	34,091	36,317	40,778	44,564	36,999	29,692	34,091	36,317	41,101	44,564
Population														
Less than 20,000														
More than 20,001														

Job # : 4044 **Job Title:** **Police Corporal**
Job Description: Supervises and directs the work of subordinates on a particular shift to prevent crime and enforce laws and ordinances. Performs patrol duties and conducts investigations.
Status: Nonexempt
Experience: 1 year as a Law Enforcement Officer
Education/Certification: High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	11	58	72,564	57,046	62,483	71,552	82,636	88,596	72,885	57,046	64,629	72,426	82,636	88,596
Population														
Less than 20,000	8	29	67,043	56,481	58,507	62,858	75,792	80,738	67,683	56,481	58,507	65,406	76,071	80,738
More than 20,001														

Job # : 4045 **Job Title:** **Police Detective**
Job Description: Gathers and analyzes evidence and facts for investigations. Manages and processes crime scene investigations. Interviews potential suspects, examines records, and apprehends criminals. Writes, reviews, and obtains search and arrest warrants. Prepares and maintains accurate, written investigative reports and case files. Prepares cases for prosecution and assists the prosecuting attorney during trial.
Status: Nonexempt
Experience: 3 years as a Law Enforcement Officer
Education/Certification: High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	12	71,492		63,076	71,779	78,866		71,957		63,076	72,214	80,790	
Population														
Less than 20,000														
More than 20,001														

Job # : 4049 **Job Title:** Police Lieutenant/Investigations

Job Description: Oversees the day-to-day operations of the Investigations Division. Maintains records for vehicles that are assigned to investigations. Ensures time sheets are completed and submitted in a timely manner. May conduct quarterly audits of Property Room to ensure quality control. Conducts investigations. Assists the Chief of Police in directing departmental activities.

Status: Exempt

Experience: 5 years as a Law Enforcement Officer

Education/Certification: High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	5	7	87,178		71,577	94,494	99,736		87,818		71,577	94,494	99,736	
Population														
Less than 20,000	5	7	87,178		71,577	94,494	99,736		87,818		71,577	94,494	99,736	
More than 20,001														

Job # : 4050 **Job Title:** Police Lieutenant/Patrol

Job Description: Plans, organizes, develops, and coordinates assigned activities. Ensures timesheets and end of month statistics are completed and submitted in a timely manner. Maintains vehicle report logs, ensures patrol vehicles are operational, and shifts are covered. Assists other law enforcement agencies in clearing cases. Assists the Chief of Police in directing departmental activities.

Status: Exempt

Experience: 5 years as a Law Enforcement Officer

Education/Certification: High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage					Annual Total Cash Compensation						
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	11	86,930		75,483	90,870	94,504		87,430		78,139	90,870	96,209	
Population														
Less than 20,000	5	5	80,469		67,831	75,483	95,599		81,569		67,831	78,139	97,023	
More than 20,001														

Job # : 4052 **Job Title:** **Police Officer**
Job Description: Patrols an assigned area, by vehicle, to prevent crime and enforce laws and ordinances. Responds to emergency calls, makes arrests, issues traffic citations, directs traffic, and investigates traffic accidents and crimes against persons and property.
Status: Nonexempt
Experience: 0-1 year as a Law Enforcement Officer
Education/Certification: High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	12	230	62,548	50,162	55,162	60,944	69,586	75,872	62,664	50,162	55,245	61,214	69,586	75,872
Population														
Less than 20,000	9	103	58,213	47,829	50,162	58,864	62,733	69,586	58,473	47,829	50,162	59,170	63,003	69,586
More than 20,001														

Job # : 4053 **Job Title:** **Police Sergeant**
Job Description: Oversees the day-to-day work of assigned personnel to prevent crimes and enforce laws and ordinances. Conducts investigations. Maintains records on police department property and disburses supplies. Processes, files, and inspects police reports to ensure they are properly completed and maintained.
Status: Nonexempt
Experience: 2 years as a Law Enforcement Officer
Education/Certification: High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	12	62	80,732	65,697	70,907	81,910	88,213	96,573	81,108	65,770	71,295	81,910	88,213	96,573
Population														
Less than 20,000	9	34	76,076	62,350	68,078	80,964	84,429	87,433	76,762	62,350	70,700	80,964	85,241	87,474
More than 20,001														

Job # : 4080 **Job Title:** **Street Crew Leader**
Job Description: Provides leadership and supervision of crews engaged in construction and maintenance repairs of city streets and related facilities. Supervises employees assigned to crew. Operates construction and maintenance equipment.
Status: Nonexempt
Experience: 1-2 years
Education/Certification: High School Diploma or GED. State of Texas Class A Drivers License.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	18	52,585		44,429	52,981	57,658		52,670		44,429	53,404	57,868	
Population														
Less than 20,000														
More than 20,001														

Job # : 4027 **Job Title:** **Street Maintenance Worker**
Job Description: Performs manual labor tasks to keep streets and drainage maintained, as well as buildings and property in a neat and clean appearance. Uses hand tools to dig ditches or holes. Hand shovels dirt, gravel, concrete, and/or asphalt. Trims trees, picks-up and loads brush, and cuts grass using a push or power mower or power trimmer.
Status: Nonexempt
Experience: 0-1 year
Education/Certification: High School Diploma or GED. State of Texas Class B Drivers License.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	37	34,611	26,801	32,552	34,466	36,660	39,177	34,669	26,801	32,552	34,466	36,660	39,177
Population														
Less than 20,000	5	21	35,337	26,104	28,444	36,317	38,410	42,700	35,439	26,104	28,444	36,317	38,583	43,150
More than 20,001														

Job # : 4061 **Job Title:** Utility Billing Clerk

Job Description: Assists the Utility Billing Supervisor in providing timely and accurate utility billing, as well as ensuring daily receipts and posting of payments for the city are completed. Records customer information and collects fees for new customer accounts for the water billing section. Balances water payments received to the daily utility receipt sheet. Locates and resolves any billing or payment discrepancies.

Status: Nonexempt

Experience: 0-1 year

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	10	28	43,729	32,614	36,993	45,386	48,076	56,181	43,729	32,614	36,993	45,386	48,076	56,181
Population														
Less than 20,000	6	13	42,163		39,676	42,765	46,966		42,163		39,676	42,765	46,966	
More than 20,001														

Job # : 4062 **Job Title:** Utility Billing Supervisor

Job Description: Supervises the daily operations of the Utility Billing Department. Ensures timely and accurate utility billing is provided. Ensures daily receipts and posting of payments for the city are completed. Initiates work orders to resolve problems with customer accounts and ensures the completion of the work order is noted on the appropriate customer's account. Reviews daily posting detail reports for customer receipts for the utility billing section.

Status: Exempt

Experience: 2-3 years

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	8	57,272		48,850	60,056	66,456		57,347		49,150	60,056	66,456	
Population														
Less than 20,000														
More than 20,001														

Job # : 4063

Job Title: Utility Crew Leader

Job

Description:

Provides leadership and supervision of water/wastewater, construction, repair, and maintenance crew workers. Supervises employees assigned to crew. Assumes responsibility for all water/wastewater, construction, repair, and maintenance throughout the City. Operates various vehicles, equipment, and machinery.

Status: Nonexempt

Experience: 3 years

Education/Certification: High School Diploma or GED. Class C Groundwater Distribution License, Wastewater Collections II License, State of Texas Class B Drivers License.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	8	33	61,530	51,033	55,221	61,422	66,914	75,858	61,730	51,033	56,363	61,422	66,914	75,858

Population

Less than 20,000

More than 20,001

Job # : 4064

Job Title: Utility Crew Member

Job

Description:

Provides labor for the water/wastewater, construction, repair, and maintenance departments. Provides maintenance and service for utilities throughout the city. Operates hand tools and some machinery.

Status: Nonexempt

Experience: 0-1 year

Education/Certification: High School Diploma or GED

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	7	45	37,835	28,891	34,923	38,355	41,267	43,149	37,969	28,891	34,923	38,355	41,267	44,499

Population

Less than 20,000

More than 20,001

Job # : 4067 **Job Title:** **Water/Wastewater Operator**

Job Description: Performs a variety of unskilled and semi-skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of semi-skilled technical and maintenance work in the operation, maintenance and repair of wastewater treatment, and collection facilities and systems.

Status: Nonexempt

Experience: 2 years

Education/Certification: High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Water or Wastewater License.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	8	62	48,745	39,936	41,912	45,760	53,685	66,092	48,745	39,936	41,912	45,760	53,685	66,092
Population														
Less than 20,000														
More than 20,001	5	45	48,569	39,915	40,664	42,806	53,882	67,049	48,569	39,915	40,664	42,806	53,882	67,049

Job # : 4069 **Job Title:** **Water/Wastewater Operator Supervisor**

Job Description: Exercises supervision over employees who perform a variety of skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of skilled technical and maintenance work in the operation, maintenance, and repair of wastewater treatment facilities and systems.

Status: Exempt

Experience: 4 years

Education/Certification: High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Ground Water and Wastewater Treatment Licenses.

	No. of Orgs	No. of Empl.	Annual Base Wage						Annual Total Cash Compensation					
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
All Firms	6	10	84,384		69,878	76,274	104,478		84,504		69,878	76,655	104,478	
Population														
Less than 20,000														
More than 20,001														

2023 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

GENERAL SURVEY INFORMATION

The San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the survey sponsors: the San Antonio Compensation Association, San Antonio Human Resource Management Association, and the San Antonio Manufacturers Association.

Employers Surveyed

The 28th annual edition of the 2023 San Antonio Area Wage and Benefit Survey provides comprehensive information on 229 general industry positions, 66 healthcare positions, 8 manufacturing positions, and 44 municipality/public works positions from 81 organizations in the San Antonio area.

Timing of Survey

Wage data was reported as of January 1, 2023 and published on April 18, 2023.

Report

The reported data was reviewed for accuracy and statistical distribution of wages. Survey participants were contacted to confirm job matches and clarify data. In some instances, wage information was deleted from the sample due to organizations representing a large percent of the data, job mismatch, or statistical extremes in wages, which were not representative of the general market wages. This wage information is referred to as an “outlier.” Outliers are the result of organization-specific factors, which may represent a unique position as compared to the remainder of the industry. The outlier poses a problem as it may skew the analysis, resulting in reduced accuracy.

The survey report provides the job number, job title, job description, experience, minimum education and/or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. The 10th and 90th percentiles are not reported for any subset of data with less than 20 employees due to the limited size of the data sample.

In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participants’ data is kept confidential. Benefit results are provided where at least four organizations reported information. This practice maintains the confidentiality of each organization’s individual responses.

Data Interpretation

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of factors to include seniority, experience, job responsibility, organizational size, geographical differences, and differences in pay policies. Users should take these differences into consideration when establishing pay rates. Organizations should be especially careful given the current labor market conditions.

Data provided by Werling Associates, Inc. is for the purpose of informing individuals of compensation ranges reported by survey participants. Werling Associates, Inc. has exercised reasonable care in compiling data and publishing the results, but does not assume liability for any errors or omissions. Please keep in mind that all data in this survey is self-reported, and Werling Associates, Inc. cannot be responsible for errors made by the reporting entities. Werling Associates, Inc. disclaims all expressed and implied warranties and shall not be held liable for loss or damages of any kind. No part of this product may be reproduced or transmitted without the prior written consent of Werling Associates, Inc.

Werling Associates, Inc. is dedicated to providing an accurate, timely, and affordable survey that meets the needs of the San Antonio business community. Please contact Dr. Stephen Werling, President of Werling Associates, Inc. at (210) 697-8232 or at steve@werling.com with questions or recommendations for future surveys.

SURVEY PARTICIPANTS

Alamo Area Council of Governments	Haven for Hope
Alterman, Inc.	HCA Healthcare
Bexar Appraisal District	HealthTexas
Bexar County	HOLT CAT
BioBridge Global	Hope Hospice
Blue Skies of Texas	Kiolbassa Provision Company
Brighton Center	La Hacienda Treatment Center
Brundage Management Company	Labatt Food Service
Business Financial Group	Laurel Ridge Treatment Center
Caterpillar Inc.	Lucifer Lighting Company
CCC Group	Methodist Healthcare Ministries
CGT U.S. Limited	Neopod Systems
City of Alamo Heights	New Braunfels Utilities
City of Balcones Heights	NuStar Energy
City of Boerne	Oak Hills Church
City of Converse	Oblate Service Corporation
City of Fair Oaks Ranch	O'Reilly Auto Parts
City of Floresville	Our Lady of the Lake University
City of Pearsall	Peterson Health
City of San Antonio	Pure & Gentle, Inc.
City of San Marcos	Rackspace Technology
City of Schertz	San Antonio Lighthouse for the Blind
City of Selma	San Antonio River Authority
City of Shavano Park	San Antonio Water Systems
City of Windcrest	SeeKing HR
Clarios	Southwest Research Institute
Clarity Child Guidance Center	SWBC
Comal County	Tenet Healthcare
CommuniCare Health Centers	Texas Biomedical Research Institute
Conceptual MindWorks, Inc.	The Center for Health Care Services
Connally Memorial Medical Center	The DoSeum
CPS Energy	The Levy Company, Inc.
Dykema Gossett PLLC	University Health
Education Service Center, Region 20	University of Texas at San Antonio
Edwards Aquifer Authority	UT Health San Antonio
Family Service Association of San Antonio, Inc.	Valero Energy Corporation
FBD Partnership, LP	VIA Metropolitan Transit
Gonzaba Medical Group	Werling Associates, Inc.
Goodwill Industries San Antonio	Whataburger Restaurants
Guadalupe Regional Medical Center	Witte Museum
Guadalupe-Blanco River Authority	

ORGANIZATIONAL INFORMATION

Industry Type

Number of Responses	Industry Type
18	Healthcare
9	Manufacturing
16	Municipality/Public Works
38	Other

Status

Number of Responses	Status
31	Profit
24	Not-for-Profit
26	Government

Annual Revenue

Number of Responses	Gross Annual Revenue*
10	Less than \$10,000,000
17	\$10,000,001 to \$50,000,000
23	\$50,000,001 to \$250,000,000
10	\$250,000,001 to \$500,000,000
20	More than \$500,000,001

*Budget for not-for-profit organizations

Note: One organization did not provide their annual revenue.

Size

Number of Responses	Size
15	1 - 99 employees
14	100 - 249 employees
18	250 - 499 employees
10	500 - 999 employees
24	1,000 or more employees

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WAGE AND BENEFIT ADMINISTRATION

General or Merit Increases in 2022

Number of organizations reporting general or merit wage increase data for 2022 or in FY 2022 70
Average percentage increase in 2022 4.07 %

Number of organizations reporting general or merit wage increase data for 2022 or in FY 2022 69
Average percentage increase in 2022 4.13 %

Note: The average does NOT include one organization that indicated a "0%" general or merit wage increase in 2022.

General or Merit Increases in 2023

Number of organizations reporting an anticipated general or merit increase in 2023 or in FY 2023 65
Average anticipated percentage increase in 2023 3.38 %

Number of organizations reporting general or merit wage increase data for 2023 or in FY 2023 63
Average percentage increase in 2023 3.49 %

Note: The average does NOT include two organizations that indicated a "0%" general or merit wage increase in 2023.

Number of Responses	Type of Wage Increase
13	Individual anniversary date
55	Common increase date
12	Manager discretion
9	Other

Note: Totals greater than number of organizations reporting data due to multiple types of wage increases.

Employee Bonus

Number of organizations providing a bonus for employees in 2022 30
Average percentage of employees receiving bonuses in 2022 87.33 %

Number of organizations reporting a bonus for employees in 2022 24
Average percent bonus paid in 2022 6.92 %

Determinant of bonus pool

Number of Responses	Bonus Pool Determinant
12	Individual performance
6	Group performance
25	Organization performance
7	Manager discretion
12	Other

Organizations using various pay practices

Number of Responses	Pay Practices
5	Broad banding
14	Job evaluation based pay (point plan)
59	Market based pay
51	Merit pay
19	Skill based pay
7	Team incentives
13	Variable pay
7	Other

Note: Totals greater than number of organizations reporting data due to multiple pay practices.

Shift Differentials

Number of organizations providing shift differential pay for non-healthcare positions 23

Per hour shift differentials provided (% and \$ amount) for non-healthcare positions

Shift	Percentage %		Dollar Amount \$	
	Number of Responses	Average %	Number of Responses	Average \$
2nd Shift (Evening)	9	10.28	13	1.23
3rd Shift (Night)	7	12.57	9	1.22
Weekend (Day)	3	*	6	1.53

*Shift differentials are not reported when less than 4 organizations reported data.

Number of organizations reporting overtime policy for nonexempt employees

Number of Responses	Overtime Policy
75	1 1/2 times regular pay over 40 hours per week
11	2 times regular pay for holidays
10	Compensatory time off for hours worked over 40 hours per week
4	Other

Note: Totals greater than number of organizations reporting data due to multiple overtime policies.

Number of organizations providing bilingual pay differential 10
Average bilingual pay differential per employee \$0.66

BENEFITS ADMINISTRATION DATA

Benefits: Including federal and state mandatory benefits: i.e., social security, unemployment, and workers' compensation as well as, all optional benefits such as health insurance, vision, dental, etc.

Number of organizations reporting 51
Average total cost of benefits as a percentage of wages 25.39%

Holidays, Vacation, and Paid Time Off

Number of organizations with combined Paid Time Off programs 32

Paid Time Off	Per Employee		Maximum Accrual	
	# of Responses	Avg. # of Days per Year	# of Responses	Avg. # of Days per Year
Paid Holidays (Separate Holidays from PTO)	26	8.7		
PTO				
During 1st year of service	29	15.6	22	21.8
1 year of service	30	16.3	22	24.4
2 - 4 years of service	30	18.8	22	26.4
5 - 9 years of service	30	22.8	22	29.6
10 - 15 years of service	30	25.6	22	31.8
Over 15 years of service	30	26.7	22	33.1

Paid Leave	Per Employee		Maximum Accrual	
	# of Responses	Avg. # of Days per Year	# of Responses	Avg. # of Days per Year*
Paid Holidays	40	11.8		
Bereavement	33	3.1		
Paid Personal Days	18	3.1	2	*
Paid Sick Days				
During 1st year of service	39	9.5	15	18.5
1 year of service	39	9.9	16	19.8
2 - 4 years of service	39	9.9	17	31.1
5 - 9 years of service	39	10.1	18	37.7
10 - 15 years of service	39	10.1	18	38.8
Over 15 years of service	39	10.1	18	39.9
Paid Vacation Days				
During 1st year of service	40	10.8	24	21.8
1 year of service	42	11.2	25	22.0
2 - 4 years of service	42	12.1	25	24.1
5 - 9 years of service	42	14.9	26	28.0
10 - 15 years of service	42	18.4	26	31.3
Over 15 years of service	41	21.0	26	32.8

* Includes only organizations with maximum accrual of less than 100 days; eight organizations allowed accrual of over 100 days.

Number of organizations providing pro-rated time off for part-time employees 32

Benefits offered

	Benefit	Offered	Full-time		Part-time	
			Full	Partial	Full	Partial
a.	Accidental Death & Dismemberment	72	54	5	7	4
b.	Cell Phone	39	21	15	2	5
c.	Dental Insurance	74	38	21	6	8
d.	Disease Management Program	20	13	2	5	1
e.	Education or Tuition Reimbursement	53	25	21	4	6
f.	Employee Assistance Program	69	64	1	30	3
g.	Fitness	41	14	6	7	4
h.	Life Insurance	75	61	10	8	4
i.	Long Term Disability	70	47	6	3	1
j.	Optical Insurance	69	31	13	1	3
k.	Paid Leave of Absence	36	18	6	1	3
l.	Paid or Subsidized Childcare	4	3	1	0	0
m.	Post Retirement Medical	20	5	8	3	1
n.	Prescription Drug Plan	63	31	25	1	8
o.	Retirement (Including 401k)	72	30	33	5	15
p.	Stock/Equity	9	4	2	1	0
q.	Student Loan Repayment	12	2	3	1	1
r.	Short Term Disability	65	28	7	1	2
s.	Wellness Program	55	38	5	15	4

The average number of tiers offered on a Prescription Drug Plan listed in "n"

3.24

Benefit administration programs provided

Number of Responses	Plan Type
15	Flexible Benefits Plan/Cafeteria Plan Employees are given a set amount of dollars or credits to use towards selecting benefits from a menu that best fits their needs.
61	Section 125 Also referred to as premium conversion. Employees are allowed to pay the costs of their benefits on a pre-tax basis sanctioned by the Internal Revenue Code, Section 125. This is a permanent avoidance of income taxes.
17	HRA (Health Reimbursement Account) Health Reimbursement Accounts (HRAs) are employer-funded group health plans from which employees are reimbursed tax-free for qualified medical expenses up to a fixed dollar amount per year. The employer funds and owns the account. <i>Health Reimbursement Accounts are sometimes called Health Reimbursement Arrangements.</i>

Note: Totals greater than number of organizations reporting data due to multiple benefit plan types.

Average monthly contribution per employee to Flexible Benefits Plan/Cafeteria Plan

\$465.90

Average monthly contribution per employee to HRA (Health Reimbursement Account)

\$200.38

Healthcare

Number of organizations providing a medical plan

74

Number of Responses	Waiting Period
16	None
26	30 days
17	60 days
3	90 days
13	Other

Note: Totals greater than number of organizations providing healthcare plans due to organizations offering multiple waiting periods.

Average monthly employer and employee contributions for healthcare benefits

Coverage - Medical	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	35	81.7	52	563.93	34	107.98
Employee & Spouse	52	67.0	52	872.04	53	404.25
Employee & Dependents	50	70.0	49	830.79	51	316.16
Employee & Family	52	62.1	52	1,140.05	53	632.76

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment. Twenty four employers reported paying 100% of the employees' healthcare costs.

Coverage - Dental	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	19	57.7	29	21.18	41	19.62
Employee & Spouse	28	46.7	27	29.22	51	39.29
Employee & Dependents	26	44.4	25	33.00	49	46.65
Employee & Family	29	36.1	28	41.01	52	71.34

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment. Fourteen employers reported paying 100% of the employees' dental costs.

Coverage - Vision	Employer Monthly Contribution		Employer Monthly Contribution		Employee Monthly Contribution	
	# of Responses	Avg. %	# of Responses	Avg. \$	# of Responses	Avg. \$
Employee	9	60.5	20	7.12	40	6.97
Employee & Spouse	18	51.9	20	9.15	51	11.29
Employee & Dependents	18	50.0	20	9.70	48	11.60
Employee & Family	18	40.5	20	12.65	51	18.24

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment. Fourteen employers reported paying 100% of the employees' vision costs.

Type of healthcare plans offered

Number of Responses	Type of Healthcare Plan
33	HDHP - High Deductible Health Plan A health insurance plan with lower premiums and higher deductibles than a traditional health plan. Being covered by an HDHP is also a requirement for having a health savings account. HDHPs are the only plans that allow an enrollee to contribute to a health savings account (HSA).
9	HMO - Health Maintenance Organization Provides services for a fixed period on a prepaid basis.
65	PPO - Preferred Provider Organization A healthcare provider that contracts with an employer or an employer group to provide healthcare services to employees at a discounted rate.
5	POS - Point of Service Employee chooses at point of service to utilize healthcare services through a traditional plan or through an HMO plan.
5	Other

Note: Totals greater than number of organizations providing medical plans due to organizations offering multiple healthcare plan types.

Number of Responses	Method of Funding Healthcare Plan
15	Defined Benefit A defined benefit plan is one in which employees are given a set amount to purchase healthcare coverage from a pre-selected variety of group medical insurance plans.
45	Defined Contribution A defined contribution plan is one in which the employer purchases a healthcare plan for the employee.

Retirement Plans

Number of organizations offering a retirement plan, including 401(k)

73

Type of retirement plans offered

Number of Responses	Type of Retirement Plan
21	Defined Benefit A defined benefit plan is one in which employees are promised a pension amount based on a formula considering age, service, and pay. The employee may or may not contribute to the plan.
53	Defined Contribution A defined contribution plan is one in which the employer makes an annual payment to an employee's retirement account. Employees are given the option of deferring earnings to their respective accounts. A 401(k) is an example of a defined contribution plan. The investment of the contribution may be directed by each respective employee.

Note: Totals greater than number of organizations providing retirement plans due to organizations offering multiple types of retirement plans.

Eligibility requirements

Number of Responses	Eligibility Requirements
35	None
3	Six months
12	One year
26	Other

Note: Totals greater than number of organizations providing retirement plans due to multiple eligibility requirements.

Number of organizations contributing to all employees' retirement accounts

43

Average percent contribution to all employees' retirement accounts as a percentage of total wages in 2022

6.36 %

Note: Excludes municipalities and counties.

Matching schedule

Number of Responses	Matching Schedule
5	No match
16	Match percent of the employee's gross wages
45	Match percent of the employee's contribution
6	Other

Vesting requirements

Number of Responses	Vesting Requirements
16	Vested Immediately
2	100% after one year
28	100% after five years
2	20% after three years; increasing 20% per year up to seven years
26	Other

Note: Totals greater than number of organizations providing retirement plans due to multiple vesting requirements.

Portability and self-directed investments

Number of Responses	Plan Features
52	Portability
35	Self-directed investments

Note: Totals greater than number of organizations providing retirement plans due to multiple plan features.

PRODUCTIVITY - ABSENTEEISM & TURNOVER

Absenteeism

Number of organizations reporting unscheduled absenteeism	17
Average percent of total work hours lost due to unscheduled absenteeism	4.88 %

Turnover rate

Number of organizations reporting turnover	55
Average turnover rate, including voluntary and involuntary	27.16 %

Note: Includes voluntary and involuntary turnover. Does not include temporary or seasonal workers.

TEMPORARY EMPLOYEES

Number of organizations using temporary employees 49

Future plans for temporary employees

Number of Responses	Temporary Employee Usage
18	Decrease use
29	Maintain same level
2	Increase use

Temporary workforce used in organizations by quarter

Quarter	Number of Responses	Average Percent (%)
1st Quarter	18	6.8
2nd Quarter	18	5.6
3rd Quarter	20	4.7
4th Quarter	19	5.5

SCREENING DEVICES

Number of organizations using screening devices 71

Screening Devices	In Effect	Under Consideration
Pre-employment drug testing	55	2
For-cause drug testing	62	2
Pre-employment skills testing	34	9
Random drug testing	43	4
Post offer medical exam	33	5

WORK SCHEDULES

Number of organizations reporting flexible work schedules 46

Level of employment eligible for flexible work schedules

Level	Telecommute	4/40*	Flex**	Other
Management	29	3	30	5
Administrative	25	3	29	4
Technical/IT	27	5	27	5
Staff	21	7	26	6

*Four 10 hour days (one week schedule)

**Several starting and ending times

DATA ANALYSIS

Job Number and Job Title: Job descriptions identify a summary of the typical job duties and responsibilities of the survey positions. Respondents were asked to use both the job titles and descriptions in matching the organization's positions to the survey positions. **(At least eighty percent of the duties described should be performed by the incumbent(s) for the position to be considered an appropriate match.)**

Number of Organizations: The number of organizations reporting wage information.

Number of Employees: The total number of employees in the job for all organizations.

Average: The base pay and total cash compensation averages provide the best indication of the average market rate for a job. The average is calculated by adding all the wage data collected for a given position and dividing the results by the total number of employees in that position.

The hourly wage is reported by the participants for base pay and total compensation. Hourly wages are calculated by:

$$\frac{\text{Annual Salary}}{2080} \quad \text{or} \quad \frac{\text{Monthly Salary}}{173.33} \quad \text{or} \quad \frac{\text{Bi-weekly Salary}}{80}$$

Percentile Wages: Percentiles provide information about the distribution of surveyed wages. The percentile data represents the value within the ordered grouping of data that falls at or below the respective percentile. The 10th percentile best represents the minimum starting pay for the position. The 90th percentile best represents the maximum pay for the position.

Hourly Base Wage: The hourly wage paid to an employee in a given position excluding of any additional pay.

Average: The average of the actual hourly base wages that are currently paid to job incumbents.

10th %tile (10th Percentile): Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

25th %tile (25th Percentile): Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

Median: The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

75th %tile (75th Percentile): Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

90th %tile (90th Percentile): Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

Hourly Total Cash Compensation: Hourly total cash compensation includes total wages paid to an employee plus additional pay including tips and/or bonuses converted to an hourly wage. Total wages do not include overtime or shift differentials. *Base pay information was used when an organization did not report total cash compensation.*

Average: The average of the actual hourly total cash compensation wages that are currently paid to job incumbents.

10th %tile (10th Percentile): Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

25th %tile (25th Percentile): Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

Median: The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

75th %tile (75th Percentile): Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

90th %tile (90th Percentile): Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
Accounting/Financial		
0028	Accountant - Senior (CPA)	\$39.04
0001	Accountant I (Degreed)	\$27.64
0033	Accountant I (Non-Degreed)	\$28.33
0032	Accountant II	\$32.83
0003	Accounting Clerk I	\$19.91
0004	Accounting Clerk II	\$22.76
0005	Accounting Clerk Supervisor	\$28.58
0026	Accounting Manager	\$49.68
0041	Accounting Supervisor (Accountants)	\$44.73
0042	Accounting Supervisor (Accounts Payable/Receivable)	\$32.72
0006	Accounts Payable Clerk I	\$19.50
0034	Accounts Payable Clerk II	\$22.43
0007	Accounts Payable Manager	\$42.10
0008	Accounts Receivable Clerk I	\$19.49
0035	Accounts Receivable Clerk II	\$22.13
0009	Accounts Receivable Manager	\$41.32
0025	Assistant Controller	\$59.22
0029	Auditing Manager	\$61.27
0010	Auditor	\$35.19
0036	Billing and Collections Manager	\$37.90
0037	Billing and Collections Supervisor	\$28.07
0011	Billing Clerk	\$20.52
0038	Budget Analyst	\$30.30
0030	Budget Manager	\$47.24
0681	Business Analyst	\$40.83
0012	Collector	\$18.02
0013	Controller	\$65.78
0044	Finance Director	\$73.75
0024	Finance Manager	\$51.70
0017	Financial Analyst (Degreed)	\$32.34
0031	Financial Analyst, Senior (Degreed)	\$41.85
0020	Payroll Clerk	\$22.18
0045	Payroll Coordinator	\$26.02
0046	Payroll Manager	\$47.50
0021	Payroll Supervisor	\$35.05
0040	Tax Accountant	\$34.49
Administration		
0100	Administrative Assistant	\$20.77
0101	Administrative Assistant - Executive	\$28.00
0119	Administrative Services Supervisor	\$26.42

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
0129	Assistant to the CEO	\$44.57
0102	Cashier - Office	\$18.48
0134	Customer Service Representative (Non-Call Center)	\$19.19
0103	Data Entry Operator	\$18.11
0106	Duplicating Machine Operator	\$19.70
0131	Event Coordinator	\$21.73
0139	Event Manager	\$36.65
0107	File Clerk	\$19.71
0108	General Office Clerk I	\$17.64
0132	General Office Clerk II	\$19.49
0110	Librarian (Degreed)	\$29.79
0111	Librarian (Non-degreed)	\$21.38
0136	Library Assistant/Aide	\$14.83
0137	Library Director	\$62.55
0112	Mail Clerk	\$17.52
0113	Mail Room Supervisor	\$22.04
0115	Office Manager	\$27.53
0117	PBX Operator (Telephone Operator)	\$16.51
0120	Purchasing Agent/Buyer I	\$28.68
0133	Purchasing Agent/Buyer II	\$35.21
0130	Purchasing Clerk	\$19.15
0125	Purchasing Supervisor	\$33.69
0121	Purchasing/Procurement Manager	\$45.52
0122	Receptionist (Clerk)	\$16.27
0123	Secretary	\$20.78
0124	Secretary - Executive	\$26.56
0126	Volunteer Coordinator	\$22.53
0135	Volunteer Manager	\$30.30
Call Center		
0652	Call Center Manager - Service	\$45.87
0654	Customer Service Representative I (Call Center)	\$17.28
0670	Customer Service Representative II (Call Center)	\$19.08
0655	Customer Service Specialist/Team Leader	\$23.31
0656	Customer Service Supervisor	\$30.83
0658	Technical Support Specialist	\$28.21
Engineering/Research & Development		
0212	Engineer	\$46.93
0209	Engineering Director	\$79.36
0206	Engineering Manager	\$74.87
0214	Engineering Technician	\$27.85
0215	Lab Technician	\$20.05
0231	Quality Assurance Coordinator	\$25.34

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
0217	Quality Assurance Director	\$73.53
0229	Quality Assurance Engineer	\$36.75
0222	Quality Assurance Manager (Non-Manufacturing)	\$43.08
0218	Research Assistant	\$20.34
Executive Management		
0056	Chief Administrative Officer	\$105.92
0050	Chief Executive Officer	\$173.89
0051	Chief Financial Officer	\$120.09
0057	Chief Human Resources Officer	\$95.88
0055	Chief Information Officer	\$114.33
0053	Chief Legal Officer	\$127.31
0052	Chief Operations Officer	\$105.65
0058	Chief Sales and Marketing Officer	\$102.66
0054	Executive Vice President	\$110.91
General Services		
0303	Child Care Worker	\$16.14
0324	Cook	\$16.86
0308	Custodian I	\$15.70
0334	Custodian II	\$17.40
0309	Custodian Supervisor	\$21.96
0351	Environmental Service Manager	\$28.86
0348	Food Service Manager	\$26.54
0304	Food Service Supervisor	\$21.83
0305	Food Service Worker	\$15.64
0306	Groundskeeper	\$17.25
0307	Groundskeeping Supervisor	\$23.50
0685	Project Manager	\$38.49
0346	Safety Coordinator	\$32.27
0347	Safety Manager	\$42.72
6421	Security Director	\$59.66
0320	Security Guard - Commissioned	\$20.75
0321	Security Guard - Noncommissioned	\$16.54
0323	Security Guard Manager	\$32.52
0322	Security Guard Supervisor	\$24.69
Human Resources		
0426	Benefits Analyst	\$30.00
0400	Benefits Coordinator	\$29.30
0401	Benefits Manager	\$48.23
0402	Compensation Analyst	\$32.86
0432	Compensation Analyst - Senior	\$45.92
0423	Compensation Manager	\$56.74
0418	Employment Recruiter	\$29.89

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
0420	HRIS Analyst	\$29.39
0409	Human Resources Assistant (Nonexempt)	\$20.66
0419	Human Resources Assistant Director	\$58.37
0433	Human Resources Business Partner	\$39.68
0410	Human Resources Clerk	\$20.21
0411	Human Resources Director	\$61.38
0408	Human Resources Generalist I	\$28.52
0429	Human Resources Generalist II	\$33.11
0422	Human Resources Manager (Large Organization)	\$45.89
0412	Human Resources Manager (Small Organization)	\$39.53
0414	Safety Director	\$63.20
0416	Trainer - Exempt	\$31.07
0425	Trainer - Nonexempt	\$25.39
0415	Training Director	\$69.64
0431	Workers' Compensation Specialist	\$29.67
Information Systems		
0518	Application Programmer Analyst I	\$35.91
0519	Application Programmer Analyst II	\$45.48
0501	Business Systems Analyst	\$36.42
0507	Computer Technician	\$23.46
0558	Cyber Security Analyst	\$45.45
0556	Data Analyst	\$35.80
0516	Data Security Administrator	\$41.62
0554	Database Administrator (DBA)	\$54.03
0505	Database Developer	\$46.40
0506	Database Manager	\$53.55
0508	Help Desk Supervisor	\$33.97
0521	Help Desk Technician I	\$21.22
0526	Help Desk Technician II	\$25.63
0546	IS Director	\$72.43
0525	IS Manager (Less than 200 Users)	\$43.49
0547	IS Manager (More than 200 Users)	\$58.03
0560	IS Programming Analyst Manager	\$74.37
0510	Network Manager	\$46.77
0509	Network Specialist (Certified)	\$40.50
0512	Network Specialist (Non-certified)	\$31.98
0524	Network Technician	\$32.51
0514	Programmer Analyst I	\$38.75
0536	Programmer Analyst II	\$50.69
0528	Project Manager - IT	\$52.72
0533	Software Architect/Engineer	\$49.17
0557	Systems Administrator	\$40.37

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
0517	Systems Analyst I	\$38.14
0541	Systems Analyst II	\$47.18
0553	Telecommunications Technician	\$29.95
0543	Web Developer	\$31.54
0527	Web Master	\$39.51
Legal		
0018	Legal Assistant/Paralegal	\$30.66
0109	Legal Secretary	\$24.41
Maintenance/Construction		
0300	Carpenter - Maintenance	\$21.91
2023	Construction Project Manager (New Construction)	\$55.79
0325	Electrician	\$23.98
0338	Electrician - Journeyman	\$29.42
0342	Electrician - Master Level	\$41.08
2012	Heavy Equipment Operator	\$22.51
0310	HVAC Mechanic I	\$23.86
0339	HVAC Mechanic II	\$29.63
0312	Laborer	\$17.31
0315	Maintenance Manager	\$36.63
0316	Maintenance Supervisor	\$33.98
0317	Maintenance Worker (Basic)	\$19.43
0343	Maintenance Worker (Semi-Skilled)	\$21.50
0350	Maintenance Worker (Skilled)	\$23.23
6428	Maintenance/Facilities Director	\$61.11
0318	Painter - Maintenance	\$19.35
2018	Plumber - Journeyman	\$28.68
1071	Welder	\$24.30
Marketing/Sales		
0601	Audiovisual Technician	\$19.68
0644	Communications Specialist	\$29.54
0604	Contract Administrator	\$34.46
0612	Digital Marketing Strategist	\$30.93
0639	Grant Writer	\$33.26
0616	Graphics Designer I	\$24.52
0617	Graphics Designer II	\$29.74
0621	Marketing Analyst	\$30.58
0622	Marketing Coordinator	\$28.95
0646	Marketing Director	\$58.78
0623	Marketing Manager	\$43.20
0647	Marketing Representative (Degreed)	\$29.08
0687	Public Relations Director	\$53.33
0627	Public Relations Manager	\$43.34

QUICK REFERENCE BY FUNCTIONAL AREA

Job #	Job Title	Average
0619	Public Relations Representative	\$33.67
0610	Sales Director	\$83.77
0629	Sales Manager - Regional	\$57.16
0630	Sales Representative - Inside	\$31.58
0633	Sales Representative - Outside	\$34.93
0618	Social Media Specialist	\$27.30
0631	Technical Writer	\$30.85
Retail Management		
0804	Sales Clerk, Retail	\$14.23
0803	Store Manager, Retail	\$29.27
Transportation/Warehouse		
0714	Delivery Driver (Local, Large Volume)	\$26.02
0721	Delivery Driver (Local, Small Volume)	\$17.83
0700	Dispatcher - Transportation	\$21.57
0701	Fleet Manager	\$43.59
0702	Forklift Operator	\$20.42
0724	Inventory Analyst	\$21.37
0704	Inventory Clerk	\$20.13
0705	Inventory Control Manager	\$39.23
0725	Logistics Director/Manager	\$47.34
0732	Logistics Specialist	\$19.46
0708	Mechanic - Gasoline/Diesel Vehicle	\$22.99
0703	Mechanic Supervisor	\$34.86
0722	Purchasing & Materials Management Director	\$60.27
0710	Shipping and Receiving Clerk	\$17.98
0711	Shipping and Receiving Supervisor	\$30.43
0712	Stockroom Clerk	\$16.59
0717	Van/Bus Driver	\$17.33
0718	Warehouse Manager	\$44.92
0706	Warehouse Materials Handler I	\$20.11
0726	Warehouse Materials Handler II	\$21.21
0729	Warehouse Specialist	\$18.40
0719	Warehouse Supervisor	\$28.99

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0028	Accountant - Senior (CPA)	\$39.04
0001	Accountant I (Degreed)	\$27.64
0033	Accountant I (Non-Degreed)	\$28.33
0032	Accountant II	\$32.83
0003	Accounting Clerk I	\$19.91
0004	Accounting Clerk II	\$22.76
0005	Accounting Clerk Supervisor	\$28.58
0026	Accounting Manager	\$49.68
0041	Accounting Supervisor (Accountants)	\$44.73
0042	Accounting Supervisor (Accounts Payable/Receivable)	\$32.72
0006	Accounts Payable Clerk I	\$19.50
0034	Accounts Payable Clerk II	\$22.43
0007	Accounts Payable Manager	\$42.10
0008	Accounts Receivable Clerk I	\$19.49
0035	Accounts Receivable Clerk II	\$22.13
0009	Accounts Receivable Manager	\$41.32
0100	Administrative Assistant	\$20.77
0101	Administrative Assistant - Executive	\$28.00
0119	Administrative Services Supervisor	\$26.42
0518	Application Programmer Analyst I	\$35.91
0519	Application Programmer Analyst II	\$45.48
0025	Assistant Controller	\$59.22
0129	Assistant to the CEO	\$44.57
0601	Audiovisual Technician	\$19.68
0029	Auditing Manager	\$61.27
0010	Auditor	\$35.19
0426	Benefits Analyst	\$30.00
0400	Benefits Coordinator	\$29.30
0401	Benefits Manager	\$48.23
0036	Billing and Collections Manager	\$37.90
0037	Billing and Collections Supervisor	\$28.07
0011	Billing Clerk	\$20.52
0038	Budget Analyst	\$30.30
0030	Budget Manager	\$47.24
0681	Business Analyst	\$40.83
0501	Business Systems Analyst	\$36.42
0652	Call Center Manager - Service	\$45.87
0300	Carpenter - Maintenance	\$21.91
0102	Cashier - Office	\$18.48
0056	Chief Administrative Officer	\$105.92
0050	Chief Executive Officer	\$173.89
0051	Chief Financial Officer	\$120.09
0057	Chief Human Resources Officer	\$95.88

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0055	Chief Information Officer	\$114.33
0053	Chief Legal Officer	\$127.31
0052	Chief Operations Officer	\$105.65
0058	Chief Sales and Marketing Officer	\$102.66
0303	Child Care Worker	\$16.14
0012	Collector	\$18.02
0644	Communications Specialist	\$29.54
0402	Compensation Analyst	\$32.86
0432	Compensation Analyst - Senior	\$45.92
0423	Compensation Manager	\$56.74
0507	Computer Technician	\$23.46
2023	Construction Project Manager (New Construction)	\$55.79
0604	Contract Administrator	\$34.46
0013	Controller	\$65.78
0324	Cook	\$16.86
0308	Custodian I	\$15.70
0334	Custodian II	\$17.40
0309	Custodian Supervisor	\$21.96
0134	Customer Service Representative (Non-Call Center)	\$19.19
0654	Customer Service Representative I (Call Center)	\$17.28
0670	Customer Service Representative II (Call Center)	\$19.08
0655	Customer Service Specialist/Team Leader	\$23.31
0656	Customer Service Supervisor	\$30.83
0558	Cyber Security Analyst	\$45.45
0556	Data Analyst	\$35.80
0103	Data Entry Operator	\$18.11
0516	Data Security Administrator	\$41.62
0554	Database Administrator (DBA)	\$54.03
0505	Database Developer	\$46.40
0506	Database Manager	\$53.55
0714	Delivery Driver (Local, Large Volume)	\$26.02
0721	Delivery Driver (Local, Small Volume)	\$17.83
0612	Digital Marketing Strategist	\$30.93
0700	Dispatcher - Transportation	\$21.57
0106	Duplicating Machine Operator	\$19.70
0325	Electrician	\$23.98
0338	Electrician - Journeyman	\$29.42
0342	Electrician - Master Level	\$41.08
0418	Employment Recruiter	\$29.89
0212	Engineer	\$46.93
0209	Engineering Director	\$79.36
0206	Engineering Manager	\$74.87
0214	Engineering Technician	\$27.85

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0351	Environmental Service Manager	\$28.86
0131	Event Coordinator	\$21.73
0139	Event Manager	\$36.65
0054	Executive Vice President	\$110.91
0107	File Clerk	\$19.71
0044	Finance Director	\$73.75
0024	Finance Manager	\$51.70
0017	Financial Analyst (Degreed)	\$32.34
0031	Financial Analyst, Senior (Degreed)	\$41.85
0701	Fleet Manager	\$43.59
0348	Food Service Manager	\$26.54
0304	Food Service Supervisor	\$21.83
0305	Food Service Worker	\$15.64
0702	Forklift Operator	\$20.42
0108	General Office Clerk I	\$17.64
0132	General Office Clerk II	\$19.49
0639	Grant Writer	\$33.26
0616	Graphics Designer I	\$24.52
0617	Graphics Designer II	\$29.74
0306	Groundskeeper	\$17.25
0307	Groundskeeping Supervisor	\$23.50
2012	Heavy Equipment Operator	\$22.51
0508	Help Desk Supervisor	\$33.97
0521	Help Desk Technician I	\$21.22
0526	Help Desk Technician II	\$25.63
0420	HRIS Analyst	\$29.39
0409	Human Resources Assistant (Nonexempt)	\$20.66
0419	Human Resources Assistant Director	\$58.37
0433	Human Resources Business Partner	\$39.68
0410	Human Resources Clerk	\$20.21
0411	Human Resources Director	\$61.38
0408	Human Resources Generalist I	\$28.52
0429	Human Resources Generalist II	\$33.11
0422	Human Resources Manager (Large Organization)	\$45.89
0412	Human Resources Manager (Small Organization)	\$39.53
0310	HVAC Mechanic I	\$23.86
0339	HVAC Mechanic II	\$29.63
0724	Inventory Analyst	\$21.37
0704	Inventory Clerk	\$20.13
0705	Inventory Control Manager	\$39.23
0546	IS Director	\$72.43
0525	IS Manager (Less than 200 Users)	\$43.49
0547	IS Manager (More than 200 Users)	\$58.03

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0560	IS Programming Analyst Manager	\$74.37
0215	Lab Technician	\$20.05
0312	Laborer	\$17.31
0018	Legal Assistant/Paralegal	\$30.66
0109	Legal Secretary	\$24.41
0110	Librarian (Degreed)	\$29.79
0111	Librarian (Non-degreed)	\$21.38
0136	Library Assistant/Aide	\$14.83
0137	Library Director	\$62.55
0725	Logistics Director/Manager	\$47.34
0732	Logistics Specialist	\$19.46
0112	Mail Clerk	\$17.52
0113	Mail Room Supervisor	\$22.04
0315	Maintenance Manager	\$36.63
0316	Maintenance Supervisor	\$33.98
0317	Maintenance Worker (Basic)	\$19.43
0343	Maintenance Worker (Semi-Skilled)	\$21.50
0350	Maintenance Worker (Skilled)	\$23.23
6428	Maintenance/Facilities Director	\$61.11
0621	Marketing Analyst	\$30.58
0622	Marketing Coordinator	\$28.95
0646	Marketing Director	\$58.78
0623	Marketing Manager	\$43.20
0647	Marketing Representative (Degreed)	\$29.08
0708	Mechanic - Gasoline/Diesel Vehicle	\$22.99
0703	Mechanic Supervisor	\$34.86
0510	Network Manager	\$46.77
0509	Network Specialist (Certified)	\$40.50
0512	Network Specialist (Non-certified)	\$31.98
0524	Network Technician	\$32.51
0115	Office Manager	\$27.53
0318	Painter - Maintenance	\$19.35
0020	Payroll Clerk	\$22.18
0045	Payroll Coordinator	\$26.02
0046	Payroll Manager	\$47.50
0021	Payroll Supervisor	\$35.05
0117	PBX Operator (Telephone Operator)	\$16.51
2018	Plumber - Journeyman	\$28.68
0514	Programmer Analyst I	\$38.75
0536	Programmer Analyst II	\$50.69
0685	Project Manager	\$38.49
0528	Project Manager - IT	\$52.72
0687	Public Relations Director	\$53.33

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0627	Public Relations Manager	\$43.34
0619	Public Relations Representative	\$33.67
0722	Purchasing & Materials Management Director	\$60.27
0120	Purchasing Agent/Buyer I	\$28.68
0133	Purchasing Agent/Buyer II	\$35.21
0130	Purchasing Clerk	\$19.15
0125	Purchasing Supervisor	\$33.69
0121	Purchasing/Procurement Manager	\$45.52
0231	Quality Assurance Coordinator	\$25.34
0217	Quality Assurance Director	\$73.53
0229	Quality Assurance Engineer	\$36.75
0222	Quality Assurance Manager (Non-Manufacturing)	\$43.08
0122	Receptionist (Clerk)	\$16.27
0218	Research Assistant	\$20.34
0346	Safety Coordinator	\$32.27
0414	Safety Director	\$63.20
0347	Safety Manager	\$42.72
0804	Sales Clerk, Retail	\$14.23
0610	Sales Director	\$83.77
0629	Sales Manager - Regional	\$57.16
0630	Sales Representative - Inside	\$31.58
0633	Sales Representative - Outside	\$34.93
0123	Secretary	\$20.78
0124	Secretary - Executive	\$26.56
6421	Security Director	\$59.66
0320	Security Guard - Commissioned	\$20.75
0321	Security Guard - Noncommissioned	\$16.54
0323	Security Guard Manager	\$32.52
0322	Security Guard Supervisor	\$24.69
0710	Shipping and Receiving Clerk	\$17.98
0711	Shipping and Receiving Supervisor	\$30.43
0618	Social Media Specialist	\$27.30
0533	Software Architect/Engineer	\$49.17
0712	Stockroom Clerk	\$16.59
0803	Store Manager, Retail	\$29.27
0557	Systems Administrator	\$40.37
0517	Systems Analyst I	\$38.14
0541	Systems Analyst II	\$47.18
0040	Tax Accountant	\$34.49
0658	Technical Support Specialist	\$28.21
0631	Technical Writer	\$30.85
0553	Telecommunications Technician	\$29.95
0416	Trainer - Exempt	\$31.07

QUICK REFERENCE BY JOB TITLE

Job #	Job Title	Average
0425	Trainer - Nonexempt	\$25.39
0415	Training Director	\$69.64
0717	Van/Bus Driver	\$17.33
0126	Volunteer Coordinator	\$22.53
0135	Volunteer Manager	\$30.30
0718	Warehouse Manager	\$44.92
0706	Warehouse Materials Handler I	\$20.11
0726	Warehouse Materials Handler II	\$21.21
0729	Warehouse Specialist	\$18.40
0719	Warehouse Supervisor	\$28.99
0543	Web Developer	\$31.54
0527	Web Master	\$39.51
1071	Welder	\$24.30
0431	Workers' Compensation Specialist	\$29.67

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0028	Accountant - Senior (CPA)	All Firms	All Firms	12	37	39.04	31.46	34.68	39.29	43.27	46.90
0028	Accountant - Senior (CPA)	Industry Type	Healthcare	5	17	35.93		33.65	35.10	37.78	
0028	Accountant - Senior (CPA)	Industry Type	Other	7	20	41.68	35.68	39.55	41.85	44.99	48.09
0028	Accountant - Senior (CPA)	Status	Profit	5	18	41.95		39.55	41.85	44.64	
0028	Accountant - Senior (CPA)	Status	Not-for-Profit	5	7	38.83		34.27	38.25	42.52	
0028	Accountant - Senior (CPA)	Annual Revenue	>500 Million	8	30	39.40	32.76	34.68	39.81	43.27	45.62
0028	Accountant - Senior (CPA)	Organizational Size	1,000 or more employees	8	30	39.30	32.42	34.45	39.55	43.31	46.90
0001	Accountant I (Degreed)	All Firms	All Firms	28	139	27.64	21.37	23.59	27.64	30.83	33.49
0001	Accountant I (Degreed)	Industry Type	Healthcare	9	69	26.37	21.29	22.71	25.96	30.27	31.80
0001	Accountant I (Degreed)	Industry Type	Other	15	65	29.04	22.21	25.09	29.18	32.30	36.45
0001	Accountant I (Degreed)	Status	Profit	8	30	28.26	24.86	26.89	28.56	30.39	30.82
0001	Accountant I (Degreed)	Status	Not-for-Profit	11	31	30.05	22.28	27.04	31.37	32.54	36.45
0001	Accountant I (Degreed)	Status	Government	9	78	26.45	21.29	22.71	24.39	30.06	33.60
0001	Accountant I (Degreed)	Annual Revenue	50-250 Million	9	14	31.39		27.27	29.69	36.73	
0001	Accountant I (Degreed)	Annual Revenue	>500 Million	13	107	27.23	21.29	23.32	27.48	30.50	33.30
0001	Accountant I (Degreed)	Organizational Size	250-499 employees	8	12	24.56		22.21	24.13	27.13	
0001	Accountant I (Degreed)	Organizational Size	1,000 or more employees	14	115	27.46	21.33	23.45	27.54	30.50	33.30
0033	Accountant I (Non-Degreed)	All Firms	All Firms	11	14	28.33		24.90	28.55	30.94	
0033	Accountant I (Non-Degreed)	Status	Government	6	8	29.16		26.68	29.41	30.60	
0032	Accountant II	All Firms	All Firms	31	99	32.83	25.65	28.85	32.54	36.06	40.87
0032	Accountant II	Industry Type	Municipality/Public Works	5	6	34.82		32.30	33.44	38.73	
0032	Accountant II	Industry Type	Healthcare	6	40	29.42	25.65	26.22	28.85	32.10	34.91
0032	Accountant II	Industry Type	Other	18	50	35.12	28.94	32.12	33.44	38.31	43.25
0032	Accountant II	Status	Profit	12	25	34.63	27.19	32.32	34.62	37.02	42.05
0032	Accountant II	Status	Not-for-Profit	7	22	35.31	30.77	33.06	33.44	38.31	44.05
0032	Accountant II	Status	Government	12	52	30.91	25.65	27.02	29.44	33.12	39.32
0032	Accountant II	Annual Revenue	50-250 Million	11	26	35.22	29.15	33.03	33.44	38.73	41.63
0032	Accountant II	Annual Revenue	>500 Million	12	62	32.22	25.65	27.34	31.16	36.06	41.08
0032	Accountant II	Organizational Size	100-249 employees	6	11	33.05		31.15	32.81	33.32	
0032	Accountant II	Organizational Size	250-499 employees	6	8	33.42		30.77	32.45	38.52	
0032	Accountant II	Organizational Size	1,000 or more employees	14	65	32.26	25.65	27.34	31.51	36.39	41.08
0003	Accounting Clerk I	All Firms	All Firms	22	76	19.91	16.75	18.25	19.73	21.49	22.89
0003	Accounting Clerk I	Industry Type	Healthcare	7	37	20.52	19.34	19.34	20.12	21.56	22.50
0003	Accounting Clerk I	Industry Type	Other	11	33	19.12	16.68	16.78	18.12	20.56	24.50
0003	Accounting Clerk I	Status	Profit	8	10	21.12		20.22	20.95	22.76	
0003	Accounting Clerk I	Status	Not-for-Profit	9	13	19.94		17.69	20.69	21.82	
0003	Accounting Clerk I	Status	Government	5	53	19.67	16.75	17.25	19.34	21.25	21.56
0003	Accounting Clerk I	Annual Revenue	50-250 Million	5	5	19.94		17.49	18.72	23.00	
0003	Accounting Clerk I	Annual Revenue	250-500 Million	5	10	21.39		20.69	20.93	22.38	
0003	Accounting Clerk I	Annual Revenue	>500 Million	6	53	19.76	16.78	17.90	19.38	21.25	21.56
0003	Accounting Clerk I	Organizational Size	250-499 employees	6	6	21.56		19.58	22.10	23.00	
0003	Accounting Clerk I	Organizational Size	1,000 or more employees	8	55	19.67	16.77	17.68	19.34	20.69	21.56
0004	Accounting Clerk II	All Firms	All Firms	19	70	22.76	17.99	20.54	22.31	24.58	26.74
0004	Accounting Clerk II	Industry Type	Other	15	58	23.37	19.81	21.43	22.58	24.71	27.77
0004	Accounting Clerk II	Status	Profit	7	32	24.88	21.57	22.00	23.88	26.44	30.62
0004	Accounting Clerk II	Status	Not-for-Profit	5	7	21.33		20.13	21.76	22.12	
0004	Accounting Clerk II	Status	Government	7	31	20.88	16.83	18.53	21.22	23.20	24.70
0004	Accounting Clerk II	Annual Revenue	50-250 Million	5	9	22.18		20.28	22.12	23.90	
0004	Accounting Clerk II	Annual Revenue	>500 Million	6	41	21.17	17.25	18.79	21.87	23.01	23.89

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0004	Accounting Clerk II	Organizational Size	1,000 or more employees	10	52	22.40	17.31	20.06	22.00	23.89	26.44
0005	Accounting Clerk Supervisor	All Firms	All Firms	5	5	28.58		22.21	28.28	35.11	
0026	Accounting Manager	All Firms	All Firms	23	53	49.68	40.22	43.94	49.15	55.81	60.57
0026	Accounting Manager	Industry Type	Healthcare	7	11	47.57		41.06	49.15	51.84	
0026	Accounting Manager	Industry Type	Other	13	38	50.03	38.55	44.86	48.96	56.58	60.57
0026	Accounting Manager	Status	Profit	9	23	52.10	38.69	45.67	51.05	57.93	63.68
0026	Accounting Manager	Status	Not-for-Profit	8	10	49.35		42.50	50.54	52.14	
0026	Accounting Manager	Status	Government	6	20	47.07	36.54	43.54	45.64	52.10	58.34
0026	Accounting Manager	Annual Revenue	50-250 Million	7	8	49.42		42.46	49.43	54.54	
0026	Accounting Manager	Annual Revenue	>500 Million	10	35	50.75	41.50	45.59	50.59	57.33	60.57
0026	Accounting Manager	Organizational Size	250-499 employees	7	7	45.23		36.60	44.13	51.37	
0026	Accounting Manager	Organizational Size	1,000 or more employees	11	38	50.19	41.50	45.15	48.76	56.58	60.57
0041	Accounting Supervisor (Accountants)	All Firms	All Firms	8	43	44.73	34.79	36.63	46.57	51.34	55.16
0041	Accounting Supervisor (Accountants)	Industry Type	Other	5	25	49.68	36.07	47.72	50.91	54.28	57.49
0041	Accounting Supervisor (Accountants)	Annual Revenue	>500 Million	5	37	45.53	34.68	37.24	47.43	51.65	55.75
0041	Accounting Supervisor (Accountants)	Organizational Size	1,000 or more employees	7	42	44.85	34.79	36.01	46.61	51.38	55.16
0042	Accounting Supervisor (Accounts Payable/Receivable)	All Firms	All Firms	13	18	32.72		27.58	32.94	37.38	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Industry Type	Other	9	14	33.27		28.75	33.71	37.38	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Status	Profit	8	12	33.90		27.94	34.60	37.38	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Annual Revenue	50-250 Million	7	8	32.72		28.69	32.42	35.15	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Organizational Size	1,000 or more employees	6	10	34.24		29.64	34.92	37.98	
0006	Accounts Payable Clerk I	All Firms	All Firms	19	49	19.50	16.88	18.50	19.06	20.66	22.06
0006	Accounts Payable Clerk I	Industry Type	Healthcare	6	20	19.06	18.20	18.71	18.93	19.56	20.10
0006	Accounts Payable Clerk I	Industry Type	Other	9	21	19.84	16.65	17.61	20.53	21.14	22.82
0006	Accounts Payable Clerk I	Status	Not-for-Profit	9	19	18.89		18.36	19.00	19.71	
0006	Accounts Payable Clerk I	Status	Government	6	16	18.90		17.38	18.93	19.17	
0006	Accounts Payable Clerk I	Annual Revenue	50-250 Million	5	8	19.23		18.24	18.54	19.53	
0006	Accounts Payable Clerk I	Annual Revenue	>500 Million	7	29	19.27	16.67	18.71	19.07	20.32	20.77
0006	Accounts Payable Clerk I	Organizational Size	250-499 employees	5	8	19.46		18.24	18.54	19.90	
0006	Accounts Payable Clerk I	Organizational Size	1,000 or more employees	9	35	19.54	16.71	18.93	19.28	20.59	22.00
0034	Accounts Payable Clerk II	All Firms	All Firms	29	53	22.43	18.05	19.54	21.70	24.41	28.07
0034	Accounts Payable Clerk II	Industry Type	Healthcare	10	17	22.68		20.42	22.41	24.31	
0034	Accounts Payable Clerk II	Industry Type	Other	15	31	22.26	17.90	18.77	21.00	24.96	29.76
0034	Accounts Payable Clerk II	Status	Profit	7	12	23.63		20.25	21.38	26.97	
0034	Accounts Payable Clerk II	Status	Not-for-Profit	13	21	21.93	17.63	19.17	21.70	23.99	26.99
0034	Accounts Payable Clerk II	Status	Government	9	20	22.24	18.20	19.11	21.73	24.58	27.04
0034	Accounts Payable Clerk II	Annual Revenue	50-250 Million	14	22	22.42	17.84	19.75	22.05	24.96	27.09
0034	Accounts Payable Clerk II	Annual Revenue	>500 Million	8	22	21.69	17.90	18.88	20.43	22.90	29.71
0034	Accounts Payable Clerk II	Organizational Size	250-499 employees	6	8	21.64		17.84	21.75	25.03	
0034	Accounts Payable Clerk II	Organizational Size	500-999 employees	7	12	24.03		21.18	24.47	26.67	
0034	Accounts Payable Clerk II	Organizational Size	1,000 or more employees	11	27	22.11	17.90	19.22	21.00	22.89	31.52
0007	Accounts Payable Manager	All Firms	All Firms	10	10	42.10		34.53	40.37	51.04	
0007	Accounts Payable Manager	Industry Type	Other	9	9	42.89		35.70	40.74	51.04	
0007	Accounts Payable Manager	Status	Not-for-Profit	5	5	40.80		33.12	37.33	50.21	
0007	Accounts Payable Manager	Organizational Size	1,000 or more employees	7	7	44.15		35.00	40.89	52.62	
0008	Accounts Receivable Clerk I	All Firms	All Firms	7	11	19.49		17.56	18.39	20.00	
0008	Accounts Receivable Clerk I	Status	Profit	5	6	20.67		17.78	20.00	24.24	
0035	Accounts Receivable Clerk II	All Firms	All Firms	18	40	22.13	17.45	18.63	22.28	24.90	26.56

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0035	Accounts Receivable Clerk II	Industry Type	Other	15	35	21.63	16.98	18.25	21.47	24.04	26.78
0035	Accounts Receivable Clerk II	Status	Profit	7	14	24.39		22.78	24.04	25.34	
0035	Accounts Receivable Clerk II	Status	Not-for-Profit	6	10	20.36		16.88	19.72	24.90	
0035	Accounts Receivable Clerk II	Status	Government	5	16	21.26		18.06	20.64	24.01	
0035	Accounts Receivable Clerk II	Annual Revenue	50-250 Million	8	17	20.56		17.87	19.71	24.04	
0035	Accounts Receivable Clerk II	Annual Revenue	>500 Million	6	18	22.80		20.42	22.78	24.98	
0035	Accounts Receivable Clerk II	Organizational Size	500-999 employees	5	10	23.95		22.27	24.37	25.09	
0035	Accounts Receivable Clerk II	Organizational Size	1,000 or more employees	9	20	22.88	17.88	20.42	22.78	24.98	28.81
0009	Accounts Receivable Manager	All Firms	All Firms	6	6	41.32		22.74	39.51	61.70	
0009	Accounts Receivable Manager	Industry Type	Other	6	6	41.32		22.74	39.51	61.70	
0009	Accounts Receivable Manager	Organizational Size	1,000 or more employees	5	5	45.25		27.18	48.51	61.70	
0100	Administrative Assistant	All Firms	All Firms	55	505	20.77	17.26	18.66	19.48	22.04	26.59
0100	Administrative Assistant	Industry Type	Municipality/Public Works	10	45	22.26	18.21	20.15	21.91	23.74	27.31
0100	Administrative Assistant	Industry Type	Manufacturing	6	10	19.25		15.17	18.57	22.83	
0100	Administrative Assistant	Industry Type	Healthcare	15	263	19.92	18.10	18.93	19.39	20.66	21.88
0100	Administrative Assistant	Industry Type	Other	24	187	21.69	16.55	18.00	20.27	24.93	28.02
0100	Administrative Assistant	Status	Profit	15	81	21.80	16.67	18.18	19.65	24.81	30.46
0100	Administrative Assistant	Status	Not-for-Profit	20	186	20.08	17.00	18.24	19.26	21.20	25.43
0100	Administrative Assistant	Status	Government	20	238	20.96	17.77	18.93	19.96	22.17	25.78
0100	Administrative Assistant	Annual Revenue	<10 Million	5	9	21.05		20.08	20.56	22.58	
0100	Administrative Assistant	Annual Revenue	10-50 Million	9	32	20.05	16.67	17.71	19.36	22.41	24.41
0100	Administrative Assistant	Annual Revenue	50-250 Million	19	122	20.62	16.35	18.32	19.72	22.35	25.87
0100	Administrative Assistant	Annual Revenue	250-500 Million	7	23	20.42	17.26	18.00	20.15	21.91	25.18
0100	Administrative Assistant	Annual Revenue	>500 Million	14	314	20.86	17.58	18.93	19.39	21.83	27.25
0100	Administrative Assistant	Organizational Size	1-99 employees	6	10	21.76		20.16	21.60	23.17	
0100	Administrative Assistant	Organizational Size	100-249 employees	11	49	19.59	16.94	17.69	19.07	21.06	23.85
0100	Administrative Assistant	Organizational Size	250-499 employees	12	55	20.15	15.27	17.41	19.50	22.32	26.64
0100	Administrative Assistant	Organizational Size	500-999 employees	7	40	20.05	17.92	18.35	19.39	20.86	24.01
0100	Administrative Assistant	Organizational Size	1,000 or more employees	19	351	21.09	17.79	18.93	19.39	22.17	27.38
0101	Administrative Assistant - Executive	All Firms	All Firms	46	308	28.00	20.49	22.03	25.25	32.81	38.02
0101	Administrative Assistant - Executive	Industry Type	Municipality/Public Works	6	9	34.15		28.70	36.30	38.91	
0101	Administrative Assistant - Executive	Industry Type	Healthcare	13	126	25.63	20.00	21.43	24.44	28.50	32.55
0101	Administrative Assistant - Executive	Industry Type	Other	25	171	29.37	20.76	22.27	28.00	35.27	39.63
0101	Administrative Assistant - Executive	Status	Profit	13	49	34.42	28.77	31.25	33.84	36.06	41.03
0101	Administrative Assistant - Executive	Status	Not-for-Profit	18	135	26.34	20.04	21.89	24.50	29.00	33.26
0101	Administrative Assistant - Executive	Status	Government	15	124	27.26	20.21	21.60	23.72	34.29	38.54
0101	Administrative Assistant - Executive	Annual Revenue	50-250 Million	17	40	31.33	24.15	25.19	31.24	35.36	38.91
0101	Administrative Assistant - Executive	Annual Revenue	250-500 Million	6	15	30.59		25.00	29.87	36.06	
0101	Administrative Assistant - Executive	Annual Revenue	>500 Million	15	238	26.98	20.13	21.61	24.44	31.70	38.02
0101	Administrative Assistant - Executive	Organizational Size	100-249 employees	5	6	33.42		25.45	29.98	44.82	
0101	Administrative Assistant - Executive	Organizational Size	250-499 employees	10	19	30.98		24.75	30.92	35.21	
0101	Administrative Assistant - Executive	Organizational Size	500-999 employees	9	28	28.02	21.39	23.96	27.05	31.92	36.18
0101	Administrative Assistant - Executive	Organizational Size	1,000 or more employees	19	252	27.67	20.19	21.88	24.60	32.72	38.02
0119	Administrative Services Supervisor	All Firms	All Firms	10	151	26.42	20.81	23.10	25.36	28.83	34.72
0119	Administrative Services Supervisor	Industry Type	Other	7	101	27.85	22.02	23.86	26.08	31.69	35.95
0119	Administrative Services Supervisor	Annual Revenue	>500 Million	7	148	26.40	20.76	23.10	25.36	28.81	35.40
0119	Administrative Services Supervisor	Organizational Size	1,000 or more employees	8	149	26.44	20.80	23.10	25.36	28.87	35.04
0518	Application Programmer Analyst I	All Firms	All Firms	12	44	35.91	29.08	31.97	34.97	39.54	46.33

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0518	Application Programmer Analyst I	Industry Type	Healthcare	7	33	37.64	30.00	33.34	35.68	43.67	46.44
0518	Application Programmer Analyst I	Industry Type	Other	5	11	30.72		27.47	30.90	35.19	
0518	Application Programmer Analyst I	Status	Not-for-Profit	6	23	37.60	27.06	30.00	39.00	45.40	46.44
0518	Application Programmer Analyst I	Annual Revenue	>500 Million	5	30	37.76	30.00	33.34	35.59	44.64	46.44
0518	Application Programmer Analyst I	Organizational Size	1,000 or more employees	6	35	36.38	29.67	31.37	34.14	43.46	46.44
0519	Application Programmer Analyst II	All Firms	All Firms	9	80	45.48	36.96	39.92	44.40	51.10	52.79
0519	Application Programmer Analyst II	Industry Type	Other	5	32	45.87	32.18	39.92	43.93	49.32	58.99
0519	Application Programmer Analyst II	Status	Government	5	46	42.16	33.66	37.55	42.86	46.61	53.20
0519	Application Programmer Analyst II	Annual Revenue	>500 Million	6	76	45.70	36.96	39.92	44.86	51.25	53.36
0519	Application Programmer Analyst II	Organizational Size	1,000 or more employees	7	78	45.66	36.96	39.92	44.58	51.25	53.36
0025	Assistant Controller	All Firms	All Firms	8	9	59.22		50.29	59.07	73.04	
0025	Assistant Controller	Industry Type	Other	6	7	57.44		45.67	59.07	72.19	
0025	Assistant Controller	Status	Profit	5	6	56.16		39.71	55.73	73.04	
0025	Assistant Controller	Annual Revenue	>500 Million	5	6	66.44		57.81	66.57	74.93	
0129	Assistant to the CEO	All Firms	All Firms	15	20	44.57	25.74	29.71	43.36	56.96	65.14
0129	Assistant to the CEO	Industry Type	Healthcare	5	6	44.69		25.97	42.97	65.14	
0129	Assistant to the CEO	Industry Type	Other	7	11	47.39		31.97	48.08	57.69	
0129	Assistant to the CEO	Status	Profit	5	8	47.96		43.36	48.38	56.96	
0129	Assistant to the CEO	Status	Not-for-Profit	6	8	38.13		26.70	29.71	49.90	
0129	Assistant to the CEO	Annual Revenue	>500 Million	7	9	49.39		40.09	48.69	62.09	
0129	Assistant to the CEO	Organizational Size	1,000 or more employees	8	12	50.93		43.36	48.86	59.50	
0601	Audiovisual Technician	All Firms	All Firms	7	13	19.68		16.25	17.64	21.64	
0601	Audiovisual Technician	Annual Revenue	>500 Million	5	11	19.33		15.62	17.31	18.93	
0029	Auditing Manager	All Firms	All Firms	6	6	61.27		53.16	60.00	70.64	
0029	Auditing Manager	Industry Type	Other	6	6	61.27		53.16	60.00	70.64	
0029	Auditing Manager	Organizational Size	1,000 or more employees	6	6	61.27		53.16	60.00	70.64	
0010	Auditor	All Firms	All Firms	14	48	35.19	25.54	29.55	36.01	38.24	45.71
0010	Auditor	Industry Type	Other	13	46	35.03	25.54	27.99	36.01	38.24	44.28
0010	Auditor	Status	Profit	7	25	34.65	25.98	29.03	36.06	37.53	41.70
0010	Auditor	Status	Government	6	21	35.49	25.15	27.99	35.65	40.74	45.71
0010	Auditor	Annual Revenue	>500 Million	8	33	34.06	25.12	27.49	35.96	37.53	41.10
0010	Auditor	Organizational Size	1,000 or more employees	11	41	35.50	25.54	27.99	36.11	39.14	45.71
0426	Benefits Analyst	All Firms	All Firms	15	31	30.00	23.80	26.46	30.44	33.35	36.02
0426	Benefits Analyst	Industry Type	Healthcare	6	13	29.54		25.58	26.97	33.72	
0426	Benefits Analyst	Industry Type	Other	9	18	30.34		27.32	30.98	33.50	
0426	Benefits Analyst	Status	Profit	5	10	31.09		29.22	30.70	34.38	
0426	Benefits Analyst	Status	Government	6	9	29.55		26.72	31.24	32.02	
0426	Benefits Analyst	Annual Revenue	>500 Million	9	23	29.33	22.60	26.44	29.57	33.35	35.43
0426	Benefits Analyst	Organizational Size	1,000 or more employees	13	29	30.14	22.60	26.46	30.96	33.50	36.29
0400	Benefits Coordinator	All Firms	All Firms	20	37	29.30	21.70	25.01	28.84	33.27	37.36
0400	Benefits Coordinator	Industry Type	Other	14	30	28.98	21.70	23.60	28.86	32.67	37.14
0400	Benefits Coordinator	Status	Profit	9	20	30.12	22.14	25.38	29.62	33.78	39.13
0400	Benefits Coordinator	Status	Not-for-Profit	7	11	27.89		22.94	27.36	28.72	
0400	Benefits Coordinator	Annual Revenue	50-250 Million	8	11	29.75		28.30	28.88	33.65	
0400	Benefits Coordinator	Annual Revenue	>500 Million	7	11	34.40		30.29	33.90	38.08	
0400	Benefits Coordinator	Organizational Size	500-999 employees	5	5	30.29		25.15	28.30	36.42	
0400	Benefits Coordinator	Organizational Size	1,000 or more employees	9	19	30.65		27.50	30.29	34.24	
0401	Benefits Manager	All Firms	All Firms	16	18	48.23		41.42	46.89	53.88	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Base Wage				
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0401	Benefits Manager	Industry Type	Other	12	14	49.54		41.42	49.69	55.85	
0401	Benefits Manager	Status	Profit	7	8	48.91		40.61	46.51	55.72	
0401	Benefits Manager	Status	Government	7	8	49.82		44.37	49.34	53.18	
0401	Benefits Manager	Annual Revenue	250-500 Million	5	5	43.36		37.98	43.35	48.74	
0401	Benefits Manager	Annual Revenue	>500 Million	6	7	51.00		42.00	52.36	57.69	
0401	Benefits Manager	Organizational Size	1,000 or more employees	9	10	51.92		43.70	51.32	60.24	
0036	Billing and Collections Manager	All Firms	All Firms	10	14	37.90		30.12	36.56	42.21	
0036	Billing and Collections Manager	Industry Type	Healthcare	6	10	34.66		29.13	32.88	40.66	
0036	Billing and Collections Manager	Status	Profit	5	6	44.87		34.66	42.21	57.75	
0036	Billing and Collections Manager	Status	Not-for-Profit	5	8	32.68		29.13	30.57	36.97	
0036	Billing and Collections Manager	Annual Revenue	50-250 Million	5	6	41.23		30.61	40.01	53.08	
0037	Billing and Collections Supervisor	All Firms	All Firms	6	17	28.07		24.28	27.11	29.13	
0011	Billing Clerk	All Firms	All Firms	14	67	20.52	17.26	18.49	19.70	22.33	24.00
0011	Billing Clerk	Industry Type	Healthcare	9	57	20.18	17.26	18.43	19.56	22.20	23.20
0011	Billing Clerk	Status	Not-for-Profit	9	55	20.08	17.61	18.49	19.53	21.93	22.83
0011	Billing Clerk	Annual Revenue	50-250 Million	5	17	22.11		19.68	22.83	22.83	
0011	Billing Clerk	Organizational Size	250-499 employees	5	13	19.75		18.09	19.00	21.34	
0038	Budget Analyst	All Firms	All Firms	7	23	30.30	21.68	25.75	26.78	37.75	39.74
0038	Budget Analyst	Status	Government	6	21	29.56	21.68	25.20	25.96	36.40	39.74
0030	Budget Manager	All Firms	All Firms	5	6	47.24		37.76	49.81	54.15	
0681	Business Analyst	All Firms	All Firms	10	26	40.83	32.96	36.36	41.75	44.64	48.72
0681	Business Analyst	Industry Type	Other	6	19	40.94		35.48	42.20	44.57	
0681	Business Analyst	Status	Profit	6	19	41.70		36.69	42.40	44.71	
0681	Business Analyst	Annual Revenue	>500 Million	5	17	42.28		38.46	43.22	45.59	
0681	Business Analyst	Organizational Size	1,000 or more employees	6	20	41.01	34.88	36.37	41.75	43.92	48.72
0501	Business Systems Analyst	All Firms	All Firms	14	42	36.42	27.52	31.26	36.36	40.35	44.88
0501	Business Systems Analyst	Industry Type	Other	9	28	37.99	28.02	33.48	37.33	40.53	50.69
0501	Business Systems Analyst	Status	Government	6	24	36.08	28.16	32.12	35.28	38.50	46.00
0501	Business Systems Analyst	Annual Revenue	>500 Million	8	24	33.85	26.17	29.87	33.48	38.50	40.53
0501	Business Systems Analyst	Organizational Size	1,000 or more employees	11	36	36.99	26.97	31.99	37.08	40.82	47.30
0652	Call Center Manager - Service	All Firms	All Firms	13	24	45.87	31.32	35.80	45.24	56.29	61.50
0652	Call Center Manager - Service	Industry Type	Healthcare	6	8	35.45		31.32	33.90	36.54	
0652	Call Center Manager - Service	Industry Type	Other	5	14	50.34		39.67	50.07	61.08	
0652	Call Center Manager - Service	Status	Profit	5	8	40.68		35.80	38.95	46.40	
0652	Call Center Manager - Service	Status	Government	5	13	49.94		38.62	50.08	61.08	
0652	Call Center Manager - Service	Annual Revenue	50-250 Million	6	7	49.64		34.62	55.85	58.30	
0652	Call Center Manager - Service	Organizational Size	1,000 or more employees	8	19	46.78		36.98	46.91	58.30	
0300	Carpenter - Maintenance	All Firms	All Firms	7	33	21.91	17.58	19.58	20.36	22.92	27.17
0102	Cashier - Office	All Firms	All Firms	7	27	18.48	16.75	17.73	17.73	19.00	22.13
0102	Cashier - Office	Industry Type	Healthcare	5	21	17.79	16.75	17.73	17.73	17.89	18.50
0102	Cashier - Office	Annual Revenue	>500 Million	5	21	17.87	16.75	17.73	17.73	17.89	18.50
0102	Cashier - Office	Organizational Size	1,000 or more employees	5	21	17.87	16.75	17.73	17.73	17.89	18.50
0056	Chief Administrative Officer	All Firms	All Firms	11	17	105.92		87.98	94.83	107.95	
0056	Chief Administrative Officer	Industry Type	Other	7	12	102.65		78.28	91.00	96.75	
0056	Chief Administrative Officer	Status	Not-for-Profit	5	5	94.31		81.22	98.67	105.22	
0056	Chief Administrative Officer	Annual Revenue	50-250 Million	5	11	97.42		88.74	93.11	98.67	
0050	Chief Executive Officer	All Firms	All Firms	40	51	173.89	81.94	108.80	155.29	225.00	308.29
0050	Chief Executive Officer	Industry Type	Manufacturing	5	6	223.18		140.38	223.95	305.21	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0050	Chief Executive Officer	Industry Type	Healthcare	10	11	164.11		103.37	156.58	227.50	
0050	Chief Executive Officer	Industry Type	Other	22	31	170.15	64.84	108.80	150.00	200.00	317.02
0050	Chief Executive Officer	Status	Profit	13	22	178.71	64.84	89.63	168.43	230.68	322.72
0050	Chief Executive Officer	Status	Not-for-Profit	18	20	165.79	100.54	107.58	142.79	198.99	289.06
0050	Chief Executive Officer	Status	Government	9	9	180.11		141.19	155.29	216.98	
0050	Chief Executive Officer	Annual Revenue	10-50 Million	9	9	131.37		104.57	114.78	170.74	
0050	Chief Executive Officer	Annual Revenue	50-250 Million	14	16	199.61		142.79	170.49	252.12	
0050	Chief Executive Officer	Annual Revenue	250-500 Million	7	16	152.86		110.13	149.52	200.00	
0050	Chief Executive Officer	Annual Revenue	>500 Million	7	7	249.53		137.32	264.34	320.35	
0050	Chief Executive Officer	Organizational Size	1-99 employees	5	5	136.94		71.60	155.78	192.85	
0050	Chief Executive Officer	Organizational Size	100-249 employees	10	10	132.57		88.46	106.07	184.06	
0050	Chief Executive Officer	Organizational Size	250-499 employees	9	10	184.47		122.29	150.17	275.03	
0050	Chief Executive Officer	Organizational Size	500-999 employees	6	8	209.51		125.07	198.99	283.61	
0050	Chief Executive Officer	Organizational Size	1,000 or more employees	10	18	185.40		133.66	165.08	236.63	
0051	Chief Financial Officer	All Firms	All Firms	35	37	120.09	68.76	85.43	107.84	153.94	184.14
0051	Chief Financial Officer	Industry Type	Healthcare	11	11	121.39		87.53	111.01	160.43	
0051	Chief Financial Officer	Industry Type	Other	21	23	120.64	64.97	81.98	104.15	151.44	208.66
0051	Chief Financial Officer	Status	Profit	9	10	140.03		71.65	138.46	208.66	
0051	Chief Financial Officer	Status	Not-for-Profit	17	17	115.87		84.76	105.61	158.43	
0051	Chief Financial Officer	Status	Government	9	10	107.34		85.43	101.12	129.44	
0051	Chief Financial Officer	Annual Revenue	50-250 Million	13	14	108.46		89.30	106.73	129.39	
0051	Chief Financial Officer	Annual Revenue	250-500 Million	5	6	144.80		104.58	145.68	184.13	
0051	Chief Financial Officer	Annual Revenue	>500 Million	9	9	154.60		101.12	160.43	192.79	
0051	Chief Financial Officer	Organizational Size	100-249 employees	6	6	88.81		70.74	82.85	112.85	
0051	Chief Financial Officer	Organizational Size	250-499 employees	7	7	107.60		87.53	105.61	111.01	
0051	Chief Financial Officer	Organizational Size	500-999 employees	5	5	141.28		113.13	151.44	164.35	
0051	Chief Financial Officer	Organizational Size	1,000 or more employees	13	15	145.20		98.09	139.93	168.27	
0057	Chief Human Resources Officer	All Firms	All Firms	17	20	95.88	70.19	77.96	95.02	108.17	125.77
0057	Chief Human Resources Officer	Industry Type	Healthcare	5	5	89.37		70.91	89.82	107.61	
0057	Chief Human Resources Officer	Industry Type	Other	9	12	96.07		77.24	96.11	108.17	
0057	Chief Human Resources Officer	Status	Profit	6	9	99.94		75.48	105.77	125.77	
0057	Chief Human Resources Officer	Status	Not-for-Profit	7	7	90.84		79.00	89.82	103.75	
0057	Chief Human Resources Officer	Annual Revenue	50-250 Million	7	7	89.30		76.92	83.18	103.75	
0057	Chief Human Resources Officer	Annual Revenue	250-500 Million	5	8	97.48		83.55	98.64	108.17	
0057	Chief Human Resources Officer	Organizational Size	1,000 or more employees	5	8	101.27		77.24	100.38	120.02	
0055	Chief Information Officer	All Firms	All Firms	15	16	114.33		85.85	103.64	140.38	
0055	Chief Information Officer	Industry Type	Other	9	10	124.85		89.51	132.34	154.81	
0055	Chief Information Officer	Status	Not-for-Profit	7	7	99.70		75.74	90.05	132.42	
0055	Chief Information Officer	Status	Government	5	5	100.42		84.63	94.83	119.02	
0055	Chief Information Officer	Annual Revenue	50-250 Million	5	5	93.73		76.96	87.50	113.62	
0055	Chief Information Officer	Annual Revenue	>500 Million	6	6	114.27		82.90	103.64	156.28	
0055	Chief Information Officer	Organizational Size	250-499 employees	5	5	89.43		72.73	81.76	109.96	
0055	Chief Information Officer	Organizational Size	1,000 or more employees	6	7	132.04		101.52	132.27	168.27	
0053	Chief Legal Officer	All Firms	All Firms	16	16	127.31		105.76	117.93	148.10	
0053	Chief Legal Officer	Industry Type	Other	11	11	132.88		105.75	126.52	163.41	
0053	Chief Legal Officer	Status	Government	9	9	123.33		107.68	118.64	136.62	
0053	Chief Legal Officer	Annual Revenue	50-250 Million	5	5	121.49		100.66	116.51	144.82	
0053	Chief Legal Officer	Annual Revenue	250-500 Million	5	5	118.47		99.34	105.77	143.94	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0053	Chief Legal Officer	Organizational Size	1,000 or more employees	8	8	139.67		122.58	136.62	161.27	
0052	Chief Operations Officer	All Firms	All Firms	25	30	105.65	66.68	81.83	107.15	127.84	144.23
0052	Chief Operations Officer	Industry Type	Healthcare	9	10	106.12		76.65	94.34	144.23	
0052	Chief Operations Officer	Industry Type	Other	12	16	106.32		85.13	111.91	127.84	
0052	Chief Operations Officer	Status	Profit	9	9	103.71		80.15	96.15	128.69	
0052	Chief Operations Officer	Status	Not-for-Profit	13	17	104.34		78.33	106.08	133.98	
0052	Chief Operations Officer	Annual Revenue	50-250 Million	12	16	106.32		89.20	108.05	122.87	
0052	Chief Operations Officer	Annual Revenue	>500 Million	5	5	127.72		101.17	119.88	158.18	
0052	Chief Operations Officer	Organizational Size	250-499 employees	9	9	86.95		72.61	87.53	108.05	
0052	Chief Operations Officer	Organizational Size	500-999 employees	6	8	119.78		90.26	133.98	144.23	
0052	Chief Operations Officer	Organizational Size	1,000 or more employees	6	9	120.77		110.45	119.35	131.94	
0058	Chief Sales and Marketing Officer	All Firms	All Firms	13	14	102.66		73.32	96.83	128.65	
0058	Chief Sales and Marketing Officer	Industry Type	Other	8	9	90.40		61.30	89.98	113.73	
0058	Chief Sales and Marketing Officer	Status	Profit	7	7	113.48		79.33	97.50	144.04	
0058	Chief Sales and Marketing Officer	Annual Revenue	50-250 Million	7	8	111.02		81.13	103.16	131.34	
0058	Chief Sales and Marketing Officer	Organizational Size	250-499 employees	5	5	115.03		81.13	108.81	152.03	
0303	Child Care Worker	All Firms	All Firms	6	195	16.14	14.00	15.00	17.00	17.50	17.79
0303	Child Care Worker	Status	Not-for-Profit	5	108	14.99	12.50	14.00	15.00	15.75	17.00
0012	Collector	All Firms	All Firms	10	169	18.02	15.35	16.53	17.77	19.61	20.90
0012	Collector	Industry Type	Healthcare	6	59	19.79	18.03	18.60	20.00	20.90	21.63
0012	Collector	Status	Profit	5	131	17.55	15.28	16.00	17.10	18.77	20.10
0012	Collector	Annual Revenue	>500 Million	5	44	20.07	18.11	18.63	20.27	21.08	21.78
0012	Collector	Organizational Size	1,000 or more employees	6	125	18.40	16.00	16.68	18.00	19.89	21.08
0644	Communications Specialist	All Firms	All Firms	13	30	29.54	19.17	21.54	28.92	34.78	43.45
0644	Communications Specialist	Industry Type	Other	7	20	31.01	18.28	21.54	31.27	39.50	45.57
0644	Communications Specialist	Status	Not-for-Profit	6	14	32.98		26.46	30.50	41.60	
0644	Communications Specialist	Status	Government	6	14	26.99		19.17	26.44	33.52	
0644	Communications Specialist	Annual Revenue	50-250 Million	5	7	30.88		20.60	28.86	41.54	
0644	Communications Specialist	Annual Revenue	>500 Million	6	20	29.72	18.28	23.37	29.50	34.78	43.47
0644	Communications Specialist	Organizational Size	1,000 or more employees	7	21	29.60	18.28	21.54	27.17	36.53	43.67
0402	Compensation Analyst	All Firms	All Firms	7	11	32.86		28.85	33.28	36.03	
0402	Compensation Analyst	Industry Type	Other	6	9	33.90		30.73	34.39	36.58	
0402	Compensation Analyst	Annual Revenue	>500 Million	5	9	32.81		28.18	33.28	35.63	
0402	Compensation Analyst	Organizational Size	1,000 or more employees	6	10	33.25		28.18	33.83	36.58	
0432	Compensation Analyst - Senior	All Firms	All Firms	5	7	45.92		44.12	45.53	46.20	
0432	Compensation Analyst - Senior	Organizational Size	1,000 or more employees	5	7	45.92		44.12	45.53	46.20	
0423	Compensation Manager	All Firms	All Firms	7	7	56.74		42.09	62.14	70.02	
0423	Compensation Manager	Organizational Size	1,000 or more employees	6	6	59.18		43.22	63.39	70.95	
0507	Computer Technician	All Firms	All Firms	11	49	23.46	19.50	22.03	23.18	25.06	27.03
0507	Computer Technician	Industry Type	Other	7	16	22.99		20.92	22.94	24.58	
0507	Computer Technician	Status	Not-for-Profit	7	36	23.47	19.50	21.14	23.17	25.36	27.31
0507	Computer Technician	Annual Revenue	50-250 Million	6	14	22.37		20.00	22.96	23.26	
0507	Computer Technician	Organizational Size	1,000 or more employees	5	37	23.85	19.50	22.69	23.48	25.71	27.13
2023	Construction Project Manager (New Construction)	All Firms	All Firms	7	22	55.79	42.43	44.47	53.39	67.79	76.92
2023	Construction Project Manager (New Construction)	Industry Type	Other	6	20	56.83	42.43	45.91	55.04	67.79	76.92
2023	Construction Project Manager (New Construction)	Organizational Size	1,000 or more employees	5	17	56.44		44.47	52.22	72.12	
0604	Contract Administrator	All Firms	All Firms	6	18	34.46		31.49	33.67	36.39	
0604	Contract Administrator	Industry Type	Other	5	17	34.08		31.49	33.65	35.65	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0013	Controller	All Firms	All Firms	29	37	65.78	43.52	47.82	57.69	77.41	101.10
0013	Controller	Industry Type	Manufacturing	6	6	64.52		44.96	54.47	94.15	
0013	Controller	Industry Type	Healthcare	7	13	61.90		46.48	55.29	76.49	
0013	Controller	Industry Type	Other	15	17	69.19		47.84	57.69	77.41	
0013	Controller	Status	Profit	16	22	66.70	43.52	45.89	56.63	88.04	96.15
0013	Controller	Status	Not-for-Profit	10	10	68.20		47.71	59.76	90.28	
0013	Controller	Annual Revenue	10-50 Million	6	6	47.39		41.44	46.26	54.47	
0013	Controller	Annual Revenue	50-250 Million	11	13	68.88		52.32	62.50	88.04	
0013	Controller	Annual Revenue	250-500 Million	5	5	61.87		52.94	65.66	68.90	
0013	Controller	Annual Revenue	>500 Million	6	12	74.81		48.78	58.09	98.70	
0013	Controller	Organizational Size	250-499 employees	9	9	63.93		47.71	57.97	83.33	
0013	Controller	Organizational Size	1,000 or more employees	9	15	70.37		48.85	60.88	77.89	
0324	Cook	All Firms	All Firms	11	141	16.86	15.02	15.89	16.50	18.18	18.82
0324	Cook	Industry Type	Healthcare	9	131	16.81	15.10	15.98	16.50	18.00	18.81
0324	Cook	Status	Not-for-Profit	6	66	17.13	15.00	15.75	17.27	18.50	18.99
0324	Cook	Annual Revenue	>500 Million	5	98	16.97	15.23	16.37	16.66	18.24	18.89
0308	Custodian I	All Firms	All Firms	38	752	15.70	12.86	15.00	16.36	16.80	17.20
0308	Custodian I	Industry Type	Municipality/Public Works	6	15	17.06		16.28	17.39	17.82	
0308	Custodian I	Industry Type	Healthcare	13	542	15.50	12.50	14.45	16.00	16.95	17.20
0308	Custodian I	Industry Type	Other	15	187	16.22	14.47	15.47	16.54	16.54	17.83
0308	Custodian I	Status	Profit	11	257	15.30	12.45	14.51	15.79	16.37	16.37
0308	Custodian I	Status	Not-for-Profit	16	334	15.72	12.50	14.35	16.75	17.20	17.20
0308	Custodian I	Status	Government	11	161	16.30	15.00	15.00	16.54	16.54	17.82
0308	Custodian I	Annual Revenue	10-50 Million	8	36	15.62	13.71	14.50	16.00	16.43	17.62
0308	Custodian I	Annual Revenue	50-250 Million	10	121	13.75	11.65	12.50	12.50	15.83	17.59
0308	Custodian I	Annual Revenue	>500 Million	13	554	16.16	14.45	15.34	16.37	17.11	17.20
0308	Custodian I	Organizational Size	1-99 employees	5	18	14.57		13.65	14.30	14.98	
0308	Custodian I	Organizational Size	100-249 employees	7	35	15.26	13.68	14.93	15.00	15.74	17.17
0308	Custodian I	Organizational Size	250-499 employees	9	93	14.01	12.50	12.50	12.88	15.92	16.89
0308	Custodian I	Organizational Size	1,000 or more employees	13	557	16.18	14.48	15.42	16.37	17.10	17.20
0334	Custodian II	All Firms	All Firms	15	150	17.40	14.00	15.64	17.70	19.00	19.16
0334	Custodian II	Industry Type	Healthcare	6	93	17.86	15.77	17.55	17.70	19.00	19.00
0334	Custodian II	Industry Type	Other	9	57	16.65	14.00	14.00	15.64	19.16	20.56
0334	Custodian II	Status	Not-for-Profit	9	98	16.40	14.00	15.00	17.05	17.70	18.00
0334	Custodian II	Annual Revenue	50-250 Million	5	52	16.47	14.00	14.00	15.38	19.16	20.56
0334	Custodian II	Annual Revenue	>500 Million	6	92	17.87	15.77	17.55	17.70	19.00	19.00
0334	Custodian II	Organizational Size	1,000 or more employees	6	106	17.59	15.40	16.78	17.70	19.00	19.00
0309	Custodian Supervisor	All Firms	All Firms	14	43	21.96	16.82	18.65	21.54	24.34	28.08
0309	Custodian Supervisor	Industry Type	Healthcare	6	32	21.11	17.80	18.82	21.19	23.02	25.62
0309	Custodian Supervisor	Industry Type	Other	7	10	23.96		16.89	21.18	34.36	
0309	Custodian Supervisor	Status	Not-for-Profit	8	22	20.53	14.39	18.00	19.83	24.92	26.31
0309	Custodian Supervisor	Annual Revenue	>500 Million	6	31	22.62	18.43	19.00	21.64	24.14	30.03
0309	Custodian Supervisor	Organizational Size	1,000 or more employees	6	31	22.62	18.43	19.00	21.64	24.14	30.03
0134	Customer Service Representative (Non-Call Center)	All Firms	All Firms	13	190	19.19	16.08	17.32	19.25	20.21	23.41
0134	Customer Service Representative (Non-Call Center)	Industry Type	Other	6	119	19.20	16.48	17.31	18.65	20.21	23.50
0134	Customer Service Representative (Non-Call Center)	Status	Profit	5	60	19.88	16.62	17.22	19.00	21.79	25.20
0134	Customer Service Representative (Non-Call Center)	Status	Government	5	100	19.38	16.52	18.17	19.34	20.07	22.97
0134	Customer Service Representative (Non-Call Center)	Annual Revenue	>500 Million	5	57	20.55	18.53	19.34	19.34	22.48	25.85

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0134	Customer Service Representative (Non-Call Center)	Organizational Size	1,000 or more employees	6	133	19.35	16.49	17.47	19.34	19.81	22.97
0654	Customer Service Representative I (Call Center)	All Firms	All Firms	20	517	17.28	15.00	15.50	16.69	18.21	20.46
0654	Customer Service Representative I (Call Center)	Industry Type	Healthcare	6	165	16.10	15.00	15.05	16.00	16.80	17.30
0654	Customer Service Representative I (Call Center)	Industry Type	Other	10	334	17.77	15.00	15.50	17.60	18.70	20.95
0654	Customer Service Representative I (Call Center)	Status	Profit	7	156	17.34	14.50	15.00	15.50	18.92	23.73
0654	Customer Service Representative I (Call Center)	Status	Not-for-Profit	7	208	16.49	15.00	16.00	16.50	16.83	17.32
0654	Customer Service Representative I (Call Center)	Status	Government	6	153	18.30	16.36	17.60	18.00	18.70	20.58
0654	Customer Service Representative I (Call Center)	Annual Revenue	50-250 Million	9	239	16.45	15.00	15.00	16.30	17.11	18.83
0654	Customer Service Representative I (Call Center)	Annual Revenue	>500 Million	5	80	17.40	13.01	17.47	17.60	18.70	18.70
0654	Customer Service Representative I (Call Center)	Organizational Size	250-499 employees	5	37	17.03	15.00	15.00	15.50	20.34	21.42
0654	Customer Service Representative I (Call Center)	Organizational Size	1,000 or more employees	9	361	17.63	15.00	16.12	17.50	18.40	20.69
0670	Customer Service Representative II (Call Center)	All Firms	All Firms	13	182	19.08	15.00	16.92	19.26	20.90	22.11
0670	Customer Service Representative II (Call Center)	Industry Type	Other	7	147	19.30	15.00	16.83	19.80	21.10	22.34
0670	Customer Service Representative II (Call Center)	Status	Profit	6	102	17.96	15.00	15.00	17.30	20.09	22.48
0670	Customer Service Representative II (Call Center)	Status	Government	6	77	20.50	19.25	19.26	19.80	22.00	22.00
0670	Customer Service Representative II (Call Center)	Annual Revenue	>500 Million	6	85	20.47	19.12	19.26	19.80	22.00	22.31
0670	Customer Service Representative II (Call Center)	Organizational Size	1,000 or more employees	8	149	19.26	15.00	16.92	19.79	21.07	22.30
0655	Customer Service Specialist/Team Leader	All Firms	All Firms	13	72	23.31	20.29	21.09	23.10	24.95	27.50
0655	Customer Service Specialist/Team Leader	Industry Type	Other	6	43	24.32	21.01	22.00	24.20	26.28	28.09
0655	Customer Service Specialist/Team Leader	Status	Profit	5	19	23.01		20.02	22.41	26.46	
0655	Customer Service Specialist/Team Leader	Status	Government	5	44	23.90	20.93	22.00	23.93	24.95	27.56
0655	Customer Service Specialist/Team Leader	Annual Revenue	50-250 Million	8	20	21.73	16.59	19.50	21.53	24.71	26.86
0655	Customer Service Specialist/Team Leader	Organizational Size	1,000 or more employees	6	56	23.59	20.90	21.35	23.10	24.80	27.50
0656	Customer Service Supervisor	All Firms	All Firms	17	89	30.83	23.29	26.00	29.77	32.11	44.66
0656	Customer Service Supervisor	Industry Type	Healthcare	5	16	27.04		25.03	26.24	29.74	
0656	Customer Service Supervisor	Industry Type	Other	9	67	31.61	22.89	27.14	30.26	32.80	45.51
0656	Customer Service Supervisor	Status	Profit	5	27	29.07	24.65	27.88	29.21	31.05	32.38
0656	Customer Service Supervisor	Status	Not-for-Profit	6	27	27.77	20.63	23.23	25.03	30.16	39.21
0656	Customer Service Supervisor	Status	Government	6	35	34.55	26.24	28.44	31.79	44.66	46.18
0656	Customer Service Supervisor	Annual Revenue	50-250 Million	9	35	29.02	21.36	23.64	28.89	31.65	38.04
0656	Customer Service Supervisor	Organizational Size	1,000 or more employees	7	72	30.66	23.26	27.09	29.81	31.81	44.66
0558	Cyber Security Analyst	All Firms	All Firms	12	20	45.45	31.46	36.78	46.69	54.20	56.50
0558	Cyber Security Analyst	Industry Type	Healthcare	5	9	45.62		31.46	49.60	54.61	
0558	Cyber Security Analyst	Industry Type	Other	5	9	46.65		39.68	45.67	55.85	
0558	Cyber Security Analyst	Status	Not-for-Profit	5	12	47.94		44.99	47.95	56.10	
0558	Cyber Security Analyst	Annual Revenue	>500 Million	6	13	45.54		32.90	47.70	56.10	
0558	Cyber Security Analyst	Organizational Size	1,000 or more employees	7	14	44.21		32.90	46.36	55.85	
0556	Data Analyst	All Firms	All Firms	11	31	35.80	27.41	30.53	35.39	39.81	44.47
0556	Data Analyst	Industry Type	Other	8	21	38.45	30.69	34.08	38.20	41.36	48.56
0556	Data Analyst	Status	Not-for-Profit	5	14	33.62		27.55	32.95	39.81	
0556	Data Analyst	Annual Revenue	>500 Million	5	22	34.48	27.17	28.24	32.69	37.98	48.56
0556	Data Analyst	Organizational Size	1,000 or more employees	6	23	34.74	27.17	28.80	32.69	38.94	48.56
0103	Data Entry Operator	All Firms	All Firms	8	198	18.11	16.32	16.78	17.82	19.07	21.42
0103	Data Entry Operator	Industry Type	Other	5	195	18.14	16.62	16.78	17.82	19.08	21.42
0516	Data Security Administrator	All Firms	All Firms	8	15	41.62		32.64	42.00	51.89	
0516	Data Security Administrator	Annual Revenue	>500 Million	5	12	39.11		31.74	37.55	43.19	
0516	Data Security Administrator	Organizational Size	1,000 or more employees	5	12	39.11		31.74	37.55	43.19	
0554	Database Administrator (DBA)	All Firms	All Firms	9	19	54.03		47.21	54.00	60.20	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0554	Database Administrator (DBA)	Industry Type	Other	7	13	55.52		44.72	57.98	63.18	
0554	Database Administrator (DBA)	Organizational Size	1,000 or more employees	6	16	54.02		47.44	54.00	59.72	
0505	Database Developer	All Firms	All Firms	9	37	46.40	31.43	36.15	48.29	54.43	59.72
0505	Database Developer	Industry Type	Other	5	28	48.98	34.33	40.77	49.35	57.25	60.71
0505	Database Developer	Status	Profit	5	23	51.10	35.53	48.12	50.13	58.81	60.71
0505	Database Developer	Organizational Size	1,000 or more employees	5	32	46.08	32.19	36.15	48.20	54.43	59.67
0506	Database Manager	All Firms	All Firms	9	10	53.55		44.57	52.09	61.62	
0714	Delivery Driver (Local, Large Volume)	All Firms	All Firms	6	72	26.02	20.06	23.06	27.61	29.50	29.50
0714	Delivery Driver (Local, Large Volume)	Industry Type	Other	5	71	26.13	20.10	23.11	27.65	29.50	29.50
0714	Delivery Driver (Local, Large Volume)	Status	Profit	6	72	26.02	20.06	23.06	27.61	29.50	29.50
0721	Delivery Driver (Local, Small Volume)	All Firms	All Firms	10	47	17.83	14.63	16.25	17.20	18.40	24.67
0721	Delivery Driver (Local, Small Volume)	Industry Type	Healthcare	5	16	17.28		16.89	17.20	18.27	
0721	Delivery Driver (Local, Small Volume)	Status	Not-for-Profit	5	27	17.25	15.04	17.00	17.20	18.00	18.71
0721	Delivery Driver (Local, Small Volume)	Annual Revenue	50-250 Million	5	18	16.84		15.70	17.00	17.62	
0721	Delivery Driver (Local, Small Volume)	Annual Revenue	>500 Million	5	29	18.44	14.50	16.46	17.20	19.19	25.31
0721	Delivery Driver (Local, Small Volume)	Organizational Size	1,000 or more employees	6	38	17.98	14.50	16.07	17.19	18.51	25.29
0612	Digital Marketing Strategist	All Firms	All Firms	12	13	30.93		25.05	30.13	37.61	
0612	Digital Marketing Strategist	Industry Type	Other	10	11	30.95		24.60	30.13	39.15	
0612	Digital Marketing Strategist	Status	Not-for-Profit	6	6	25.91		22.40	25.50	29.84	
0612	Digital Marketing Strategist	Organizational Size	1,000 or more employees	5	5	35.03		25.50	39.15	42.49	
0700	Dispatcher - Transportation	All Firms	All Firms	5	27	21.57	18.00	18.85	22.06	22.85	27.37
0106	Duplicating Machine Operator	All Firms	All Firms	6	11	19.70		17.24	19.78	21.50	
0106	Duplicating Machine Operator	Annual Revenue	>500 Million	5	10	19.94		17.82	20.17	21.98	
0106	Duplicating Machine Operator	Organizational Size	1,000 or more employees	5	10	19.94		17.82	20.17	21.98	
0325	Electrician	All Firms	All Firms	11	21	23.98	18.73	21.18	23.10	26.13	30.94
0325	Electrician	Industry Type	Healthcare	5	8	24.70		21.18	23.40	28.14	
0325	Electrician	Industry Type	Other	6	13	23.54		20.84	23.10	24.42	
0325	Electrician	Annual Revenue	>500 Million	8	17	23.31		21.18	23.10	24.64	
0325	Electrician	Organizational Size	1,000 or more employees	8	17	23.31		21.18	23.10	24.64	
0338	Electrician - Journeyman	All Firms	All Firms	11	54	29.42	26.24	26.87	29.29	30.80	32.68
0338	Electrician - Journeyman	Industry Type	Other	7	27	31.23	27.78	29.70	30.80	32.39	37.16
0338	Electrician - Journeyman	Status	Profit	5	8	32.65		30.00	31.96	34.70	
0338	Electrician - Journeyman	Annual Revenue	>500 Million	7	47	29.16	26.24	26.87	28.78	30.80	32.55
0338	Electrician - Journeyman	Organizational Size	1,000 or more employees	8	48	29.31	26.24	26.87	28.96	30.80	32.68
0342	Electrician - Master Level	All Firms	All Firms	6	12	41.08		37.43	41.16	44.62	
0342	Electrician - Master Level	Status	Government	5	8	38.57		36.45	37.94	41.16	
0418	Employment Recruiter	All Firms	All Firms	27	76	29.89	19.91	23.93	29.31	33.65	42.69
0418	Employment Recruiter	Industry Type	Healthcare	9	24	29.48	20.80	26.15	30.15	33.41	34.74
0418	Employment Recruiter	Industry Type	Other	15	49	30.28	19.34	23.29	28.85	36.40	43.27
0418	Employment Recruiter	Status	Profit	13	26	32.90	22.26	28.09	31.81	39.66	43.17
0418	Employment Recruiter	Status	Not-for-Profit	11	38	27.12	19.09	21.41	25.71	31.05	39.01
0418	Employment Recruiter	Annual Revenue	50-250 Million	9	28	25.38	19.09	21.20	23.29	25.71	38.81
0418	Employment Recruiter	Annual Revenue	250-500 Million	5	11	31.68		26.44	28.85	42.31	
0418	Employment Recruiter	Annual Revenue	>500 Million	10	34	33.56	27.45	29.53	32.64	36.61	42.42
0418	Employment Recruiter	Organizational Size	250-499 employees	6	7	26.57		21.36	22.72	30.53	
0418	Employment Recruiter	Organizational Size	500-999 employees	5	10	30.59		22.84	29.40	40.15	
0418	Employment Recruiter	Organizational Size	1,000 or more employees	13	56	30.33	20.31	25.13	30.04	33.65	41.94
0212	Engineer	All Firms	All Firms	14	169	46.93	36.82	39.56	44.07	51.53	61.33

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0212	Engineer	Industry Type	Municipality/Public Works	5	26	50.20	36.51	45.46	50.25	56.08	61.33
0212	Engineer	Industry Type	Other	8	135	46.46	36.63	39.42	42.63	51.10	63.33
0212	Engineer	Status	Government	10	68	45.37	36.18	39.23	43.97	50.25	58.18
0212	Engineer	Annual Revenue	>500 Million	6	136	46.08	36.82	39.49	43.35	49.40	61.37
0212	Engineer	Organizational Size	1,000 or more employees	8	142	46.03	36.76	39.44	42.96	49.83	61.37
0209	Engineering Director	All Firms	All Firms	10	12	79.36		69.08	78.40	86.74	
0209	Engineering Director	Industry Type	Municipality/Public Works	5	6	73.95		60.46	74.66	86.74	
0209	Engineering Director	Status	Government	6	8	75.06		69.08	75.95	83.29	
0206	Engineering Manager	All Firms	All Firms	14	108	74.87	61.73	69.49	74.27	80.18	90.24
0206	Engineering Manager	Industry Type	Other	7	89	76.53	67.14	70.59	74.71	81.57	91.60
0206	Engineering Manager	Status	Profit	5	19	72.57		56.88	74.04	87.35	
0206	Engineering Manager	Status	Government	7	26	70.65	61.39	66.12	72.23	75.85	78.43
0206	Engineering Manager	Annual Revenue	>500 Million	7	96	76.24	65.97	70.34	74.79	81.11	91.05
0206	Engineering Manager	Organizational Size	1,000 or more employees	8	97	76.07	64.57	70.17	74.71	81.11	91.05
0214	Engineering Technician	All Firms	All Firms	7	36	27.85	21.63	24.40	26.83	31.31	35.07
0214	Engineering Technician	Status	Government	5	32	27.73	21.63	23.40	26.83	31.24	35.07
0351	Environmental Service Manager	All Firms	All Firms	13	16	28.86		20.43	28.45	32.65	
0351	Environmental Service Manager	Industry Type	Healthcare	8	11	25.84		19.68	26.50	30.62	
0351	Environmental Service Manager	Industry Type	Other	5	5	35.51		24.19	37.57	45.79	
0351	Environmental Service Manager	Status	Profit	5	6	30.16		23.84	28.83	37.82	
0351	Environmental Service Manager	Status	Not-for-Profit	6	8	24.40		18.79	22.83	30.24	
0351	Environmental Service Manager	Annual Revenue	50-250 Million	5	7	28.73		18.51	25.97	43.51	
0351	Environmental Service Manager	Annual Revenue	>500 Million	5	6	29.84		22.78	31.38	35.36	
0351	Environmental Service Manager	Organizational Size	1,000 or more employees	5	6	30.31		18.79	29.32	42.82	
0131	Event Coordinator	All Firms	All Firms	16	34	21.73	15.78	18.75	22.63	24.47	27.44
0131	Event Coordinator	Industry Type	Other	10	15	20.41		15.85	19.36	24.35	
0131	Event Coordinator	Status	Not-for-Profit	5	9	18.30		15.41	17.00	21.91	
0131	Event Coordinator	Status	Government	8	22	22.69	18.75	19.30	22.67	26.53	27.44
0131	Event Coordinator	Organizational Size	1,000 or more employees	7	20	23.53	19.23	19.51	22.67	26.95	27.44
0139	Event Manager	All Firms	All Firms	12	12	36.65		32.17	36.06	40.05	
0139	Event Manager	Industry Type	Other	6	6	39.30		34.58	37.31	46.01	
0139	Event Manager	Status	Profit	5	5	41.32		35.65	41.54	46.89	
0139	Event Manager	Status	Not-for-Profit	5	5	34.32		30.47	36.06	37.31	
0054	Executive Vice President	All Firms	All Firms	20	33	110.91	70.19	76.82	101.87	120.70	196.67
0054	Executive Vice President	Industry Type	Other	13	24	110.06	66.94	73.35	101.88	120.70	196.67
0054	Executive Vice President	Status	Profit	8	15	129.38		84.14	112.98	192.81	
0054	Executive Vice President	Status	Not-for-Profit	7	11	92.82		70.67	91.04	101.87	
0054	Executive Vice President	Status	Government	5	7	99.75		74.58	103.71	125.04	
0054	Executive Vice President	Annual Revenue	10-50 Million	5	6	83.40		66.41	73.19	110.60	
0054	Executive Vice President	Annual Revenue	50-250 Million	5	7	121.72		79.06	101.87	168.26	
0054	Executive Vice President	Annual Revenue	250-500 Million	7	15	101.03		84.14	101.89	116.27	
0054	Executive Vice President	Organizational Size	1,000 or more employees	6	16	118.10		81.75	103.55	142.13	
0107	File Clerk	All Firms	All Firms	6	28	19.71	15.99	17.17	19.24	22.15	24.78
0044	Finance Director	All Firms	All Firms	17	26	73.75	54.30	64.81	73.77	82.98	89.14
0044	Finance Director	Industry Type	Healthcare	5	11	71.30		59.05	72.50	76.80	
0044	Finance Director	Industry Type	Other	7	10	75.92		64.81	80.06	86.86	
0044	Finance Director	Status	Not-for-Profit	8	10	71.52		54.30	70.04	89.14	
0044	Finance Director	Status	Government	6	12	75.37		72.50	73.77	78.85	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	
0044	Finance Director	Annual Revenue	50-250 Million	7	9	73.00		61.64	73.68	85.44		
0044	Finance Director	Annual Revenue	>500 Million	5	12	76.42		71.99	74.67	82.98		
0044	Finance Director	Organizational Size	250-499 employees	5	5	70.01		57.65	73.68	80.53		
0044	Finance Director	Organizational Size	1,000 or more employees	6	14	74.87		66.83	72.70	82.98		
0024	Finance Manager	All Firms	All Firms	13	45	51.70	41.62	47.23	50.56	55.79	61.55	
0024	Finance Manager	Industry Type	Other	7	11	52.91		46.00	50.56	60.31		
0024	Finance Manager	Status	Not-for-Profit	5	9	52.77		41.62	56.02	59.97		
0024	Finance Manager	Status	Government	5	32	50.94	45.13	47.38	49.57	54.21	59.08	
0024	Finance Manager	Annual Revenue	50-250 Million	6	7	58.12		56.02	58.52	61.68		
0024	Finance Manager	Annual Revenue	>500 Million	6	37	50.22	41.62	47.11	49.13	53.56	58.40	
0024	Finance Manager	Organizational Size	1,000 or more employees	8	39	50.12	41.11	47.11	49.13	53.85	58.52	
0017	Financial Analyst (Degreed)	All Firms	All Firms	15	97	32.34	29.46	29.95	31.73	34.62	38.04	
0017	Financial Analyst (Degreed)	Industry Type	Healthcare	5	80	31.90	29.62	29.95	31.23	34.16	36.91	
0017	Financial Analyst (Degreed)	Industry Type	Other	6	13	35.30		31.13	33.65	40.10		
0017	Financial Analyst (Degreed)	Status	Profit	5	12	33.80		30.15	32.87	37.72		
0017	Financial Analyst (Degreed)	Status	Government	7	72	32.52	29.95	29.95	31.74	34.47	36.77	
0017	Financial Analyst (Degreed)	Annual Revenue	>500 Million	7	86	32.05	29.49	29.95	31.25	34.16	37.33	
0017	Financial Analyst (Degreed)	Organizational Size	1,000 or more employees	8	87	32.09	29.49	29.95	31.25	34.32	37.33	
0031	Financial Analyst, Senior (Degreed)	All Firms	All Firms	10	36	41.85	35.66	38.03	41.49	44.69	49.92	
0031	Financial Analyst, Senior (Degreed)	Industry Type	Other	6	15	44.82		41.76	43.98	49.24		
0031	Financial Analyst, Senior (Degreed)	Status	Government	5	28	40.73	35.66	37.55	40.19	42.95	48.43	
0031	Financial Analyst, Senior (Degreed)	Annual Revenue	50-250 Million	5	10	41.37		36.19	41.49	46.03		
0031	Financial Analyst, Senior (Degreed)	Annual Revenue	>500 Million	5	26	42.04	36.22	38.03	41.38	45.44	50.46	
0031	Financial Analyst, Senior (Degreed)	Organizational Size	1,000 or more employees	6	31	41.82	36.58	38.08	41.23	44.16	49.84	
0701	Fleet Manager	All Firms	All Firms	9	11	43.59		35.70	46.27	48.53		
0701	Fleet Manager	Industry Type	Other	6	8	43.76		40.69	46.44	47.91		
0701	Fleet Manager	Status	Government	6	8	43.98		38.10	46.96	48.62		
0701	Fleet Manager	Annual Revenue	50-250 Million	6	8	44.54		40.69	46.44	48.62		
0348	Food Service Manager	All Firms	All Firms	6	6	26.54		19.35	26.35	33.91		
0304	Food Service Supervisor	All Firms	All Firms	5	16	21.83		20.86	21.82	23.05		
0305	Food Service Worker	All Firms	All Firms	11	367	15.64	13.65	14.37	15.79	16.75	17.20	
0305	Food Service Worker	Industry Type	Healthcare	8	355	15.57	13.64	14.41	15.80	16.75	17.20	
0305	Food Service Worker	Status	Not-for-Profit	6	139	16.73	14.55	16.07	16.78	17.20	17.42	
0305	Food Service Worker	Annual Revenue	>500 Million	6	343	15.74	13.75	14.47	16.09	16.75	17.20	
0305	Food Service Worker	Organizational Size	1,000 or more employees	6	343	15.74	13.75	14.47	16.09	16.75	17.20	
0702	Forklift Operator	All Firms	All Firms	7	130	20.42	17.34	19.38	20.85	21.50	22.00	
0702	Forklift Operator	Status	Profit	6	126	20.54	17.66	19.48	21.00	21.50	22.00	
0702	Forklift Operator	Organizational Size	1,000 or more employees	5	123	20.52	17.66	19.45	20.97	21.50	22.00	
0108	General Office Clerk I	All Firms	All Firms	15	395	17.64	15.95	16.67	17.16	18.43	20.10	
0108	General Office Clerk I	Industry Type	Healthcare	5	75	16.78	14.40	15.56	17.16	18.00	18.72	
0108	General Office Clerk I	Industry Type	Other	9	318	17.83	16.54	16.75	17.15	18.53	20.35	
0108	General Office Clerk I	Status	Not-for-Profit	5	30	15.77	13.67	14.40	15.20	16.77	17.60	
0108	General Office Clerk I	Status	Government	7	355	17.86	16.60	16.78	17.27	18.50	20.21	
0108	General Office Clerk I	Annual Revenue	>500 Million	8	371	17.46	16.09	16.67	17.15	18.15	19.87	
0108	General Office Clerk I	Organizational Size	1,000 or more employees	9	380	17.59	16.13	16.70	17.15	18.27	19.95	
0132	General Office Clerk II	All Firms	All Firms	16	694	19.49	17.12	17.98	19.04	20.53	22.46	
0132	General Office Clerk II	Industry Type	Other	12	538	19.52	17.12	17.90	19.04	20.56	22.75	
0132	General Office Clerk II	Status	Government	8	599	19.75	17.18	18.15	19.16	20.90	22.90	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0132	General Office Clerk II	Annual Revenue	50-250 Million	6	137	20.66	18.19	19.16	19.50	21.65	25.12
0132	General Office Clerk II	Annual Revenue	>500 Million	8	550	19.16	17.12	17.79	18.66	20.07	22.07
0132	General Office Clerk II	Organizational Size	1,000 or more employees	10	565	19.20	17.12	17.79	18.69	20.08	22.11
0639	Grant Writer	All Firms	All Firms	8	19	33.26		30.77	32.68	34.66	
0639	Grant Writer	Status	Not-for-Profit	6	11	34.73		30.10	32.89	41.74	
0616	Graphics Designer I	All Firms	All Firms	5	5	24.52		20.25	24.35	28.88	
0617	Graphics Designer II	All Firms	All Firms	13	21	29.74	23.80	24.76	26.13	34.75	41.43
0617	Graphics Designer II	Industry Type	Other	12	16	30.95		24.88	28.21	38.97	
0617	Graphics Designer II	Status	Not-for-Profit	7	9	28.50		24.40	25.52	34.38	
0617	Graphics Designer II	Organizational Size	1,000 or more employees	6	13	31.98		25.17	28.81	39.56	
0306	Groundskeeper	All Firms	All Firms	16	193	17.25	16.20	16.20	17.00	17.79	18.74
0306	Groundskeeper	Industry Type	Municipality/Public Works	5	11	20.26		19.19	21.42	22.14	
0306	Groundskeeper	Industry Type	Other	7	127	16.74	15.00	16.20	16.54	17.04	18.71
0306	Groundskeeper	Status	Not-for-Profit	6	67	16.45	15.00	16.20	16.20	16.50	18.74
0306	Groundskeeper	Status	Government	9	125	17.66	16.54	16.55	17.73	17.91	19.19
0306	Groundskeeper	Annual Revenue	50-250 Million	6	67	16.70	15.00	16.20	16.20	16.82	19.05
0306	Groundskeeper	Organizational Size	250-499 employees	5	9	17.37		15.58	16.07	20.22	
0306	Groundskeeper	Organizational Size	1,000 or more employees	5	172	17.08	16.20	16.20	16.96	17.73	18.14
0307	Groundskeeping Supervisor	All Firms	All Firms	5	8	23.50		20.98	24.34	25.53	
2012	Heavy Equipment Operator	All Firms	All Firms	9	261	22.51	18.20	21.29	23.54	24.69	25.18
2012	Heavy Equipment Operator	Industry Type	Other	6	156	21.98	17.82	19.19	23.60	23.60	25.17
2012	Heavy Equipment Operator	Status	Government	6	256	22.47	18.13	21.29	23.52	24.67	25.18
2012	Heavy Equipment Operator	Organizational Size	1,000 or more employees	5	239	22.57	18.07	21.59	23.60	24.69	25.18
0508	Help Desk Supervisor	All Firms	All Firms	15	19	33.97		30.46	32.83	36.53	
0508	Help Desk Supervisor	Industry Type	Healthcare	6	6	31.34		28.36	31.24	34.44	
0508	Help Desk Supervisor	Industry Type	Other	7	11	34.40		28.85	32.96	39.22	
0508	Help Desk Supervisor	Status	Not-for-Profit	6	6	30.68		27.55	30.56	33.93	
0508	Help Desk Supervisor	Status	Government	6	9	35.80		31.91	36.42	40.87	
0508	Help Desk Supervisor	Annual Revenue	50-250 Million	5	7	34.09		27.50	32.96	42.52	
0508	Help Desk Supervisor	Annual Revenue	>500 Million	5	6	32.21		30.56	31.39	34.68	
0508	Help Desk Supervisor	Organizational Size	1,000 or more employees	8	12	34.10		30.72	32.90	36.29	
0521	Help Desk Technician I	All Firms	All Firms	32	232	21.22	17.04	18.04	20.65	22.98	26.47
0521	Help Desk Technician I	Industry Type	Healthcare	8	59	21.77	18.25	19.56	20.83	24.82	26.01
0521	Help Desk Technician I	Industry Type	Other	18	161	20.68	17.04	17.04	20.09	22.27	25.96
0521	Help Desk Technician I	Status	Profit	11	61	23.59	17.74	18.77	22.18	27.68	30.40
0521	Help Desk Technician I	Status	Not-for-Profit	11	126	19.41	17.04	17.04	18.30	21.00	22.88
0521	Help Desk Technician I	Status	Government	10	45	23.10	20.63	21.05	22.60	24.99	26.32
0521	Help Desk Technician I	Annual Revenue	50-250 Million	11	96	19.94	17.04	17.04	18.04	22.30	26.48
0521	Help Desk Technician I	Annual Revenue	250-500 Million	5	18	21.84		18.83	20.55	25.00	
0521	Help Desk Technician I	Annual Revenue	>500 Million	12	113	21.93	18.25	19.77	21.26	23.00	26.47
0521	Help Desk Technician I	Organizational Size	100-249 employees	5	5	22.89		20.21	24.04	25.00	
0521	Help Desk Technician I	Organizational Size	250-499 employees	7	13	24.75		21.68	24.81	27.76	
0521	Help Desk Technician I	Organizational Size	1,000 or more employees	15	193	20.47	17.04	17.74	20.00	21.95	24.99
0526	Help Desk Technician II	All Firms	All Firms	29	114	25.63	18.04	20.91	25.24	29.08	33.77
0526	Help Desk Technician II	Industry Type	Healthcare	6	26	23.38	18.88	20.12	22.76	26.24	30.01
0526	Help Desk Technician II	Industry Type	Other	17	78	26.45	18.04	22.74	25.26	30.38	34.36
0526	Help Desk Technician II	Status	Profit	8	22	31.24	24.94	26.50	30.00	34.25	41.95
0526	Help Desk Technician II	Status	Not-for-Profit	9	48	21.95	18.04	18.04	20.37	25.18	29.14

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0526	Help Desk Technician II	Status	Government	12	44	26.84	22.92	23.69	25.77	29.43	32.77
0526	Help Desk Technician II	Annual Revenue	50-250 Million	8	29	21.43	18.04	18.04	18.04	24.37	29.46
0526	Help Desk Technician II	Annual Revenue	250-500 Million	5	13	24.27		19.25	25.29	28.60	
0526	Help Desk Technician II	Annual Revenue	>500 Million	12	68	27.88	21.79	24.40	26.42	31.09	35.41
0526	Help Desk Technician II	Organizational Size	500-999 employees	5	15	24.99		19.43	25.50	29.39	
0526	Help Desk Technician II	Organizational Size	1,000 or more employees	14	84	26.14	18.04	22.73	25.26	29.47	34.02
0420	HRIS Analyst	All Firms	All Firms	15	28	29.39	24.82	27.32	28.78	32.22	34.38
0420	HRIS Analyst	Industry Type	Other	11	22	29.03	24.82	26.91	28.62	32.35	34.00
0420	HRIS Analyst	Status	Profit	6	11	28.70		26.59	28.60	33.34	
0420	HRIS Analyst	Status	Government	5	11	30.03		27.41	29.76	32.88	
0420	HRIS Analyst	Annual Revenue	50-250 Million	5	7	29.19		27.40	28.93	32.26	
0420	HRIS Analyst	Annual Revenue	>500 Million	6	12	29.76		27.00	29.49	32.35	
0420	HRIS Analyst	Organizational Size	1,000 or more employees	11	23	29.62	26.00	27.40	28.99	32.26	34.00
0409	Human Resources Assistant (Nonexempt)	All Firms	All Firms	22	46	20.66	16.64	18.08	20.68	22.83	24.56
0409	Human Resources Assistant (Nonexempt)	Industry Type	Healthcare	6	17	20.29		16.95	21.50	23.04	
0409	Human Resources Assistant (Nonexempt)	Industry Type	Other	11	23	20.96	18.03	18.69	19.85	23.28	24.88
0409	Human Resources Assistant (Nonexempt)	Status	Profit	8	18	21.16		18.03	21.82	23.66	
0409	Human Resources Assistant (Nonexempt)	Status	Not-for-Profit	7	17	20.56		17.49	21.50	23.32	
0409	Human Resources Assistant (Nonexempt)	Status	Government	7	11	19.99		18.69	19.08	22.38	
0409	Human Resources Assistant (Nonexempt)	Annual Revenue	50-250 Million	8	11	19.62		16.50	19.56	22.66	
0409	Human Resources Assistant (Nonexempt)	Annual Revenue	>500 Million	7	22	21.54	18.10	18.92	21.97	23.66	24.68
0409	Human Resources Assistant (Nonexempt)	Organizational Size	100-249 employees	5	7	18.89		16.50	18.77	22.38	
0409	Human Resources Assistant (Nonexempt)	Organizational Size	250-499 employees	5	7	18.61		16.93	17.78	22.51	
0409	Human Resources Assistant (Nonexempt)	Organizational Size	1,000 or more employees	10	29	21.62	18.10	19.32	21.94	23.42	25.00
0419	Human Resources Assistant Director	All Firms	All Firms	6	6	58.37		45.56	60.97	68.60	
0433	Human Resources Business Partner	All Firms	All Firms	13	40	39.68	30.69	34.14	35.75	41.90	55.22
0433	Human Resources Business Partner	Industry Type	Other	9	23	42.85	29.24	32.69	41.60	48.08	64.10
0433	Human Resources Business Partner	Status	Profit	6	13	47.80		36.45	45.67	60.17	
0433	Human Resources Business Partner	Status	Government	5	24	35.89	29.46	34.14	34.41	38.70	41.90
0433	Human Resources Business Partner	Annual Revenue	>500 Million	8	34	40.18	29.92	34.14	36.47	42.21	60.17
0433	Human Resources Business Partner	Organizational Size	1,000 or more employees	9	35	40.24	29.92	34.14	35.09	42.23	60.17
0410	Human Resources Clerk	All Firms	All Firms	12	44	20.21	17.49	18.51	19.82	21.26	24.37
0410	Human Resources Clerk	Industry Type	Healthcare	5	9	20.81		19.71	20.65	21.00	
0410	Human Resources Clerk	Industry Type	Other	5	33	20.19	17.47	18.21	19.70	21.52	24.37
0410	Human Resources Clerk	Status	Profit	6	8	19.97		19.27	19.76	21.00	
0410	Human Resources Clerk	Annual Revenue	50-250 Million	5	7	20.77		18.00	19.82	22.23	
0410	Human Resources Clerk	Organizational Size	1,000 or more employees	5	35	20.19	17.47	18.43	19.83	21.35	24.37
0411	Human Resources Director	All Firms	All Firms	35	40	61.38	44.86	50.37	57.60	72.13	82.65
0411	Human Resources Director	Industry Type	Municipality/Public Works	7	7	54.82		47.82	55.48	57.69	
0411	Human Resources Director	Industry Type	Manufacturing	5	5	68.71		52.88	69.93	83.92	
0411	Human Resources Director	Industry Type	Healthcare	9	10	65.18		49.37	60.10	86.90	
0411	Human Resources Director	Industry Type	Other	14	18	59.79		50.08	55.32	70.96	
0411	Human Resources Director	Status	Profit	12	13	66.58		55.66	61.03	78.58	
0411	Human Resources Director	Status	Not-for-Profit	12	16	60.09		47.83	58.01	67.23	
0411	Human Resources Director	Status	Government	11	11	57.11		50.03	53.06	57.69	
0411	Human Resources Director	Annual Revenue	10-50 Million	6	6	47.09		38.21	47.95	55.11	
0411	Human Resources Director	Annual Revenue	50-250 Million	13	16	62.53		52.26	60.30	68.77	
0411	Human Resources Director	Annual Revenue	250-500 Million	6	7	57.42		44.18	57.69	61.03	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Base Wage				
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0411	Human Resources Director	Annual Revenue	>500 Million	7	8	76.24		64.52	79.17	88.39	
0411	Human Resources Director	Organizational Size	100-249 employees	8	8	57.15		49.05	53.37	63.81	
0411	Human Resources Director	Organizational Size	250-499 employees	9	9	60.42		53.81	57.69	64.32	
0411	Human Resources Director	Organizational Size	500-999 employees	6	8	61.33		47.71	62.98	71.97	
0411	Human Resources Director	Organizational Size	1,000 or more employees	9	12	68.73		53.09	68.71	82.07	
0408	Human Resources Generalist I	All Firms	All Firms	23	47	28.52	22.46	26.32	28.85	31.25	32.90
0408	Human Resources Generalist I	Industry Type	Municipality/Public Works	6	7	28.77		26.46	29.04	30.30	
0408	Human Resources Generalist I	Industry Type	Healthcare	9	26	29.62	23.22	26.48	31.00	31.83	34.53
0408	Human Resources Generalist I	Industry Type	Other	7	12	25.95		22.57	26.81	28.56	
0408	Human Resources Generalist I	Status	Profit	6	9	28.93		25.66	28.85	31.24	
0408	Human Resources Generalist I	Status	Not-for-Profit	8	10	27.06		23.33	26.47	31.22	
0408	Human Resources Generalist I	Status	Government	9	28	28.91	21.90	27.53	29.41	31.25	32.90
0408	Human Resources Generalist I	Annual Revenue	50-250 Million	8	11	27.96		24.52	27.89	31.23	
0408	Human Resources Generalist I	Annual Revenue	>500 Million	9	30	29.22	22.46	26.83	30.15	31.46	32.90
0408	Human Resources Generalist I	Organizational Size	250-499 employees	8	11	27.96		26.32	26.48	31.23	
0408	Human Resources Generalist I	Organizational Size	1,000 or more employees	7	26	29.07	21.90	27.59	30.15	31.25	32.90
0429	Human Resources Generalist II	All Firms	All Firms	32	59	33.11	25.16	28.95	32.87	36.87	39.50
0429	Human Resources Generalist II	Industry Type	Healthcare	8	18	32.75		27.69	32.15	36.67	
0429	Human Resources Generalist II	Industry Type	Other	17	34	33.02	24.68	28.55	32.75	37.84	41.38
0429	Human Resources Generalist II	Status	Profit	13	21	35.37	25.22	30.73	36.06	40.34	43.92
0429	Human Resources Generalist II	Status	Not-for-Profit	10	19	30.67		27.29	29.33	33.65	
0429	Human Resources Generalist II	Status	Government	9	19	33.05		29.80	34.30	36.69	
0429	Human Resources Generalist II	Annual Revenue	50-250 Million	12	20	31.68	26.96	28.95	31.11	33.63	38.61
0429	Human Resources Generalist II	Annual Revenue	250-500 Million	5	11	33.99		31.25	33.65	36.61	
0429	Human Resources Generalist II	Annual Revenue	>500 Million	8	18	35.03		31.83	36.67	37.84	
0429	Human Resources Generalist II	Organizational Size	1-99 employees	5	8	31.19		25.14	28.98	37.10	
0429	Human Resources Generalist II	Organizational Size	250-499 employees	8	9	33.62		30.47	32.87	36.78	
0429	Human Resources Generalist II	Organizational Size	1,000 or more employees	12	28	34.23	25.08	29.20	36.60	37.50	41.38
0422	Human Resources Manager (Large Organization)	All Firms	All Firms	20	24	45.89	31.97	39.15	45.82	51.85	63.79
0422	Human Resources Manager (Large Organization)	Industry Type	Healthcare	6	6	44.14		36.06	46.35	50.01	
0422	Human Resources Manager (Large Organization)	Industry Type	Other	7	11	42.32		37.50	43.27	47.83	
0422	Human Resources Manager (Large Organization)	Status	Profit	7	10	50.96		44.62	49.93	58.47	
0422	Human Resources Manager (Large Organization)	Status	Not-for-Profit	9	10	41.25		35.58	41.63	46.35	
0422	Human Resources Manager (Large Organization)	Annual Revenue	50-250 Million	11	12	45.83		37.99	41.64	52.48	
0422	Human Resources Manager (Large Organization)	Organizational Size	250-499 employees	8	8	47.46		38.76	45.24	58.51	
0422	Human Resources Manager (Large Organization)	Organizational Size	500-999 employees	5	5	46.77		40.87	48.39	51.85	
0422	Human Resources Manager (Large Organization)	Organizational Size	1,000 or more employees	6	10	42.42		35.58	44.28	47.95	
0412	Human Resources Manager (Small Organization)	All Firms	All Firms	8	10	39.53		30.33	37.24	50.77	
0412	Human Resources Manager (Small Organization)	Status	Government	5	7	39.15		28.01	38.42	50.57	
0310	HVAC Mechanic I	All Firms	All Firms	8	48	23.86	20.91	22.79	23.44	24.75	28.17
0310	HVAC Mechanic I	Industry Type	Healthcare	6	40	23.53	22.35	22.92	23.44	24.54	25.11
0310	HVAC Mechanic I	Annual Revenue	>500 Million	7	47	23.81	20.91	22.67	23.44	24.54	28.17
0310	HVAC Mechanic I	Organizational Size	1,000 or more employees	7	47	23.81	20.91	22.67	23.44	24.54	28.17
0339	HVAC Mechanic II	All Firms	All Firms	10	17	29.63		25.95	29.35	33.62	
0339	HVAC Mechanic II	Industry Type	Other	6	12	30.32		25.95	30.43	34.32	
0339	HVAC Mechanic II	Annual Revenue	>500 Million	6	12	29.44		25.95	29.27	32.14	
0339	HVAC Mechanic II	Organizational Size	1,000 or more employees	6	12	29.44		25.95	29.27	32.14	
0724	Inventory Analyst	All Firms	All Firms	8	41	21.37	17.70	18.47	20.88	23.60	26.47

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0724	Inventory Analyst	Organizational Size	1,000 or more employees	5	34	21.28	17.70	18.37	20.09	24.33	27.03
0704	Inventory Clerk	All Firms	All Firms	10	23	20.13	17.50	18.12	19.00	21.74	24.00
0704	Inventory Clerk	Industry Type	Other	5	15	20.63		18.57	19.30	21.74	
0704	Inventory Clerk	Status	Profit	6	14	21.17		18.54	21.69	22.57	
0704	Inventory Clerk	Annual Revenue	>500 Million	5	15	20.62		18.57	19.30	21.74	
0704	Inventory Clerk	Organizational Size	1,000 or more employees	5	15	20.62		18.57	19.30	21.74	
0705	Inventory Control Manager	All Firms	All Firms	9	13	39.23		31.03	38.63	45.76	
0705	Inventory Control Manager	Industry Type	Other	5	6	44.13		30.62	45.16	56.61	
0705	Inventory Control Manager	Organizational Size	1,000 or more employees	5	8	41.84		35.87	41.52	45.76	
0546	IS Director	All Firms	All Firms	29	45	72.43	50.46	61.12	72.74	81.74	90.59
0546	IS Director	Industry Type	Healthcare	10	16	66.26		58.64	62.27	74.28	
0546	IS Director	Industry Type	Other	15	25	76.81	50.25	68.48	79.59	87.55	93.88
0546	IS Director	Status	Profit	10	20	77.40	52.80	64.76	79.91	88.68	93.88
0546	IS Director	Status	Not-for-Profit	11	14	66.18		54.04	63.03	76.88	
0546	IS Director	Status	Government	8	11	71.33		65.00	72.16	79.65	
0546	IS Director	Annual Revenue	50-250 Million	13	13	63.31		55.06	64.91	69.99	
0546	IS Director	Annual Revenue	>500 Million	8	24	78.95	52.80	74.28	79.66	88.68	93.28
0546	IS Director	Organizational Size	250-499 employees	7	7	64.18		55.02	65.00	69.71	
0546	IS Director	Organizational Size	500-999 employees	8	8	70.37		60.59	69.23	78.07	
0546	IS Director	Organizational Size	1,000 or more employees	11	27	76.55	50.46	67.25	79.59	88.56	93.28
0525	IS Manager (Less than 200 Users)	All Firms	All Firms	10	10	43.49		36.16	40.66	51.65	
0525	IS Manager (Less than 200 Users)	Organizational Size	100-249 employees	6	6	42.15		36.16	37.40	52.89	
0547	IS Manager (More than 200 Users)	All Firms	All Firms	24	85	58.03	44.06	49.73	56.41	65.15	76.12
0547	IS Manager (More than 200 Users)	Industry Type	Healthcare	7	44	55.98	44.26	49.73	56.50	61.85	67.06
0547	IS Manager (More than 200 Users)	Industry Type	Other	13	37	60.79	36.41	49.97	55.29	74.61	83.21
0547	IS Manager (More than 200 Users)	Status	Profit	9	20	67.36	49.66	55.29	70.79	76.12	83.21
0547	IS Manager (More than 200 Users)	Status	Not-for-Profit	8	20	56.82	38.90	49.48	56.29	62.21	75.94
0547	IS Manager (More than 200 Users)	Status	Government	7	45	54.42	44.06	48.29	53.79	60.69	67.06
0547	IS Manager (More than 200 Users)	Annual Revenue	50-250 Million	8	11	52.42		46.51	49.71	59.41	
0547	IS Manager (More than 200 Users)	Annual Revenue	>500 Million	11	68	59.18	44.26	51.68	56.50	66.79	78.41
0547	IS Manager (More than 200 Users)	Organizational Size	250-499 employees	6	6	47.94		39.24	48.11	56.45	
0547	IS Manager (More than 200 Users)	Organizational Size	1,000 or more employees	13	71	58.54	44.26	51.17	56.50	66.38	76.70
0560	IS Programming Analyst Manager	All Firms	All Firms	6	11	74.37		61.84	71.71	83.32	
0560	IS Programming Analyst Manager	Organizational Size	1,000 or more employees	5	10	73.48		53.92	69.87	92.02	
0215	Lab Technician	All Firms	All Firms	10	93	20.05	16.04	17.57	19.75	22.11	24.64
0215	Lab Technician	Industry Type	Other	5	73	19.57	16.09	17.08	19.19	21.42	23.53
0215	Lab Technician	Status	Government	6	27	22.22	13.51	19.57	22.40	25.21	28.74
0312	Laborer	All Firms	All Firms	10	629	17.31	16.00	17.50	17.50	17.55	17.90
0312	Laborer	Industry Type	Other	5	111	16.20	13.80	15.00	16.00	16.75	18.00
0312	Laborer	Status	Government	5	573	17.37	17.50	17.50	17.50	17.55	17.90
0312	Laborer	Organizational Size	1,000 or more employees	6	590	17.38	16.70	17.50	17.50	17.55	17.90
0018	Legal Assistant/Paralegal	All Firms	All Firms	13	43	30.66	24.99	24.99	28.36	36.00	38.62
0018	Legal Assistant/Paralegal	Industry Type	Other	9	17	36.12		32.17	36.00	38.62	
0018	Legal Assistant/Paralegal	Status	Government	6	29	28.35	24.99	24.99	25.60	29.66	38.25
0018	Legal Assistant/Paralegal	Organizational Size	1,000 or more employees	7	32	29.66	24.99	24.99	25.60	34.28	38.61
0109	Legal Secretary	All Firms	All Firms	5	18	24.41		19.03	23.98	29.91	
0110	Librarian (Degreed)	All Firms	All Firms	7	31	29.79	22.72	26.19	30.18	33.05	35.92
0110	Librarian (Degreed)	Status	Government	7	31	29.79	22.72	26.19	30.18	33.05	35.92

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0111	Librarian (Non-degreed)	All Firms	All Firms	7	92	21.38	19.99	20.56	20.56	21.76	24.89
0111	Librarian (Non-degreed)	Status	Government	6	91	21.44	20.35	20.56	20.56	21.90	24.89
0136	Library Assistant/Aide	All Firms	All Firms	9	52	14.83	12.41	12.43	14.98	17.17	17.77
0136	Library Assistant/Aide	Industry Type	Municipality/Public Works	5	15	17.35		17.11	17.41	17.90	
0136	Library Assistant/Aide	Status	Government	7	47	14.80	12.41	12.42	12.75	17.18	17.90
0137	Library Director	All Firms	All Firms	5	5	62.55		54.19	64.69	69.83	
0137	Library Director	Status	Government	5	5	62.55		54.19	64.69	69.83	
0725	Logistics Director/Manager	All Firms	All Firms	6	7	47.34		39.14	48.68	53.71	
0725	Logistics Director/Manager	Annual Revenue	50-250 Million	5	6	47.11		36.68	45.47	59.19	
0732	Logistics Specialist	All Firms	All Firms	6	12	19.46		18.02	19.85	20.71	
0732	Logistics Specialist	Status	Not-for-Profit	5	10	19.34		17.79	19.78	21.04	
0112	Mail Clerk	All Firms	All Firms	14	43	17.52	15.15	15.78	16.89	19.32	20.06
0112	Mail Clerk	Industry Type	Other	12	41	17.48	15.15	15.64	16.69	19.45	20.06
0112	Mail Clerk	Status	Government	7	12	18.18		17.13	18.14	19.64	
0112	Mail Clerk	Annual Revenue	>500 Million	6	12	18.01		16.60	18.01	20.01	
0112	Mail Clerk	Organizational Size	1,000 or more employees	9	37	17.49	15.08	15.50	16.89	19.45	20.06
0113	Mail Room Supervisor	All Firms	All Firms	5	6	22.04		18.75	20.67	26.70	
0315	Maintenance Manager	All Firms	All Firms	20	29	36.63	28.07	28.92	35.72	44.13	48.08
0315	Maintenance Manager	Industry Type	Healthcare	5	8	37.56		35.15	37.70	40.73	
0315	Maintenance Manager	Industry Type	Other	11	17	35.06		28.47	31.25	45.64	
0315	Maintenance Manager	Status	Profit	8	10	40.78		32.30	42.84	48.08	
0315	Maintenance Manager	Status	Not-for-Profit	7	8	34.09		30.24	35.02	38.25	
0315	Maintenance Manager	Status	Government	5	11	34.70		28.51	30.99	43.27	
0315	Maintenance Manager	Annual Revenue	50-250 Million	7	8	36.32		29.63	37.45	41.73	
0315	Maintenance Manager	Annual Revenue	>500 Million	7	15	37.47		28.62	35.72	46.28	
0315	Maintenance Manager	Organizational Size	250-499 employees	6	6	31.82		27.17	30.64	37.66	
0315	Maintenance Manager	Organizational Size	1,000 or more employees	9	18	37.22		28.57	36.88	45.64	
0316	Maintenance Supervisor	All Firms	All Firms	24	60	33.98	23.73	26.20	33.72	42.49	44.78
0316	Maintenance Supervisor	Industry Type	Municipality/Public Works	5	5	31.79		23.87	28.57	41.32	
0316	Maintenance Supervisor	Industry Type	Healthcare	6	11	28.35		25.19	26.01	33.36	
0316	Maintenance Supervisor	Industry Type	Other	11	34	33.34	20.49	26.58	33.71	40.76	43.36
0316	Maintenance Supervisor	Status	Not-for-Profit	10	17	30.60		23.68	27.50	39.65	
0316	Maintenance Supervisor	Status	Government	10	28	34.01	24.93	28.11	34.25	40.04	42.71
0316	Maintenance Supervisor	Annual Revenue	50-250 Million	8	13	31.50		25.98	31.30	39.11	
0316	Maintenance Supervisor	Annual Revenue	250-500 Million	5	6	27.57		18.45	27.29	36.98	
0316	Maintenance Supervisor	Annual Revenue	>500 Million	7	29	34.06	25.19	27.25	34.12	40.76	42.82
0316	Maintenance Supervisor	Organizational Size	250-499 employees	7	17	37.28		27.36	44.78	44.78	
0316	Maintenance Supervisor	Organizational Size	1,000 or more employees	9	34	34.21	25.19	27.54	34.10	40.76	43.36
0317	Maintenance Worker (Basic)	All Firms	All Firms	28	141	19.43	16.21	17.12	18.44	20.38	24.96
0317	Maintenance Worker (Basic)	Industry Type	Healthcare	8	27	18.30	15.23	17.10	18.19	19.25	21.12
0317	Maintenance Worker (Basic)	Industry Type	Other	14	98	19.91	16.18	17.12	18.61	21.41	27.54
0317	Maintenance Worker (Basic)	Status	Profit	8	18	20.54		17.85	19.13	21.92	
0317	Maintenance Worker (Basic)	Status	Not-for-Profit	13	41	18.90	14.00	15.40	17.43	20.50	27.81
0317	Maintenance Worker (Basic)	Status	Government	7	82	19.46	17.12	17.12	18.64	20.38	23.33
0317	Maintenance Worker (Basic)	Annual Revenue	50-250 Million	10	31	20.24	14.00	16.43	18.40	24.78	28.05
0317	Maintenance Worker (Basic)	Annual Revenue	250-500 Million	5	14	18.92		17.10	18.89	20.47	
0317	Maintenance Worker (Basic)	Annual Revenue	>500 Million	7	81	19.65	17.12	17.12	18.63	20.33	23.85
0317	Maintenance Worker (Basic)	Organizational Size	250-499 employees	9	19	16.26		14.00	15.50	18.64	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0317	Maintenance Worker (Basic)	Organizational Size	1,000 or more employees	9	90	19.74	17.12	17.12	18.61	20.61	23.86
0343	Maintenance Worker (Semi-Skilled)	All Firms	All Firms	30	269	21.50	17.01	18.83	20.88	24.36	25.96
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Municipality/Public Works	5	7	22.27		21.42	21.52	24.78	
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Healthcare	9	73	19.60	17.72	18.56	19.73	20.33	22.15
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Other	15	186	22.28	16.61	19.19	22.43	24.72	26.98
0343	Maintenance Worker (Semi-Skilled)	Status	Profit	6	20	24.25	19.00	19.91	23.11	29.43	30.50
0343	Maintenance Worker (Semi-Skilled)	Status	Not-for-Profit	14	69	19.32	16.74	18.22	19.03	20.43	22.08
0343	Maintenance Worker (Semi-Skilled)	Status	Government	10	180	22.04	16.94	19.66	22.07	24.56	25.96
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	10-50 Million	5	9	18.94		16.70	18.13	21.21	
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	50-250 Million	8	178	21.81	16.57	18.84	21.97	24.56	25.96
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	>500 Million	12	73	21.12	18.30	18.94	20.05	22.25	28.44
0343	Maintenance Worker (Semi-Skilled)	Organizational Size	250-499 employees	8	30	18.56	15.98	16.88	18.16	20.16	21.39
0343	Maintenance Worker (Semi-Skilled)	Organizational Size	1,000 or more employees	13	220	21.98	17.57	19.56	21.89	24.56	25.96
0350	Maintenance Worker (Skilled)	All Firms	All Firms	24	68	23.23	17.45	18.39	23.11	26.02	30.00
0350	Maintenance Worker (Skilled)	Industry Type	Municipality/Public Works	6	12	20.53		17.99	19.00	24.26	
0350	Maintenance Worker (Skilled)	Industry Type	Healthcare	11	31	22.64	17.34	18.36	23.12	25.95	27.58
0350	Maintenance Worker (Skilled)	Industry Type	Other	6	14	25.17		19.13	23.88	31.52	
0350	Maintenance Worker (Skilled)	Status	Profit	6	22	26.04	17.04	22.50	25.50	30.00	34.46
0350	Maintenance Worker (Skilled)	Status	Not-for-Profit	11	32	22.13	17.53	18.39	21.12	25.87	27.58
0350	Maintenance Worker (Skilled)	Status	Government	7	14	21.30		17.99	20.01	25.39	
0350	Maintenance Worker (Skilled)	Annual Revenue	10-50 Million	5	16	23.11		20.36	23.00	25.50	
0350	Maintenance Worker (Skilled)	Annual Revenue	50-250 Million	6	15	22.14		19.45	23.00	24.51	
0350	Maintenance Worker (Skilled)	Annual Revenue	>500 Million	7	24	24.83	18.30	18.63	25.80	27.13	34.46
0350	Maintenance Worker (Skilled)	Organizational Size	250-499 employees	11	23	20.84	16.14	17.34	20.71	24.06	26.36
0350	Maintenance Worker (Skilled)	Organizational Size	1,000 or more employees	5	20	25.65	18.30	19.67	25.88	28.31	34.46
6428	Maintenance/Facilities Director	All Firms	All Firms	25	36	61.11	40.38	49.88	60.52	69.71	86.35
6428	Maintenance/Facilities Director	Industry Type	Healthcare	7	16	67.55		58.03	64.41	78.75	
6428	Maintenance/Facilities Director	Industry Type	Other	13	15	56.36		43.68	56.65	69.02	
6428	Maintenance/Facilities Director	Status	Profit	8	15	59.76		50.67	61.10	69.71	
6428	Maintenance/Facilities Director	Status	Not-for-Profit	11	14	61.50		46.68	59.77	74.32	
6428	Maintenance/Facilities Director	Status	Government	6	7	63.21		44.08	55.34	84.59	
6428	Maintenance/Facilities Director	Annual Revenue	50-250 Million	8	9	56.09		44.87	56.65	66.31	
6428	Maintenance/Facilities Director	Annual Revenue	250-500 Million	7	7	50.22		41.34	50.94	55.34	
6428	Maintenance/Facilities Director	Annual Revenue	>500 Million	8	18	70.66		59.35	69.36	83.55	
6428	Maintenance/Facilities Director	Organizational Size	250-499 employees	6	6	56.10		46.68	55.32	66.31	
6428	Maintenance/Facilities Director	Organizational Size	500-999 employees	5	5	56.27		46.59	60.93	63.63	
6428	Maintenance/Facilities Director	Organizational Size	1,000 or more employees	10	21	67.66	47.18	57.05	69.02	78.75	89.40
0621	Marketing Analyst	All Firms	All Firms	5	5	30.58		26.45	32.68	33.65	
0622	Marketing Coordinator	All Firms	All Firms	10	14	28.95		25.01	28.09	33.05	
0622	Marketing Coordinator	Industry Type	Healthcare	6	10	28.93		24.26	28.09	34.87	
0622	Marketing Coordinator	Status	Not-for-Profit	6	10	29.94		25.20	29.77	34.87	
0646	Marketing Director	All Firms	All Firms	22	32	58.78	43.10	45.70	52.81	71.61	84.76
0646	Marketing Director	Industry Type	Healthcare	9	15	54.92		44.29	51.30	54.75	
0646	Marketing Director	Industry Type	Other	10	14	61.52		47.47	61.10	75.49	
0646	Marketing Director	Status	Profit	8	11	68.03		54.75	69.71	81.73	
0646	Marketing Director	Status	Not-for-Profit	9	13	48.97		43.12	48.26	52.62	
0646	Marketing Director	Status	Government	5	8	62.01		48.82	55.77	75.49	
0646	Marketing Director	Annual Revenue	50-250 Million	6	8	60.66		43.91	50.50	83.51	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Base Wage				
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0646	Marketing Director	Annual Revenue	>500 Million	7	14	58.77		48.58	53.37	70.91	
0646	Marketing Director	Organizational Size	100-249 employees	5	5	63.65		39.33	57.69	90.93	
0646	Marketing Director	Organizational Size	250-499 employees	5	6	46.62		39.47	47.36	53.03	
0646	Marketing Director	Organizational Size	1,000 or more employees	9	18	62.00		49.61	55.77	75.49	
0623	Marketing Manager	All Firms	All Firms	22	54	43.20	29.43	33.88	42.63	50.00	55.56
0623	Marketing Manager	Industry Type	Healthcare	9	37	41.82	29.01	33.88	41.83	49.46	55.56
0623	Marketing Manager	Industry Type	Other	9	13	42.89		30.59	42.20	53.06	
0623	Marketing Manager	Status	Profit	10	16	47.08		42.02	43.81	51.15	
0623	Marketing Manager	Status	Not-for-Profit	9	23	35.70	28.18	29.86	33.66	37.50	47.85
0623	Marketing Manager	Annual Revenue	50-250 Million	8	11	48.65		31.32	52.78	54.35	
0623	Marketing Manager	Annual Revenue	>500 Million	5	26	44.10	30.00	36.06	44.26	50.00	55.56
0623	Marketing Manager	Organizational Size	1,000 or more employees	10	31	43.85	30.00	36.06	44.26	50.48	54.06
0647	Marketing Representative (Degreed)	All Firms	All Firms	10	17	29.08		21.41	30.29	34.50	
0647	Marketing Representative (Degreed)	Industry Type	Healthcare	6	11	30.84		28.85	30.85	34.84	
0647	Marketing Representative (Degreed)	Status	Government	5	7	26.57		18.02	29.81	33.68	
0708	Mechanic - Gasoline/Diesel Vehicle	All Firms	All Firms	11	90	22.99	18.88	20.48	22.75	24.86	26.90
0708	Mechanic - Gasoline/Diesel Vehicle	Industry Type	Other	7	62	22.36	18.74	19.82	22.08	24.26	25.20
0708	Mechanic - Gasoline/Diesel Vehicle	Status	Government	6	59	22.97	18.73	21.40	22.75	24.51	26.90
0708	Mechanic - Gasoline/Diesel Vehicle	Organizational Size	1,000 or more employees	6	72	22.67	18.76	20.00	22.67	23.95	26.90
0703	Mechanic Supervisor	All Firms	All Firms	9	33	34.86	29.29	32.17	35.89	36.95	39.95
0703	Mechanic Supervisor	Status	Government	7	31	34.71	29.29	31.92	35.89	36.93	38.87
0703	Mechanic Supervisor	Annual Revenue	50-250 Million	6	26	34.78	28.41	31.83	35.42	37.67	40.59
0510	Network Manager	All Firms	All Firms	13	23	46.77	26.27	33.21	48.29	55.98	68.49
0510	Network Manager	Industry Type	Other	9	13	52.53		41.60	51.62	64.35	
0510	Network Manager	Status	Not-for-Profit	5	12	39.04		29.57	38.53	48.07	
0510	Network Manager	Annual Revenue	>500 Million	6	15	46.96		33.21	48.83	55.98	
0510	Network Manager	Organizational Size	1,000 or more employees	7	16	48.67		36.10	49.67	59.88	
0509	Network Specialist (Certified)	All Firms	All Firms	15	42	40.50	26.56	32.22	43.23	47.59	50.66
0509	Network Specialist (Certified)	Industry Type	Healthcare	5	17	43.29		36.82	43.78	49.78	
0509	Network Specialist (Certified)	Industry Type	Other	9	24	38.50	25.81	29.12	39.36	46.07	50.25
0509	Network Specialist (Certified)	Status	Not-for-Profit	9	23	40.03	26.26	31.25	43.20	48.30	50.66
0509	Network Specialist (Certified)	Annual Revenue	50-250 Million	5	7	34.98		25.52	33.18	44.57	
0509	Network Specialist (Certified)	Annual Revenue	>500 Million	7	32	42.13	28.98	36.42	43.32	47.76	51.12
0509	Network Specialist (Certified)	Organizational Size	1,000 or more employees	8	34	41.20	26.11	33.76	43.32	47.76	51.12
0512	Network Specialist (Non-certified)	All Firms	All Firms	7	17	31.98		27.99	30.99	34.43	
0524	Network Technician	All Firms	All Firms	7	9	32.51		26.86	33.18	37.85	
0524	Network Technician	Industry Type	Other	5	7	30.96		25.94	28.64	35.70	
0115	Office Manager	All Firms	All Firms	17	156	27.53	21.78	25.00	27.31	29.60	33.12
0115	Office Manager	Industry Type	Healthcare	8	96	28.28	23.37	25.22	27.36	29.81	33.81
0115	Office Manager	Industry Type	Other	7	56	26.78	18.76	24.65	27.17	29.55	32.69
0115	Office Manager	Status	Not-for-Profit	10	74	28.28	19.08	24.44	28.45	31.45	35.87
0115	Office Manager	Status	Government	6	81	26.88	22.87	25.05	26.81	28.83	30.98
0115	Office Manager	Annual Revenue	50-250 Million	8	52	27.37	18.57	25.11	27.78	29.58	32.69
0115	Office Manager	Annual Revenue	>500 Million	6	99	27.96	23.19	25.04	27.14	30.11	34.14
0115	Office Manager	Organizational Size	1,000 or more employees	7	113	28.16	23.74	25.31	27.66	30.05	33.28
0318	Painter - Maintenance	All Firms	All Firms	7	43	19.35	17.86	18.11	18.93	19.39	21.95
0318	Painter - Maintenance	Annual Revenue	>500 Million	5	39	19.34	17.78	18.29	18.93	19.39	21.83
0318	Painter - Maintenance	Organizational Size	1,000 or more employees	5	39	19.34	17.78	18.29	18.93	19.39	21.83

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0020	Payroll Clerk	All Firms	All Firms	11	17	22.18		19.14	22.58	24.74	
0020	Payroll Clerk	Industry Type	Other	7	12	22.52		19.23	23.11	25.28	
0020	Payroll Clerk	Annual Revenue	>500 Million	5	7	21.53		19.06	22.38	23.96	
0020	Payroll Clerk	Organizational Size	1,000 or more employees	7	12	21.47		18.95	20.81	23.80	
0045	Payroll Coordinator	All Firms	All Firms	28	62	26.02	20.77	21.56	25.22	29.57	32.38
0045	Payroll Coordinator	Industry Type	Manufacturing	5	5	26.65		23.05	26.44	30.34	
0045	Payroll Coordinator	Industry Type	Healthcare	8	17	23.04		21.48	21.56	25.17	
0045	Payroll Coordinator	Industry Type	Other	14	39	27.12	21.00	23.72	27.00	30.90	33.65
0045	Payroll Coordinator	Status	Profit	14	39	27.48	21.14	24.00	27.58	31.36	33.65
0045	Payroll Coordinator	Status	Not-for-Profit	9	10	24.53		22.42	25.06	26.37	
0045	Payroll Coordinator	Status	Government	5	13	22.79		20.94	21.56	23.80	
0045	Payroll Coordinator	Annual Revenue	50-250 Million	11	12	25.25		22.42	25.00	28.21	
0045	Payroll Coordinator	Annual Revenue	>500 Million	9	26	23.74	19.74	21.24	21.76	27.11	29.41
0045	Payroll Coordinator	Organizational Size	250-499 employees	7	7	24.84		22.66	25.00	25.74	
0045	Payroll Coordinator	Organizational Size	1,000 or more employees	12	38	25.19	20.03	21.56	24.21	28.45	33.03
0046	Payroll Manager	All Firms	All Firms	13	15	47.50		40.90	46.09	53.31	
0046	Payroll Manager	Industry Type	Other	9	11	48.81		45.19	49.08	53.31	
0046	Payroll Manager	Status	Profit	5	7	52.47		45.67	49.08	63.26	
0046	Payroll Manager	Status	Government	5	5	47.51		40.47	50.57	53.02	
0046	Payroll Manager	Annual Revenue	>500 Million	5	5	51.39		43.29	53.31	58.53	
0046	Payroll Manager	Organizational Size	1,000 or more employees	9	11	50.04		45.19	49.08	53.80	
0021	Payroll Supervisor	All Firms	All Firms	11	12	35.05		30.22	34.57	41.03	
0021	Payroll Supervisor	Industry Type	Other	7	8	36.49		33.04	35.23	41.07	
0021	Payroll Supervisor	Status	Government	5	5	34.06		28.86	30.42	41.07	
0021	Payroll Supervisor	Organizational Size	1,000 or more employees	7	8	35.19		30.55	34.57	41.03	
0117	PBX Operator (Telephone Operator)	All Firms	All Firms	8	54	16.51	13.95	14.47	16.55	17.57	20.41
0117	PBX Operator (Telephone Operator)	Industry Type	Healthcare	5	51	16.25	13.95	14.46	16.28	17.45	17.92
0117	PBX Operator (Telephone Operator)	Annual Revenue	>500 Million	5	41	15.80	13.60	14.30	16.07	17.40	17.57
0117	PBX Operator (Telephone Operator)	Organizational Size	1,000 or more employees	6	42	15.95	13.60	14.30	16.07	17.40	17.75
2018	Plumber - Journeyman	All Firms	All Firms	5	33	28.68	25.70	28.47	28.93	28.93	29.08
0514	Programmer Analyst I	All Firms	All Firms	7	15	38.75		36.07	38.69	39.90	
0514	Programmer Analyst I	Industry Type	Other	5	13	38.92		36.78	38.69	39.90	
0536	Programmer Analyst II	All Firms	All Firms	13	74	50.69	34.53	45.04	48.28	57.05	62.69
0536	Programmer Analyst II	Industry Type	Other	11	62	52.94	44.05	45.67	50.40	58.11	66.48
0536	Programmer Analyst II	Status	Profit	5	38	55.63	45.08	46.24	52.82	60.10	81.01
0536	Programmer Analyst II	Annual Revenue	>500 Million	7	57	51.92	34.53	45.16	49.04	58.11	71.14
0536	Programmer Analyst II	Organizational Size	1,000 or more employees	10	60	51.67	35.10	45.16	49.92	57.64	66.48
0685	Project Manager	All Firms	All Firms	23	185	38.49	29.80	31.76	36.73	43.60	48.97
0685	Project Manager	Industry Type	Healthcare	6	74	35.83	29.33	31.03	34.57	38.63	45.92
0685	Project Manager	Industry Type	Other	14	104	40.13	29.25	32.80	39.35	45.21	53.99
0685	Project Manager	Status	Profit	8	26	44.58	33.24	37.99	43.09	48.08	59.31
0685	Project Manager	Status	Not-for-Profit	7	58	39.39	28.82	32.61	40.15	45.04	48.70
0685	Project Manager	Status	Government	8	101	36.41	28.85	31.03	34.57	39.98	46.55
0685	Project Manager	Annual Revenue	50-250 Million	8	38	41.16	29.21	36.50	42.52	45.21	53.26
0685	Project Manager	Annual Revenue	>500 Million	10	139	37.59	28.85	31.07	34.89	42.05	49.25
0685	Project Manager	Organizational Size	500-999 employees	5	26	43.62	37.07	40.62	43.54	45.42	53.26
0685	Project Manager	Organizational Size	1,000 or more employees	12	147	37.63	28.84	31.06	34.89	42.29	50.00
0528	Project Manager - IT	All Firms	All Firms	11	37	52.72	36.65	41.57	51.25	59.10	72.98

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0528	Project Manager - IT	Industry Type	Other	7	28	55.76	36.72	46.57	53.69	64.28	78.95
0528	Project Manager - IT	Annual Revenue	>500 Million	5	25	51.11	36.19	38.99	47.35	58.73	78.40
0528	Project Manager - IT	Organizational Size	1,000 or more employees	8	33	51.58	36.65	40.00	49.73	57.78	68.56
0687	Public Relations Director	All Firms	All Firms	14	19	53.33		45.67	51.72	64.67	
0687	Public Relations Director	Industry Type	Other	7	9	51.86		42.37	47.78	65.99	
0687	Public Relations Director	Status	Not-for-Profit	7	10	55.52		40.67	55.97	67.15	
0687	Public Relations Director	Status	Government	5	7	50.16		46.45	50.17	51.89	
0687	Public Relations Director	Annual Revenue	50-250 Million	6	7	52.34		47.36	51.72	64.67	
0687	Public Relations Director	Organizational Size	250-499 employees	6	6	48.84		40.67	47.57	58.28	
0687	Public Relations Director	Organizational Size	1,000 or more employees	5	9	55.74		42.76	59.69	67.57	
0627	Public Relations Manager	All Firms	All Firms	13	17	43.34		37.01	41.35	53.60	
0627	Public Relations Manager	Industry Type	Other	7	8	39.94		32.23	40.00	43.87	
0627	Public Relations Manager	Status	Government	7	10	41.02		32.23	39.42	50.80	
0627	Public Relations Manager	Annual Revenue	50-250 Million	8	9	41.83		32.23	40.61	51.66	
0619	Public Relations Representative	All Firms	All Firms	10	25	33.67	25.80	28.10	32.49	39.04	42.05
0619	Public Relations Representative	Status	Government	9	24	33.62	25.80	28.10	32.16	39.04	42.05
0722	Purchasing & Materials Management Director	All Firms	All Firms	13	28	60.27	45.08	52.79	57.69	68.81	79.66
0722	Purchasing & Materials Management Director	Industry Type	Healthcare	5	18	57.74		49.71	55.86	67.76	
0722	Purchasing & Materials Management Director	Industry Type	Other	5	7	68.78		59.80	69.40	74.82	
0722	Purchasing & Materials Management Director	Status	Not-for-Profit	6	10	69.28		56.46	71.01	79.66	
0722	Purchasing & Materials Management Director	Annual Revenue	>500 Million	6	20	60.04	45.08	51.04	57.21	68.81	79.66
0722	Purchasing & Materials Management Director	Organizational Size	1,000 or more employees	6	20	60.04	45.08	51.04	57.21	68.81	79.66
0120	Purchasing Agent/Buyer I	All Firms	All Firms	21	87	28.68	20.19	23.97	28.32	31.42	37.06
0120	Purchasing Agent/Buyer I	Industry Type	Other	11	66	30.14	20.84	25.62	30.10	33.87	38.46
0120	Purchasing Agent/Buyer I	Status	Profit	6	27	34.52	24.49	31.25	34.09	37.58	48.44
0120	Purchasing Agent/Buyer I	Status	Not-for-Profit	5	24	26.24	18.08	23.26	27.03	29.53	33.83
0120	Purchasing Agent/Buyer I	Status	Government	10	36	25.92	20.07	20.85	26.47	30.10	30.85
0120	Purchasing Agent/Buyer I	Annual Revenue	50-250 Million	9	17	23.94		20.02	23.63	27.39	
0120	Purchasing Agent/Buyer I	Annual Revenue	>500 Million	8	57	29.97	20.63	24.77	28.85	35.35	38.94
0120	Purchasing Agent/Buyer I	Organizational Size	250-499 employees	5	11	22.27		18.22	20.39	27.29	
0120	Purchasing Agent/Buyer I	Organizational Size	1,000 or more employees	10	67	29.97	20.81	25.48	30.10	33.65	38.46
0133	Purchasing Agent/Buyer II	All Firms	All Firms	27	92	35.21	25.82	29.72	33.38	38.35	44.98
0133	Purchasing Agent/Buyer II	Industry Type	Healthcare	5	27	32.92	22.93	31.25	31.81	36.78	42.70
0133	Purchasing Agent/Buyer II	Industry Type	Other	14	53	36.98	26.62	29.09	35.08	40.15	52.88
0133	Purchasing Agent/Buyer II	Status	Profit	9	21	40.76	28.67	30.63	33.58	52.88	68.63
0133	Purchasing Agent/Buyer II	Status	Not-for-Profit	7	24	33.11	22.24	27.01	34.07	37.96	44.45
0133	Purchasing Agent/Buyer II	Status	Government	11	47	33.79	26.62	30.44	33.32	36.96	40.91
0133	Purchasing Agent/Buyer II	Annual Revenue	50-250 Million	11	25	31.08	23.29	28.08	31.25	34.19	37.63
0133	Purchasing Agent/Buyer II	Annual Revenue	250-500 Million	5	10	28.24		25.38	28.64	31.83	
0133	Purchasing Agent/Buyer II	Annual Revenue	>500 Million	9	54	38.44	28.01	31.60	36.15	40.91	52.88
0133	Purchasing Agent/Buyer II	Organizational Size	250-499 employees	6	11	32.35		30.29	32.69	35.93	
0133	Purchasing Agent/Buyer II	Organizational Size	500-999 employees	6	14	29.10		25.39	28.99	32.50	
0133	Purchasing Agent/Buyer II	Organizational Size	1,000 or more employees	13	63	37.21	27.16	31.45	35.10	40.46	51.47
0130	Purchasing Clerk	All Firms	All Firms	8	24	19.15	16.10	17.52	19.11	20.62	21.54
0130	Purchasing Clerk	Industry Type	Other	5	20	19.55	17.17	17.95	19.30	20.62	21.51
0130	Purchasing Clerk	Annual Revenue	>500 Million	5	17	18.80		17.17	18.39	20.48	
0130	Purchasing Clerk	Organizational Size	1,000 or more employees	5	20	19.41	17.15	17.52	19.33	20.93	21.54
0125	Purchasing Supervisor	All Firms	All Firms	5	8	33.69		29.27	33.86	39.31	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0121	Purchasing/Procurement Manager	All Firms	All Firms	23	35	45.52	33.89	41.10	45.19	52.41	56.86
0121	Purchasing/Procurement Manager	Industry Type	Municipality/Public Works	6	6	48.19		42.00	45.84	56.72	
0121	Purchasing/Procurement Manager	Industry Type	Other	11	15	47.36		41.10	47.56	53.04	
0121	Purchasing/Procurement Manager	Status	Profit	6	7	43.14		38.80	40.22	52.41	
0121	Purchasing/Procurement Manager	Status	Not-for-Profit	5	7	43.22		30.90	45.51	52.65	
0121	Purchasing/Procurement Manager	Status	Government	12	21	47.07	40.66	42.29	45.19	51.11	59.50
0121	Purchasing/Procurement Manager	Annual Revenue	50-250 Million	7	9	47.94		41.16	47.56	53.73	
0121	Purchasing/Procurement Manager	Annual Revenue	>500 Million	9	19	44.13		40.22	44.96	48.88	
0121	Purchasing/Procurement Manager	Organizational Size	250-499 employees	6	6	46.93		40.29	45.59	54.92	
0121	Purchasing/Procurement Manager	Organizational Size	1,000 or more employees	11	22	45.60	32.51	40.70	45.19	52.73	56.86
0231	Quality Assurance Coordinator	All Firms	All Firms	12	54	25.34	19.04	20.75	23.98	26.72	36.75
0231	Quality Assurance Coordinator	Industry Type	Healthcare	5	18	28.98		22.08	25.24	36.75	
0231	Quality Assurance Coordinator	Industry Type	Other	5	33	23.26	18.63	20.18	22.73	25.31	26.72
0231	Quality Assurance Coordinator	Status	Profit	6	37	26.13	18.88	20.85	24.34	27.34	37.58
0231	Quality Assurance Coordinator	Annual Revenue	50-250 Million	6	11	21.67		20.33	21.29	23.30	
0231	Quality Assurance Coordinator	Organizational Size	1,000 or more employees	7	45	25.47	18.79	20.95	24.00	26.57	37.24
0217	Quality Assurance Director	All Firms	All Firms	5	12	73.53		65.12	67.67	85.71	
0229	Quality Assurance Engineer	All Firms	All Firms	7	11	36.75		30.05	35.80	41.49	
0229	Quality Assurance Engineer	Status	Profit	5	8	38.47		31.90	38.19	42.86	
0222	Quality Assurance Manager (Non-Manufacturing)	All Firms	All Firms	13	30	43.08	31.74	37.74	42.13	49.23	55.98
0222	Quality Assurance Manager (Non-Manufacturing)	Industry Type	Other	7	18	46.53		41.26	44.95	50.24	
0222	Quality Assurance Manager (Non-Manufacturing)	Status	Not-for-Profit	5	18	43.02		38.89	42.48	49.40	
0222	Quality Assurance Manager (Non-Manufacturing)	Annual Revenue	50-250 Million	6	15	44.01		40.62	42.97	49.99	
0222	Quality Assurance Manager (Non-Manufacturing)	Organizational Size	1,000 or more employees	7	15	42.99		37.50	42.13	49.65	
0122	Receptionist (Clerk)	All Firms	All Firms	21	104	16.27	13.00	14.73	16.00	17.35	19.78
0122	Receptionist (Clerk)	Industry Type	Healthcare	8	59	15.10	12.71	13.46	15.20	16.00	16.75
0122	Receptionist (Clerk)	Industry Type	Other	12	44	17.94	15.38	16.55	17.35	18.55	20.56
0122	Receptionist (Clerk)	Status	Profit	9	31	17.10	14.40	15.52	16.00	17.00	22.03
0122	Receptionist (Clerk)	Status	Not-for-Profit	9	48	15.04	12.50	13.25	15.00	15.75	18.03
0122	Receptionist (Clerk)	Annual Revenue	50-250 Million	7	53	15.61	12.72	13.57	15.70	16.75	18.19
0122	Receptionist (Clerk)	Annual Revenue	>500 Million	6	27	17.93	14.58	16.57	16.75	18.65	21.49
0122	Receptionist (Clerk)	Organizational Size	250-499 employees	8	59	14.89	12.71	13.46	15.22	16.00	16.75
0122	Receptionist (Clerk)	Organizational Size	1,000 or more employees	6	26	18.17	15.25	16.57	17.24	19.09	22.03
0218	Research Assistant	All Firms	All Firms	6	72	20.34	17.46	18.37	19.70	21.70	25.07
0346	Safety Coordinator	All Firms	All Firms	10	23	32.27	26.58	29.81	33.43	35.19	36.19
0346	Safety Coordinator	Industry Type	Other	6	15	33.15		30.67	33.71	35.30	
0346	Safety Coordinator	Status	Profit	5	8	31.43		28.73	31.12	34.38	
0346	Safety Coordinator	Organizational Size	1,000 or more employees	5	14	32.80		31.21	33.44	35.19	
0414	Safety Director	All Firms	All Firms	8	8	63.20		47.72	60.10	79.29	
0414	Safety Director	Industry Type	Other	5	5	70.77		52.37	78.92	85.09	
0347	Safety Manager	All Firms	All Firms	10	14	42.72		42.08	42.70	44.23	
0347	Safety Manager	Status	Profit	6	6	43.27		39.69	44.23	45.91	
0804	Sales Clerk, Retail	All Firms	All Firms	7	666	14.23	13.50	13.75	14.30	14.51	14.87
0804	Sales Clerk, Retail	Status	Not-for-Profit	5	664	14.22	13.50	13.75	14.30	14.51	14.87
0610	Sales Director	All Firms	All Firms	6	10	83.77		68.63	84.14	96.59	
0629	Sales Manager - Regional	All Firms	All Firms	6	19	57.16		47.26	57.10	63.70	
0629	Sales Manager - Regional	Status	Profit	5	18	57.63		47.17	57.11	65.51	
0630	Sales Representative - Inside	All Firms	All Firms	6	13	31.58		26.68	28.85	37.43	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0630	Sales Representative - Inside	Status	Profit	5	10	31.49		26.68	28.05	38.62	
0633	Sales Representative - Outside	All Firms	All Firms	6	20	34.93	26.42	28.55	29.72	38.84	55.13
0123	Secretary	All Firms	All Firms	12	37	20.78	15.90	18.32	20.28	23.76	25.29
0123	Secretary	Industry Type	Municipality/Public Works	5	16	22.54		21.69	22.91	24.89	
0123	Secretary	Industry Type	Other	6	16	19.26		17.38	18.75	21.04	
0123	Secretary	Status	Government	7	20	21.27	15.52	17.26	22.22	24.72	25.29
0123	Secretary	Organizational Size	1,000 or more employees	5	16	19.33		18.13	18.79	19.93	
0124	Secretary - Executive	All Firms	All Firms	9	81	26.56	21.06	24.64	26.27	29.18	31.06
0124	Secretary - Executive	Status	Government	6	57	26.03	20.56	22.82	25.19	28.88	31.71
6421	Security Director	All Firms	All Firms	12	15	59.66		45.11	61.92	66.92	
6421	Security Director	Industry Type	Other	9	9	61.07		44.13	64.35	73.76	
6421	Security Director	Status	Not-for-Profit	7	8	58.47		50.20	61.85	65.17	
6421	Security Director	Annual Revenue	50-250 Million	5	5	58.72		50.20	61.92	65.64	
6421	Security Director	Annual Revenue	>500 Million	6	9	63.26		46.94	62.50	80.97	
6421	Security Director	Organizational Size	1,000 or more employees	9	12	63.26		54.85	62.21	73.76	
0320	Security Guard - Commissioned	All Firms	All Firms	7	108	20.75	16.54	17.66	18.96	23.45	27.70
0320	Security Guard - Commissioned	Industry Type	Other	5	87	19.21	16.54	17.26	18.55	20.50	23.56
0320	Security Guard - Commissioned	Status	Not-for-Profit	5	64	21.58	17.66	18.11	19.10	24.44	29.32
0321	Security Guard - Noncommissioned	All Firms	All Firms	13	239	16.54	15.00	15.30	16.73	17.73	18.14
0321	Security Guard - Noncommissioned	Industry Type	Healthcare	7	161	16.44	13.28	15.27	17.37	17.73	18.14
0321	Security Guard - Noncommissioned	Industry Type	Other	5	77	16.72	15.00	15.73	16.64	17.07	18.37
0321	Security Guard - Noncommissioned	Status	Profit	5	51	16.74	15.30	15.30	16.33	17.93	18.75
0321	Security Guard - Noncommissioned	Annual Revenue	>500 Million	8	205	16.94	15.00	15.73	17.08	17.73	18.23
0321	Security Guard - Noncommissioned	Organizational Size	1,000 or more employees	8	205	16.94	15.00	15.73	17.08	17.73	18.23
0323	Security Guard Manager	All Firms	All Firms	8	10	32.52		29.41	32.29	36.84	
0323	Security Guard Manager	Industry Type	Healthcare	5	7	31.86		29.00	30.84	36.48	
0323	Security Guard Manager	Status	Not-for-Profit	5	6	32.82		27.41	34.22	36.84	
0323	Security Guard Manager	Organizational Size	1,000 or more employees	5	7	33.68		30.77	33.75	37.20	
0322	Security Guard Supervisor	All Firms	All Firms	10	21	24.69	17.81	19.03	22.00	29.02	36.79
0322	Security Guard Supervisor	Industry Type	Other	8	17	25.34		18.82	23.16	32.75	
0322	Security Guard Supervisor	Annual Revenue	>500 Million	5	14	25.46		18.43	21.96	35.00	
0322	Security Guard Supervisor	Organizational Size	1,000 or more employees	6	15	25.54		18.81	22.00	34.24	
0710	Shipping and Receiving Clerk	All Firms	All Firms	14	55	17.98	14.78	16.15	17.96	19.48	21.19
0710	Shipping and Receiving Clerk	Industry Type	Other	9	32	18.99	15.65	17.11	18.97	20.57	22.23
0710	Shipping and Receiving Clerk	Status	Profit	5	28	18.98	16.01	17.85	18.66	20.26	22.23
0710	Shipping and Receiving Clerk	Status	Not-for-Profit	7	24	16.43	14.21	15.53	16.16	17.03	19.50
0710	Shipping and Receiving Clerk	Annual Revenue	50-250 Million	8	23	16.98	14.21	15.91	16.48	18.02	20.17
0710	Shipping and Receiving Clerk	Annual Revenue	>500 Million	5	31	18.68	15.56	16.87	18.68	20.12	21.74
0710	Shipping and Receiving Clerk	Organizational Size	500-999 employees	6	8	18.97		17.52	19.04	19.50	
0710	Shipping and Receiving Clerk	Organizational Size	1,000 or more employees	5	31	18.74	15.56	16.87	18.68	20.39	21.74
0711	Shipping and Receiving Supervisor	All Firms	All Firms	6	13	30.43		28.35	29.88	33.22	
0618	Social Media Specialist	All Firms	All Firms	11	14	27.30		23.32	26.49	31.59	
0618	Social Media Specialist	Status	Government	5	6	29.21		24.24	30.72	32.67	
0618	Social Media Specialist	Organizational Size	1,000 or more employees	5	8	27.20		23.32	24.86	32.67	
0533	Software Architect/Engineer	All Firms	All Firms	18	238	49.17	36.21	40.25	47.52	57.67	65.12
0533	Software Architect/Engineer	Industry Type	Other	12	231	49.22	36.25	40.22	47.46	57.68	65.12
0533	Software Architect/Engineer	Status	Profit	8	112	52.23	35.42	42.32	51.53	61.02	70.60
0533	Software Architect/Engineer	Status	Government	6	30	40.68	30.43	34.06	39.33	45.58	54.89

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0533	Software Architect/Engineer	Annual Revenue	50-250 Million	7	12	45.07		37.70	44.27	50.32	
0533	Software Architect/Engineer	Annual Revenue	>500 Million	7	196	48.71	36.21	40.11	46.98	56.04	65.12
0533	Software Architect/Engineer	Organizational Size	1,000 or more employees	10	218	48.90	35.97	40.11	47.26	57.35	65.12
0712	Stockroom Clerk	All Firms	All Firms	7	68	16.59	13.86	15.16	16.59	17.79	18.14
0712	Stockroom Clerk	Organizational Size	1,000 or more employees	5	64	16.62	13.86	15.16	16.59	17.79	18.14
0803	Store Manager, Retail	All Firms	All Firms	5	5	29.27		22.38	28.19	36.69	
0803	Store Manager, Retail	Status	Not-for-Profit	5	5	29.27		22.38	28.19	36.69	
0557	Systems Administrator	All Firms	All Firms	28	53	40.37	31.06	33.27	37.64	46.45	54.54
0557	Systems Administrator	Industry Type	Municipality/Public Works	5	8	35.74		33.21	34.97	37.02	
0557	Systems Administrator	Industry Type	Healthcare	8	13	38.35		31.62	37.51	44.62	
0557	Systems Administrator	Industry Type	Other	13	30	42.70	31.06	34.52	42.26	51.90	56.11
0557	Systems Administrator	Status	Profit	12	22	44.40	33.13	35.77	44.07	53.56	59.56
0557	Systems Administrator	Status	Not-for-Profit	9	18	38.40		31.52	34.69	46.45	
0557	Systems Administrator	Status	Government	7	13	36.28		33.04	35.48	37.58	
0557	Systems Administrator	Annual Revenue	50-250 Million	11	16	36.66		33.04	35.76	39.59	
0557	Systems Administrator	Annual Revenue	250-500 Million	5	8	33.72		33.43	34.73	35.51	
0557	Systems Administrator	Annual Revenue	>500 Million	9	25	45.79	30.42	37.91	45.96	53.93	59.56
0557	Systems Administrator	Organizational Size	250-499 employees	8	10	34.00		31.26	33.21	35.89	
0557	Systems Administrator	Organizational Size	500-999 employees	6	9	34.47		32.60	34.46	36.56	
0557	Systems Administrator	Organizational Size	1,000 or more employees	11	31	44.35	31.02	36.00	45.28	53.05	56.83
0517	Systems Analyst I	All Firms	All Firms	12	31	38.14	32.75	34.62	37.39	40.71	45.58
0517	Systems Analyst I	Industry Type	Other	7	23	36.99	32.75	34.24	36.06	39.31	43.64
0517	Systems Analyst I	Annual Revenue	>500 Million	7	23	37.20	32.75	34.62	36.06	39.31	43.64
0517	Systems Analyst I	Organizational Size	1,000 or more employees	7	23	37.20	32.75	34.62	36.06	39.31	43.64
0541	Systems Analyst II	All Firms	All Firms	14	56	47.18	35.04	39.95	45.11	55.70	62.55
0541	Systems Analyst II	Industry Type	Other	10	52	47.36	35.04	39.95	45.85	56.25	62.55
0541	Systems Analyst II	Status	Not-for-Profit	5	18	51.34		44.93	51.69	56.34	
0541	Systems Analyst II	Status	Government	5	20	37.50	32.05	35.04	36.77	40.73	43.18
0541	Systems Analyst II	Annual Revenue	>500 Million	7	35	48.42	34.28	40.52	46.02	56.42	64.41
0541	Systems Analyst II	Organizational Size	1,000 or more employees	8	47	47.75	34.28	39.72	47.82	56.42	63.03
0040	Tax Accountant	All Firms	All Firms	5	14	34.49		32.03	34.57	36.59	
0040	Tax Accountant	Industry Type	Other	5	14	34.49		32.03	34.57	36.59	
0040	Tax Accountant	Status	Profit	5	14	34.49		32.03	34.57	36.59	
0040	Tax Accountant	Annual Revenue	>500 Million	5	14	34.49		32.03	34.57	36.59	
0040	Tax Accountant	Organizational Size	1,000 or more employees	5	14	34.49		32.03	34.57	36.59	
0658	Technical Support Specialist	All Firms	All Firms	6	28	28.21	17.43	19.58	24.59	37.73	42.54
0658	Technical Support Specialist	Industry Type	Other	5	24	29.63	17.60	20.69	27.19	39.96	42.54
0631	Technical Writer	All Firms	All Firms	5	6	30.85		21.66	29.03	41.85	
0553	Telecommunications Technician	All Firms	All Firms	5	10	29.95		23.91	32.18	32.99	
0416	Trainer - Exempt	All Firms	All Firms	22	102	31.07	24.11	26.29	30.12	34.91	40.24
0416	Trainer - Exempt	Industry Type	Healthcare	6	24	28.32	22.04	23.88	26.71	30.88	39.72
0416	Trainer - Exempt	Industry Type	Other	14	75	31.94	25.02	27.04	31.20	35.21	41.59
0416	Trainer - Exempt	Status	Profit	10	27	36.27	27.64	32.21	35.10	42.31	46.33
0416	Trainer - Exempt	Status	Not-for-Profit	8	36	29.32	24.08	25.81	26.91	32.00	39.29
0416	Trainer - Exempt	Annual Revenue	50-250 Million	8	52	29.62	24.41	26.13	29.78	32.49	35.81
0416	Trainer - Exempt	Annual Revenue	>500 Million	9	39	32.67	23.85	25.85	31.78	39.62	46.15
0416	Trainer - Exempt	Organizational Size	1,000 or more employees	11	77	30.40	23.85	26.04	29.78	33.32	42.01
0425	Trainer - Nonexempt	All Firms	All Firms	7	16	25.39		21.46	25.38	26.54	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Base Wage					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0425	Trainer - Nonexempt	Industry Type	Other	5	13	25.69		21.46	25.26	26.85	
0425	Trainer - Nonexempt	Annual Revenue	50-250 Million	5	12	24.46		21.32	24.75	26.17	
0415	Training Director	All Firms	All Firms	6	7	69.64		62.50	67.13	78.13	
0717	Van/Bus Driver	All Firms	All Firms	10	77	17.33	15.20	16.00	16.07	17.87	22.26
0717	Van/Bus Driver	Industry Type	Healthcare	5	15	16.15		14.84	16.18	16.86	
0717	Van/Bus Driver	Industry Type	Other	5	62	17.62	16.00	16.00	16.07	18.39	23.04
0126	Volunteer Coordinator	All Firms	All Firms	9	15	22.53		17.05	23.32	26.23	
0126	Volunteer Coordinator	Industry Type	Healthcare	5	8	24.76		22.49	24.82	26.31	
0126	Volunteer Coordinator	Status	Not-for-Profit	6	6	20.81		17.45	20.83	24.15	
0126	Volunteer Coordinator	Annual Revenue	>500 Million	5	11	23.40		17.05	24.32	26.38	
0126	Volunteer Coordinator	Organizational Size	1,000 or more employees	6	12	22.83		16.86	23.82	26.31	
0135	Volunteer Manager	All Firms	All Firms	7	7	30.30		26.45	28.85	32.31	
0135	Volunteer Manager	Status	Not-for-Profit	7	7	30.30		26.45	28.85	32.31	
0718	Warehouse Manager	All Firms	All Firms	5	9	44.92		43.51	44.14	47.92	
0706	Warehouse Materials Handler I	All Firms	All Firms	12	316	20.11	18.50	18.50	19.45	21.50	24.59
0706	Warehouse Materials Handler I	Industry Type	Manufacturing	5	48	22.22	15.51	18.00	24.59	24.59	24.59
0706	Warehouse Materials Handler I	Industry Type	Other	5	265	19.75	18.50	18.50	19.33	20.64	21.50
0706	Warehouse Materials Handler I	Status	Profit	10	298	19.92	18.50	18.50	19.35	21.32	24.59
0706	Warehouse Materials Handler I	Annual Revenue	50-250 Million	6	31	19.94	15.20	15.65	20.25	24.19	25.35
0706	Warehouse Materials Handler I	Organizational Size	250-499 employees	5	42	23.31	17.49	24.59	24.59	24.59	24.59
0726	Warehouse Materials Handler II	All Firms	All Firms	8	34	21.21	16.94	17.76	20.08	23.54	28.51
0726	Warehouse Materials Handler II	Annual Revenue	50-250 Million	5	19	18.52		17.00	18.27	20.00	
0729	Warehouse Specialist	All Firms	All Firms	5	47	18.40	15.02	16.55	17.71	19.05	22.96
0719	Warehouse Supervisor	All Firms	All Firms	15	54	28.99	23.76	24.61	27.51	33.82	37.94
0719	Warehouse Supervisor	Industry Type	Other	8	28	30.56	23.98	25.83	27.99	37.49	38.79
0719	Warehouse Supervisor	Status	Profit	8	30	30.16	23.27	24.86	27.83	37.49	38.39
0719	Warehouse Supervisor	Status	Government	6	23	27.51	23.80	24.37	26.89	28.81	33.18
0719	Warehouse Supervisor	Annual Revenue	50-250 Million	6	14	27.92		23.66	27.02	31.49	
0719	Warehouse Supervisor	Annual Revenue	>500 Million	6	37	29.21	23.80	24.54	27.42	35.29	38.39
0719	Warehouse Supervisor	Organizational Size	1,000 or more employees	7	41	29.22	23.80	25.17	27.60	32.68	37.94
0543	Web Developer	All Firms	All Firms	6	17	31.54		27.75	30.92	33.08	
0543	Web Developer	Industry Type	Other	6	17	31.54		27.75	30.92	33.08	
0543	Web Developer	Organizational Size	1,000 or more employees	5	16	31.71		27.75	30.92	33.08	
0527	Web Master	All Firms	All Firms	5	5	39.51		28.40	40.88	49.95	
1071	Welder	All Firms	All Firms	5	26	24.30	21.59	22.58	23.65	25.61	30.00
1071	Welder	Organizational Size	1,000 or more employees	5	26	24.30	21.59	22.58	23.65	25.61	30.00
0431	Workers' Compensation Specialist	All Firms	All Firms	5	6	29.67		26.59	30.33	32.11	
0431	Workers' Compensation Specialist	Status	Government	5	6	29.67		26.59	30.33	32.11	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0028	Accountant - Senior (CPA)	All Firms	All Firms	12	37	40.40	31.46	34.92	40.27	45.16	50.25
0028	Accountant - Senior (CPA)	Industry Type	Healthcare	5	17	36.84		33.65	35.39	39.35	
0028	Accountant - Senior (CPA)	Industry Type	Other	7	20	43.43	36.39	40.10	44.40	47.11	50.25
0028	Accountant - Senior (CPA)	Status	Profit	5	18	44.56		40.36	44.40	48.15	
0028	Accountant - Senior (CPA)	Status	Not-for-Profit	5	7	39.32		37.25	38.25	42.52	
0028	Accountant - Senior (CPA)	Annual Revenue	>500 Million	8	30	40.67	32.76	34.92	40.71	45.16	49.90
0028	Accountant - Senior (CPA)	Organizational Size	1,000 or more employees	8	30	40.57	32.42	34.68	40.10	45.78	49.90
0001	Accountant I (Degreed)	All Firms	All Firms	28	139	27.89	21.63	23.69	28.00	31.37	33.87
0001	Accountant I (Degreed)	Industry Type	Healthcare	9	69	26.37	21.29	22.71	25.96	30.27	31.80
0001	Accountant I (Degreed)	Industry Type	Other	15	65	29.57	22.28	25.36	29.67	32.86	37.19
0001	Accountant I (Degreed)	Status	Profit	8	30	28.93	25.24	27.38	29.02	30.50	32.53
0001	Accountant I (Degreed)	Status	Not-for-Profit	11	31	30.15	22.28	27.51	31.37	32.54	36.69
0001	Accountant I (Degreed)	Status	Government	9	78	26.59	21.29	22.71	24.42	30.30	34.27
0001	Accountant I (Degreed)	Annual Revenue	50-250 Million	9	14	31.82		27.66	30.06	37.19	
0001	Accountant I (Degreed)	Annual Revenue	>500 Million	13	107	27.47	21.50	23.35	27.54	31.13	33.64
0001	Accountant I (Degreed)	Organizational Size	250-499 employees	8	12	24.86		22.21	24.13	28.13	
0001	Accountant I (Degreed)	Organizational Size	1,000 or more employees	14	115	27.69	21.63	23.45	27.64	31.13	33.64
0033	Accountant I (Non-Degreed)	All Firms	All Firms	11	14	28.50		24.90	28.55	32.02	
0033	Accountant I (Non-Degreed)	Status	Government	6	8	29.19		26.68	29.41	30.74	
0032	Accountant II	All Firms	All Firms	31	99	33.39	26.00	28.85	33.32	36.93	42.18
0032	Accountant II	Industry Type	Municipality/Public Works	5	6	34.92		32.45	33.59	38.73	
0032	Accountant II	Industry Type	Healthcare	6	40	29.50	25.65	26.22	28.85	33.00	34.91
0032	Accountant II	Industry Type	Other	18	50	36.07	29.51	32.43	33.77	40.68	45.09
0032	Accountant II	Status	Profit	12	25	36.64	28.68	33.46	36.06	40.99	46.32
0032	Accountant II	Status	Not-for-Profit	7	22	35.39	31.01	33.06	33.44	38.31	44.41
0032	Accountant II	Status	Government	12	52	30.98	25.65	27.02	29.44	33.29	39.32
0032	Accountant II	Annual Revenue	50-250 Million	11	26	35.58	29.70	33.22	33.44	38.73	43.08
0032	Accountant II	Annual Revenue	>500 Million	12	62	32.95	25.65	27.34	31.26	36.83	42.95
0032	Accountant II	Organizational Size	100-249 employees	6	11	33.54		31.15	32.93	33.41	
0032	Accountant II	Organizational Size	250-499 employees	6	8	33.48		31.01	32.45	38.52	
0032	Accountant II	Organizational Size	1,000 or more employees	14	65	32.95	25.65	27.34	31.51	36.97	42.95
0003	Accounting Clerk I	All Firms	All Firms	22	76	20.06	17.09	18.70	19.73	21.56	22.89
0003	Accounting Clerk I	Industry Type	Healthcare	7	37	20.52	19.34	19.34	20.12	21.56	22.50
0003	Accounting Clerk I	Industry Type	Other	11	33	19.47	16.84	17.12	18.56	20.75	24.76
0003	Accounting Clerk I	Status	Profit	8	10	21.43		20.56	21.60	22.76	
0003	Accounting Clerk I	Status	Not-for-Profit	9	13	20.01		17.95	20.69	21.82	
0003	Accounting Clerk I	Status	Government	5	53	19.81	17.09	17.59	19.34	21.25	21.56
0003	Accounting Clerk I	Annual Revenue	50-250 Million	5	5	20.12		17.75	19.10	23.00	
0003	Accounting Clerk I	Annual Revenue	250-500 Million	5	10	21.39		20.69	20.93	22.38	
0003	Accounting Clerk I	Annual Revenue	>500 Million	6	53	19.97	17.12	18.52	19.73	21.49	21.85
0003	Accounting Clerk I	Organizational Size	250-499 employees	6	6	21.59		19.67	22.10	23.00	
0003	Accounting Clerk I	Organizational Size	1,000 or more employees	8	55	19.88	17.10	18.48	19.34	21.20	21.85
0004	Accounting Clerk II	All Firms	All Firms	19	70	23.34	17.99	20.98	23.07	25.58	27.59
0004	Accounting Clerk II	Industry Type	Other	15	58	24.07	20.16	21.71	23.47	26.44	28.00
0004	Accounting Clerk II	Status	Profit	7	32	25.93	22.00	22.89	26.04	27.37	32.48
0004	Accounting Clerk II	Status	Not-for-Profit	5	7	21.45		20.94	21.76	22.12	
0004	Accounting Clerk II	Status	Government	7	31	21.09	16.83	18.90	21.64	23.62	24.70
0004	Accounting Clerk II	Annual Revenue	50-250 Million	5	9	22.27		20.68	22.12	23.90	
0004	Accounting Clerk II	Annual Revenue	>500 Million	6	41	22.11	17.25	19.17	22.30	23.73	27.12

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0004	Accounting Clerk II	Organizational Size	1,000 or more employees	10	52	23.16	17.31	20.78	22.89	25.58	27.81
0005	Accounting Clerk Supervisor	All Firms	All Firms	5	5	29.57		22.45	31.11	35.93	
0026	Accounting Manager	All Firms	All Firms	23	53	52.12	40.96	44.65	51.37	58.05	66.92
0026	Accounting Manager	Industry Type	Healthcare	7	11	47.57		41.06	49.15	51.84	
0026	Accounting Manager	Industry Type	Other	13	38	53.21	41.40	45.48	52.94	59.30	70.69
0026	Accounting Manager	Status	Profit	9	23	57.19	44.50	45.69	55.62	62.05	72.26
0026	Accounting Manager	Status	Not-for-Profit	8	10	49.35		42.50	50.54	52.14	
0026	Accounting Manager	Status	Government	6	20	47.68	36.86	43.99	46.56	53.14	58.34
0026	Accounting Manager	Annual Revenue	50-250 Million	7	8	50.48		44.91	49.43	54.54	
0026	Accounting Manager	Annual Revenue	>500 Million	10	35	53.94	41.50	46.50	54.28	59.63	70.69
0026	Accounting Manager	Organizational Size	250-499 employees	7	7	46.52		40.87	45.29	51.37	
0026	Accounting Manager	Organizational Size	1,000 or more employees	11	38	53.13	41.50	45.19	52.94	59.30	70.69
0041	Accounting Supervisor (Accountants)	All Firms	All Firms	8	43	47.38	34.79	36.63	46.57	57.12	61.80
0041	Accounting Supervisor (Accountants)	Industry Type	Other	5	25	54.24	36.77	51.06	55.65	60.56	64.68
0041	Accounting Supervisor (Accountants)	Annual Revenue	>500 Million	5	37	48.54	34.68	37.24	53.31	57.55	62.71
0041	Accounting Supervisor (Accountants)	Organizational Size	1,000 or more employees	7	42	47.57	34.79	36.50	46.61	57.19	61.80
0042	Accounting Supervisor (Accounts Payable/Receivable)	All Firms	All Firms	13	18	33.63		27.94	33.16	37.98	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Industry Type	Other	9	14	34.28		29.75	33.83	37.98	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Status	Profit	8	12	35.14		29.00	34.60	38.01	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Annual Revenue	50-250 Million	7	8	33.17		28.69	32.94	35.27	
0042	Accounting Supervisor (Accounts Payable/Receivable)	Organizational Size	1,000 or more employees	6	10	35.65		31.64	36.03	38.49	
0006	Accounts Payable Clerk I	All Firms	All Firms	19	49	19.73	17.00	18.52	19.06	21.10	22.58
0006	Accounts Payable Clerk I	Industry Type	Healthcare	6	20	19.15	18.20	18.71	18.93	19.76	20.44
0006	Accounts Payable Clerk I	Industry Type	Other	9	21	20.26	16.86	17.61	20.80	21.77	23.39
0006	Accounts Payable Clerk I	Status	Not-for-Profit	9	19	19.08		18.50	19.00	20.09	
0006	Accounts Payable Clerk I	Status	Government	6	16	18.94		17.50	18.93	19.17	
0006	Accounts Payable Clerk I	Annual Revenue	50-250 Million	5	8	19.42		18.33	18.73	20.03	
0006	Accounts Payable Clerk I	Annual Revenue	>500 Million	7	29	19.61	16.97	18.71	19.07	20.99	21.78
0006	Accounts Payable Clerk I	Organizational Size	250-499 employees	5	8	19.56		18.33	18.73	20.00	
0006	Accounts Payable Clerk I	Organizational Size	1,000 or more employees	9	35	19.85	16.92	18.93	19.42	21.27	22.86
0034	Accounts Payable Clerk II	All Firms	All Firms	29	53	22.59	18.33	19.55	21.75	24.46	28.74
0034	Accounts Payable Clerk II	Industry Type	Healthcare	10	17	22.99		20.42	22.41	24.31	
0034	Accounts Payable Clerk II	Industry Type	Other	15	31	22.36	17.90	18.77	21.40	24.96	29.76
0034	Accounts Payable Clerk II	Status	Profit	7	12	24.09		20.25	21.80	28.74	
0034	Accounts Payable Clerk II	Status	Not-for-Profit	13	21	22.07	17.84	19.55	21.70	24.15	26.99
0034	Accounts Payable Clerk II	Status	Government	9	20	22.24	18.20	19.11	21.73	24.58	27.04
0034	Accounts Payable Clerk II	Annual Revenue	50-250 Million	14	22	22.67	17.84	19.75	22.12	24.96	28.74
0034	Accounts Payable Clerk II	Annual Revenue	>500 Million	8	22	21.83	18.20	19.11	20.43	23.48	29.71
0034	Accounts Payable Clerk II	Organizational Size	250-499 employees	6	8	21.64		17.84	21.75	25.03	
0034	Accounts Payable Clerk II	Organizational Size	500-999 employees	7	12	24.35		21.18	24.63	27.83	
0034	Accounts Payable Clerk II	Organizational Size	1,000 or more employees	11	27	22.25	18.20	19.29	21.32	22.92	31.52
0007	Accounts Payable Manager	All Firms	All Firms	10	10	42.99		34.53	40.37	54.75	
0007	Accounts Payable Manager	Industry Type	Other	9	9	43.88		36.44	40.74	54.75	
0007	Accounts Payable Manager	Status	Not-for-Profit	5	5	41.10		33.12	38.82	50.21	
0007	Accounts Payable Manager	Organizational Size	1,000 or more employees	7	7	45.42		35.00	40.89	56.87	
0008	Accounts Receivable Clerk I	All Firms	All Firms	7	11	19.79		17.56	19.44	20.80	
0008	Accounts Receivable Clerk I	Status	Profit	5	6	21.05		18.50	20.40	24.24	
0035	Accounts Receivable Clerk II	All Firms	All Firms	18	40	22.46	17.45	18.82	22.92	24.94	26.56

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0035	Accounts Receivable Clerk II	Industry Type	Other	15	35	22.01	16.98	18.25	21.50	24.04	27.01
0035	Accounts Receivable Clerk II	Status	Profit	7	14	25.06		23.04	24.04	25.34	
0035	Accounts Receivable Clerk II	Status	Not-for-Profit	6	10	20.48		16.88	20.11	25.06	
0035	Accounts Receivable Clerk II	Status	Government	5	16	21.42		18.06	20.85	24.24	
0035	Accounts Receivable Clerk II	Annual Revenue	50-250 Million	8	17	20.64		17.87	19.71	24.04	
0035	Accounts Receivable Clerk II	Annual Revenue	>500 Million	6	18	23.46		20.63	23.39	25.13	
0035	Accounts Receivable Clerk II	Organizational Size	500-999 employees	5	10	24.00		22.27	24.37	25.33	
0035	Accounts Receivable Clerk II	Organizational Size	1,000 or more employees	9	20	23.52	18.06	20.88	23.39	25.00	30.26
0009	Accounts Receivable Manager	All Firms	All Firms	6	6	43.01		22.98	43.21	62.85	
0009	Accounts Receivable Manager	Industry Type	Other	6	6	43.01		22.98	43.21	62.85	
0009	Accounts Receivable Manager	Organizational Size	1,000 or more employees	5	5	47.29		27.42	55.91	62.85	
0100	Administrative Assistant	All Firms	All Firms	55	505	20.86	17.36	18.86	19.58	22.06	26.72
0100	Administrative Assistant	Industry Type	Municipality/Public Works	10	45	22.29	18.21	20.15	21.91	24.05	27.31
0100	Administrative Assistant	Industry Type	Manufacturing	6	10	19.49		15.32	19.11	22.83	
0100	Administrative Assistant	Industry Type	Healthcare	15	263	19.97	18.17	18.93	19.39	20.82	21.90
0100	Administrative Assistant	Industry Type	Other	24	187	21.84	16.89	18.04	20.27	24.95	28.05
0100	Administrative Assistant	Status	Profit	15	81	22.05	16.67	18.36	19.65	25.11	31.31
0100	Administrative Assistant	Status	Not-for-Profit	20	186	20.17	17.14	18.47	19.37	21.27	25.43
0100	Administrative Assistant	Status	Government	20	238	20.99	17.87	18.93	19.96	22.17	25.78
0100	Administrative Assistant	Annual Revenue	<10 Million	5	9	21.05		20.08	20.56	22.58	
0100	Administrative Assistant	Annual Revenue	10-50 Million	9	32	20.10	16.67	17.71	19.36	22.41	24.64
0100	Administrative Assistant	Annual Revenue	50-250 Million	19	122	20.68	16.67	18.44	19.80	22.39	25.87
0100	Administrative Assistant	Annual Revenue	250-500 Million	7	23	20.42	17.26	18.00	20.15	21.91	25.18
0100	Administrative Assistant	Annual Revenue	>500 Million	14	314	20.97	17.93	18.93	19.39	21.83	27.25
0100	Administrative Assistant	Organizational Size	1-99 employees	6	10	21.76		20.16	21.60	23.17	
0100	Administrative Assistant	Organizational Size	100-249 employees	11	49	19.64	16.94	17.69	19.07	21.06	24.24
0100	Administrative Assistant	Organizational Size	250-499 employees	12	55	20.17	15.28	17.48	19.50	22.32	26.64
0100	Administrative Assistant	Organizational Size	500-999 employees	7	40	20.09	17.92	18.37	19.54	20.90	24.01
0100	Administrative Assistant	Organizational Size	1,000 or more employees	19	351	21.20	18.04	18.93	19.48	22.22	27.41
0101	Administrative Assistant - Executive	All Firms	All Firms	46	308	28.29	20.50	22.18	25.25	34.34	38.91
0101	Administrative Assistant - Executive	Industry Type	Municipality/Public Works	6	9	34.15		28.70	36.30	38.91	
0101	Administrative Assistant - Executive	Industry Type	Healthcare	13	126	25.63	20.00	21.43	24.44	28.50	32.55
0101	Administrative Assistant - Executive	Industry Type	Other	25	171	29.88	20.80	22.40	28.77	35.97	40.74
0101	Administrative Assistant - Executive	Status	Profit	13	49	35.87	28.92	32.35	34.91	37.32	43.63
0101	Administrative Assistant - Executive	Status	Not-for-Profit	18	135	26.36	20.04	21.89	24.50	29.00	33.42
0101	Administrative Assistant - Executive	Status	Government	15	124	27.40	20.39	21.65	23.80	34.63	38.54
0101	Administrative Assistant - Executive	Annual Revenue	50-250 Million	17	40	31.46	24.18	25.24	31.50	35.36	38.91
0101	Administrative Assistant - Executive	Annual Revenue	250-500 Million	6	15	30.59		25.00	29.87	36.06	
0101	Administrative Assistant - Executive	Annual Revenue	>500 Million	15	238	27.34	20.13	21.65	24.44	32.47	39.13
0101	Administrative Assistant - Executive	Organizational Size	100-249 employees	5	6	34.14		25.45	31.47	45.49	
0101	Administrative Assistant - Executive	Organizational Size	250-499 employees	10	19	31.00		24.75	30.92	35.21	
0101	Administrative Assistant - Executive	Organizational Size	500-999 employees	9	28	28.04	21.39	24.08	27.05	32.04	36.18
0101	Administrative Assistant - Executive	Organizational Size	1,000 or more employees	19	252	28.01	20.21	21.89	24.74	34.38	39.13
0119	Administrative Services Supervisor	All Firms	All Firms	10	151	26.76	20.81	23.17	25.49	28.83	35.41
0119	Administrative Services Supervisor	Industry Type	Other	7	101	28.34	22.46	24.33	26.60	32.10	36.67
0119	Administrative Services Supervisor	Annual Revenue	>500 Million	7	148	26.74	20.76	23.15	25.42	28.81	36.11
0119	Administrative Services Supervisor	Organizational Size	1,000 or more employees	8	149	26.77	20.80	23.15	25.49	28.87	35.74
0518	Application Programmer Analyst I	All Firms	All Firms	12	44	35.91	29.08	31.97	34.97	39.54	46.33

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0518	Application Programmer Analyst I	Industry Type	Healthcare	7	33	37.64	30.00	33.34	35.68	43.67	46.44
0518	Application Programmer Analyst I	Industry Type	Other	5	11	30.72		27.47	30.90	35.19	
0518	Application Programmer Analyst I	Status	Not-for-Profit	6	23	37.60	27.06	30.00	39.00	45.40	46.44
0518	Application Programmer Analyst I	Annual Revenue	>500 Million	5	30	37.76	30.00	33.34	35.59	44.64	46.44
0518	Application Programmer Analyst I	Organizational Size	1,000 or more employees	6	35	36.38	29.67	31.37	34.14	43.46	46.44
0519	Application Programmer Analyst II	All Firms	All Firms	9	80	45.62	37.32	40.24	44.72	51.10	52.79
0519	Application Programmer Analyst II	Industry Type	Other	5	32	46.24	32.82	40.32	44.33	49.81	58.99
0519	Application Programmer Analyst II	Status	Government	5	46	42.41	34.34	37.55	42.86	46.91	53.20
0519	Application Programmer Analyst II	Annual Revenue	>500 Million	6	76	45.85	37.32	40.24	45.05	51.25	53.36
0519	Application Programmer Analyst II	Organizational Size	1,000 or more employees	7	78	45.81	37.32	40.24	44.86	51.25	53.36
0025	Assistant Controller	All Firms	All Firms	8	9	62.46		50.29	59.07	81.29	
0025	Assistant Controller	Industry Type	Other	6	7	61.61		45.67	59.07	86.63	
0025	Assistant Controller	Status	Profit	5	6	61.03		39.71	55.73	87.65	
0025	Assistant Controller	Annual Revenue	>500 Million	5	6	71.31		57.81	68.46	87.65	
0129	Assistant to the CEO	All Firms	All Firms	15	20	45.56	25.74	30.80	46.24	56.96	66.96
0129	Assistant to the CEO	Industry Type	Healthcare	5	6	45.14		27.31	42.97	65.14	
0129	Assistant to the CEO	Industry Type	Other	7	11	48.95		31.97	50.64	57.69	
0129	Assistant to the CEO	Status	Profit	5	8	50.10		46.67	51.02	56.96	
0129	Assistant to the CEO	Status	Not-for-Profit	6	8	38.46		26.96	30.80	49.90	
0129	Assistant to the CEO	Annual Revenue	>500 Million	7	9	51.59		42.97	50.64	64.69	
0129	Assistant to the CEO	Organizational Size	1,000 or more employees	8	12	52.58		46.24	51.02	60.28	
0601	Audiovisual Technician	All Firms	All Firms	7	13	19.92		16.25	17.64	21.64	
0601	Audiovisual Technician	Annual Revenue	>500 Million	5	11	19.61		15.62	17.31	18.93	
0029	Auditing Manager	All Firms	All Firms	6	6	66.57		53.16	66.19	80.36	
0029	Auditing Manager	Industry Type	Other	6	6	66.57		53.16	66.19	80.36	
0029	Auditing Manager	Organizational Size	1,000 or more employees	6	6	66.57		53.16	66.19	80.36	
0010	Auditor	All Firms	All Firms	14	48	36.03	26.26	29.83	37.06	40.46	46.33
0010	Auditor	Industry Type	Other	13	46	35.90	26.26	28.71	37.06	40.46	45.71
0010	Auditor	Status	Profit	7	25	35.96	26.49	29.58	37.10	40.39	43.94
0010	Auditor	Status	Government	6	21	35.84	25.65	28.55	36.36	40.74	45.71
0010	Auditor	Annual Revenue	>500 Million	8	33	35.28	25.65	28.30	37.02	39.53	43.94
0010	Auditor	Organizational Size	1,000 or more employees	11	41	36.48	26.26	28.71	37.74	40.83	46.33
0426	Benefits Analyst	All Firms	All Firms	15	31	30.70	23.80	26.46	31.25	33.59	38.68
0426	Benefits Analyst	Industry Type	Healthcare	6	13	29.54		25.58	26.97	33.72	
0426	Benefits Analyst	Industry Type	Other	9	18	31.54		27.32	31.71	33.74	
0426	Benefits Analyst	Status	Profit	5	10	33.26		30.53	32.56	37.81	
0426	Benefits Analyst	Status	Government	6	9	29.55		26.72	31.24	32.02	
0426	Benefits Analyst	Annual Revenue	>500 Million	9	23	30.27	22.60	26.44	31.32	33.59	37.81
0426	Benefits Analyst	Organizational Size	1,000 or more employees	13	29	30.88	22.60	26.46	31.32	33.74	38.76
0400	Benefits Coordinator	All Firms	All Firms	20	37	30.19	21.70	25.60	28.95	34.74	38.53
0400	Benefits Coordinator	Industry Type	Other	14	30	29.87	21.70	24.78	28.86	33.89	38.48
0400	Benefits Coordinator	Status	Profit	9	20	31.53	22.72	25.97	31.76	36.49	40.75
0400	Benefits Coordinator	Status	Not-for-Profit	7	11	28.27		22.94	27.50	31.33	
0400	Benefits Coordinator	Annual Revenue	50-250 Million	8	11	30.43		28.32	29.01	34.24	
0400	Benefits Coordinator	Annual Revenue	>500 Million	7	11	36.12		33.32	36.54	40.18	
0400	Benefits Coordinator	Organizational Size	500-999 employees	5	5	30.48		25.62	28.32	36.42	
0400	Benefits Coordinator	Organizational Size	1,000 or more employees	9	19	31.65		27.50	31.33	36.54	
0401	Benefits Manager	All Firms	All Firms	16	18	50.18		41.42	47.26	53.88	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Total Cash Compensation				
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0401	Benefits Manager	Industry Type	Other	12	14	52.04		41.42	49.69	58.39	
0401	Benefits Manager	Status	Profit	7	8	53.28		41.68	47.61	62.21	
0401	Benefits Manager	Status	Government	7	8	49.82		44.37	49.34	53.18	
0401	Benefits Manager	Annual Revenue	250-500 Million	5	5	43.36		37.98	43.35	48.74	
0401	Benefits Manager	Annual Revenue	>500 Million	6	7	55.38		42.00	52.36	70.67	
0401	Benefits Manager	Organizational Size	1,000 or more employees	9	10	54.98		43.70	51.32	66.73	
0036	Billing and Collections Manager	All Firms	All Firms	10	14	39.86		30.94	36.56	48.23	
0036	Billing and Collections Manager	Industry Type	Healthcare	6	10	37.13		30.94	33.89	45.63	
0036	Billing and Collections Manager	Status	Profit	5	6	47.33		34.66	48.23	59.09	
0036	Billing and Collections Manager	Status	Not-for-Profit	5	8	34.26		30.66	32.04	36.97	
0036	Billing and Collections Manager	Annual Revenue	50-250 Million	5	6	43.24		30.61	42.96	56.15	
0037	Billing and Collections Supervisor	All Firms	All Firms	6	17	28.44		24.28	27.87	29.53	
0011	Billing Clerk	All Firms	All Firms	14	67	20.91	18.08	19.00	20.86	22.50	24.00
0011	Billing Clerk	Industry Type	Healthcare	9	57	20.63	18.09	19.00	20.35	22.41	23.79
0011	Billing Clerk	Status	Not-for-Profit	9	55	20.56	18.27	19.00	20.19	21.93	23.41
0011	Billing Clerk	Annual Revenue	50-250 Million	5	17	22.13		19.70	22.83	22.83	
0011	Billing Clerk	Organizational Size	250-499 employees	5	13	19.75		18.09	19.00	21.34	
0038	Budget Analyst	All Firms	All Firms	7	23	30.66	21.90	25.96	27.32	37.75	40.13
0038	Budget Analyst	Status	Government	6	21	29.96	21.90	25.30	26.36	37.13	40.13
0030	Budget Manager	All Firms	All Firms	5	6	48.25		37.76	52.19	54.79	
0681	Business Analyst	All Firms	All Firms	10	26	43.32	34.52	36.58	43.32	48.03	56.03
0681	Business Analyst	Industry Type	Other	6	19	44.20		36.50	44.81	48.51	
0681	Business Analyst	Status	Profit	6	19	45.12		36.69	46.00	48.75	
0681	Business Analyst	Annual Revenue	>500 Million	5	17	45.91		39.24	46.47	49.88	
0681	Business Analyst	Organizational Size	1,000 or more employees	6	20	44.10	35.07	36.59	44.09	48.03	56.03
0501	Business Systems Analyst	All Firms	All Firms	14	42	36.82	27.52	31.99	36.36	40.82	45.24
0501	Business Systems Analyst	Industry Type	Other	9	28	38.40	28.31	33.82	37.92	42.42	50.69
0501	Business Systems Analyst	Status	Government	6	24	36.31	28.45	32.12	35.28	38.89	46.44
0501	Business Systems Analyst	Annual Revenue	>500 Million	8	24	34.52	26.94	30.06	33.82	38.89	42.48
0501	Business Systems Analyst	Organizational Size	1,000 or more employees	11	36	37.44	26.97	32.12	37.45	40.89	47.30
0652	Call Center Manager - Service	All Firms	All Firms	13	24	47.69	31.32	39.36	45.93	59.69	63.29
0652	Call Center Manager - Service	Industry Type	Healthcare	6	8	36.59		31.32	33.90	41.11	
0652	Call Center Manager - Service	Industry Type	Other	5	14	52.32		44.10	50.07	61.50	
0652	Call Center Manager - Service	Status	Profit	5	8	46.14		41.39	44.19	53.99	
0652	Call Center Manager - Service	Status	Government	5	13	49.94		38.62	50.08	61.08	
0652	Call Center Manager - Service	Annual Revenue	50-250 Million	6	7	51.92		43.75	55.85	61.92	
0652	Call Center Manager - Service	Organizational Size	1,000 or more employees	8	19	48.24		40.26	46.91	61.08	
0300	Carpenter - Maintenance	All Firms	All Firms	7	33	21.97	17.58	19.58	20.36	22.92	27.17
0102	Cashier - Office	All Firms	All Firms	7	27	18.61	17.55	17.73	17.79	19.25	22.13
0102	Cashier - Office	Industry Type	Healthcare	5	21	17.95	17.55	17.73	17.73	18.00	19.13
0102	Cashier - Office	Annual Revenue	>500 Million	5	21	18.03	17.55	17.73	17.73	18.00	19.13
0102	Cashier - Office	Organizational Size	1,000 or more employees	5	21	18.03	17.55	17.73	17.73	18.00	19.13
0056	Chief Administrative Officer	All Firms	All Firms	11	17	106.52		87.98	94.83	107.95	
0056	Chief Administrative Officer	Industry Type	Other	7	12	103.50		78.28	91.00	96.75	
0056	Chief Administrative Officer	Status	Not-for-Profit	5	5	94.31		81.22	98.67	105.22	
0056	Chief Administrative Officer	Annual Revenue	50-250 Million	5	11	97.42		88.74	93.11	98.67	
0050	Chief Executive Officer	All Firms	All Firms	40	51	179.58	91.61	118.12	155.78	225.00	308.29
0050	Chief Executive Officer	Industry Type	Manufacturing	5	6	223.18		140.38	223.95	305.21	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0050	Chief Executive Officer	Industry Type	Healthcare	10	11	166.51		103.37	156.58	227.50	
0050	Chief Executive Officer	Industry Type	Other	22	31	178.66	76.34	118.12	150.00	200.00	317.02
0050	Chief Executive Officer	Status	Profit	13	22	184.28	75.17	119.13	168.43	230.68	322.72
0050	Chief Executive Officer	Status	Not-for-Profit	18	20	174.03	100.54	107.58	142.79	198.99	302.28
0050	Chief Executive Officer	Status	Government	9	9	180.41		142.56	155.29	216.98	
0050	Chief Executive Officer	Annual Revenue	10-50 Million	9	9	131.37		104.57	114.78	170.74	
0050	Chief Executive Officer	Annual Revenue	50-250 Million	14	16	211.26		144.23	170.49	252.12	
0050	Chief Executive Officer	Annual Revenue	250-500 Million	7	16	152.86		110.13	149.52	200.00	
0050	Chief Executive Officer	Annual Revenue	>500 Million	7	7	256.05		140.07	264.34	320.35	
0050	Chief Executive Officer	Organizational Size	1-99 employees	5	5	148.54		100.61	155.78	192.85	
0050	Chief Executive Officer	Organizational Size	100-249 employees	10	10	137.38		92.07	125.30	184.06	
0050	Chief Executive Officer	Organizational Size	250-499 employees	9	10	184.47		122.29	150.17	275.03	
0050	Chief Executive Officer	Organizational Size	500-999 employees	6	8	226.03		125.07	198.99	283.61	
0050	Chief Executive Officer	Organizational Size	1,000 or more employees	10	18	188.28		135.03	167.49	236.63	
0051	Chief Financial Officer	All Firms	All Firms	35	37	127.43	69.87	85.43	107.84	160.96	186.04
0051	Chief Financial Officer	Industry Type	Healthcare	11	11	122.81		87.53	111.01	168.27	
0051	Chief Financial Officer	Industry Type	Other	21	23	131.76	68.76	81.98	104.15	161.49	222.40
0051	Chief Financial Officer	Status	Profit	9	10	161.62		75.97	138.46	222.40	
0051	Chief Financial Officer	Status	Not-for-Profit	17	17	119.02		84.76	105.61	164.43	
0051	Chief Financial Officer	Status	Government	9	10	107.53		85.43	102.10	129.44	
0051	Chief Financial Officer	Annual Revenue	50-250 Million	13	14	111.79		89.30	106.73	134.19	
0051	Chief Financial Officer	Annual Revenue	250-500 Million	5	6	144.80		104.58	145.68	184.13	
0051	Chief Financial Officer	Annual Revenue	>500 Million	9	9	179.58		102.10	163.78	208.44	
0051	Chief Financial Officer	Organizational Size	100-249 employees	6	6	90.25		75.06	82.85	112.85	
0051	Chief Financial Officer	Organizational Size	250-499 employees	7	7	107.60		87.53	105.61	111.01	
0051	Chief Financial Officer	Organizational Size	500-999 employees	5	5	148.10		125.14	160.43	164.88	
0051	Chief Financial Officer	Organizational Size	1,000 or more employees	13	15	160.44		100.06	139.93	172.07	
0057	Chief Human Resources Officer	All Firms	All Firms	17	20	106.82	74.37	79.54	95.02	108.17	142.76
0057	Chief Human Resources Officer	Industry Type	Healthcare	5	5	91.70		70.91	89.82	113.42	
0057	Chief Human Resources Officer	Industry Type	Other	9	12	110.86		78.82	96.11	108.17	
0057	Chief Human Resources Officer	Status	Profit	6	9	122.61		75.48	105.77	140.60	
0057	Chief Human Resources Officer	Status	Not-for-Profit	7	7	92.95		82.16	89.82	103.75	
0057	Chief Human Resources Officer	Annual Revenue	50-250 Million	7	7	95.28		76.92	83.18	103.75	
0057	Chief Human Resources Officer	Annual Revenue	250-500 Million	5	8	97.48		83.55	98.64	108.17	
0057	Chief Human Resources Officer	Organizational Size	1,000 or more employees	5	8	123.79		78.82	100.38	125.84	
0055	Chief Information Officer	All Firms	All Firms	15	16	115.58		85.85	108.72	140.38	
0055	Chief Information Officer	Industry Type	Other	9	10	125.84		89.51	133.67	154.81	
0055	Chief Information Officer	Status	Not-for-Profit	7	7	101.15		75.74	90.05	132.42	
0055	Chief Information Officer	Status	Government	5	5	100.95		84.63	94.83	120.34	
0055	Chief Information Officer	Annual Revenue	50-250 Million	5	5	93.73		76.96	87.50	113.62	
0055	Chief Information Officer	Annual Revenue	>500 Million	6	6	117.61		82.90	108.72	161.21	
0055	Chief Information Officer	Organizational Size	250-499 employees	5	5	89.43		72.73	81.76	109.96	
0055	Chief Information Officer	Organizational Size	1,000 or more employees	6	7	134.90		105.77	134.91	168.27	
0053	Chief Legal Officer	All Firms	All Firms	16	16	141.48		105.76	117.93	150.24	
0053	Chief Legal Officer	Industry Type	Other	11	11	153.49		105.75	126.52	170.67	
0053	Chief Legal Officer	Status	Government	9	9	123.33		107.68	118.64	136.62	
0053	Chief Legal Officer	Annual Revenue	50-250 Million	5	5	131.19		100.66	116.51	169.06	
0053	Chief Legal Officer	Annual Revenue	250-500 Million	5	5	118.47		99.34	105.77	143.94	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0053	Chief Legal Officer	Organizational Size	1,000 or more employees	8	8	161.95		122.58	136.62	167.04	
0052	Chief Operations Officer	All Firms	All Firms	25	30	113.93	66.68	84.61	109.29	144.23	167.04
0052	Chief Operations Officer	Industry Type	Healthcare	9	10	107.27		76.65	94.34	144.23	
0052	Chief Operations Officer	Industry Type	Other	12	16	120.71		86.90	120.13	154.34	
0052	Chief Operations Officer	Status	Profit	9	9	119.30		83.43	108.54	154.34	
0052	Chief Operations Officer	Status	Not-for-Profit	13	17	110.69		78.33	107.56	144.23	
0052	Chief Operations Officer	Annual Revenue	50-250 Million	12	16	115.36		90.97	110.18	131.94	
0052	Chief Operations Officer	Annual Revenue	>500 Million	5	5	147.14		106.91	158.23	181.83	
0052	Chief Operations Officer	Organizational Size	250-499 employees	9	9	86.95		72.61	87.53	108.05	
0052	Chief Operations Officer	Organizational Size	500-999 employees	6	8	130.29		90.26	144.23	163.93	
0052	Chief Operations Officer	Organizational Size	1,000 or more employees	6	9	132.95		114.84	126.29	150.98	
0058	Chief Sales and Marketing Officer	All Firms	All Firms	13	14	104.63		73.32	96.83	128.65	
0058	Chief Sales and Marketing Officer	Industry Type	Other	8	9	90.40		61.30	89.98	113.73	
0058	Chief Sales and Marketing Officer	Status	Profit	7	7	117.43		79.33	97.50	171.68	
0058	Chief Sales and Marketing Officer	Annual Revenue	50-250 Million	7	8	114.47		81.13	103.16	145.16	
0058	Chief Sales and Marketing Officer	Organizational Size	250-499 employees	5	5	115.03		81.13	108.81	152.03	
0303	Child Care Worker	All Firms	All Firms	6	195	16.14	14.00	15.00	17.00	17.50	17.79
0303	Child Care Worker	Status	Not-for-Profit	5	108	14.99	12.50	14.00	15.00	15.75	17.00
0012	Collector	All Firms	All Firms	10	169	18.18	15.35	16.53	17.85	19.94	21.24
0012	Collector	Industry Type	Healthcare	6	59	20.21	18.22	19.22	20.50	21.25	22.09
0012	Collector	Status	Profit	5	131	17.74	15.28	16.00	17.10	18.90	21.07
0012	Collector	Annual Revenue	>500 Million	5	44	20.08	18.15	18.63	20.27	21.08	21.78
0012	Collector	Organizational Size	1,000 or more employees	6	125	18.40	16.00	16.68	18.08	19.89	21.08
0644	Communications Specialist	All Firms	All Firms	13	30	29.58	19.17	21.54	28.96	35.01	43.45
0644	Communications Specialist	Industry Type	Other	7	20	31.07	18.28	21.54	31.27	39.50	45.57
0644	Communications Specialist	Status	Not-for-Profit	6	14	33.08		26.46	30.50	41.60	
0644	Communications Specialist	Status	Government	6	14	26.99		19.17	26.44	33.52	
0644	Communications Specialist	Annual Revenue	50-250 Million	5	7	31.07		20.81	28.93	41.54	
0644	Communications Specialist	Annual Revenue	>500 Million	6	20	29.72	18.28	23.37	29.50	34.78	43.47
0644	Communications Specialist	Organizational Size	1,000 or more employees	7	21	29.60	18.28	21.54	27.17	36.53	43.67
0402	Compensation Analyst	All Firms	All Firms	7	11	34.34		28.85	34.39	37.14	
0402	Compensation Analyst	Industry Type	Other	6	9	35.71		32.47	35.23	38.38	
0402	Compensation Analyst	Annual Revenue	>500 Million	5	9	34.33		28.18	34.39	37.66	
0402	Compensation Analyst	Organizational Size	1,000 or more employees	6	10	34.61		28.18	34.81	38.38	
0432	Compensation Analyst - Senior	All Firms	All Firms	5	7	46.48		44.12	45.76	49.40	
0432	Compensation Analyst - Senior	Organizational Size	1,000 or more employees	5	7	46.48		44.12	45.76	49.40	
0423	Compensation Manager	All Firms	All Firms	7	7	58.28		43.17	62.14	71.87	
0423	Compensation Manager	Organizational Size	1,000 or more employees	6	6	60.80		43.22	66.08	73.10	
0507	Computer Technician	All Firms	All Firms	11	49	23.48	19.50	22.03	23.18	25.06	27.03
0507	Computer Technician	Industry Type	Other	7	16	23.05		20.92	22.94	24.58	
0507	Computer Technician	Status	Not-for-Profit	7	36	23.50	19.50	21.14	23.17	25.36	27.47
0507	Computer Technician	Annual Revenue	50-250 Million	6	14	22.45		20.00	22.96	23.26	
0507	Computer Technician	Organizational Size	1,000 or more employees	5	37	23.88	19.50	22.69	23.48	25.71	27.29
2023	Construction Project Manager (New Construction)	All Firms	All Firms	7	22	60.70	42.43	44.47	55.05	77.64	88.46
2023	Construction Project Manager (New Construction)	Industry Type	Other	6	20	62.23	42.43	45.94	58.40	77.64	88.46
2023	Construction Project Manager (New Construction)	Organizational Size	1,000 or more employees	5	17	60.93		44.47	54.55	82.93	
0604	Contract Administrator	All Firms	All Firms	6	18	35.51		33.18	35.28	37.72	
0604	Contract Administrator	Industry Type	Other	5	17	35.20		33.18	35.15	36.73	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0013	Controller	All Firms	All Firms	29	37	67.78	43.52	47.92	57.69	83.82	107.61
0013	Controller	Industry Type	Manufacturing	6	6	65.17		45.20	56.18	94.15	
0013	Controller	Industry Type	Healthcare	7	13	64.31		46.48	55.29	80.44	
0013	Controller	Industry Type	Other	15	17	71.48		47.84	57.69	84.72	
0013	Controller	Status	Profit	16	22	69.67	43.52	45.89	56.63	92.21	105.07
0013	Controller	Status	Not-for-Profit	10	10	69.07		47.94	62.17	90.28	
0013	Controller	Annual Revenue	10-50 Million	6	6	47.96		41.44	46.26	56.18	
0013	Controller	Annual Revenue	50-250 Million	11	13	71.01		53.32	62.50	91.31	
0013	Controller	Annual Revenue	250-500 Million	5	5	67.97		55.26	66.64	81.35	
0013	Controller	Annual Revenue	>500 Million	6	12	75.85		48.78	58.09	98.70	
0013	Controller	Organizational Size	250-499 employees	9	9	67.38		47.94	57.97	90.64	
0013	Controller	Organizational Size	1,000 or more employees	9	15	71.34		48.85	60.88	77.89	
0324	Cook	All Firms	All Firms	11	141	16.98	15.05	16.00	16.66	18.24	18.99
0324	Cook	Industry Type	Healthcare	9	131	16.93	15.16	16.00	16.66	18.25	18.99
0324	Cook	Status	Not-for-Profit	6	66	17.38	15.13	16.00	17.80	18.61	19.17
0324	Cook	Annual Revenue	>500 Million	5	98	17.14	15.39	16.37	16.75	18.30	19.00
0308	Custodian I	All Firms	All Firms	38	752	15.79	12.86	15.00	16.37	16.87	17.20
0308	Custodian I	Industry Type	Municipality/Public Works	6	15	17.06		16.28	17.39	17.82	
0308	Custodian I	Industry Type	Healthcare	13	542	15.55	12.50	15.00	16.00	16.95	17.20
0308	Custodian I	Industry Type	Other	15	187	16.38	14.47	15.47	16.87	16.87	17.83
0308	Custodian I	Status	Profit	11	257	15.31	12.45	14.51	15.79	16.37	16.37
0308	Custodian I	Status	Not-for-Profit	16	334	15.84	12.50	14.93	16.75	17.20	17.20
0308	Custodian I	Status	Government	11	161	16.44	15.00	15.00	16.87	16.87	17.82
0308	Custodian I	Annual Revenue	10-50 Million	8	36	15.62	13.71	14.50	16.00	16.43	17.62
0308	Custodian I	Annual Revenue	50-250 Million	10	121	13.82	11.65	12.50	12.50	15.83	17.59
0308	Custodian I	Annual Revenue	>500 Million	13	554	16.26	15.00	15.75	16.37	17.11	17.20
0308	Custodian I	Organizational Size	1-99 employees	5	18	14.57		13.65	14.30	14.98	
0308	Custodian I	Organizational Size	100-249 employees	7	35	15.26	13.68	14.93	15.00	15.74	17.17
0308	Custodian I	Organizational Size	250-499 employees	9	93	14.02	12.50	12.50	12.88	15.92	16.89
0308	Custodian I	Organizational Size	1,000 or more employees	13	557	16.28	15.00	15.79	16.37	17.10	17.20
0334	Custodian II	All Firms	All Firms	15	150	17.61	14.00	16.86	17.70	19.00	19.16
0334	Custodian II	Industry Type	Healthcare	6	93	18.08	17.03	17.55	17.75	19.00	19.00
0334	Custodian II	Industry Type	Other	9	57	16.85	14.00	14.00	16.27	19.16	20.56
0334	Custodian II	Status	Not-for-Profit	9	98	16.71	14.00	15.95	17.13	17.70	18.10
0334	Custodian II	Annual Revenue	50-250 Million	5	52	16.67	14.00	14.00	16.00	19.16	20.56
0334	Custodian II	Annual Revenue	>500 Million	6	92	18.11	17.03	17.55	17.75	19.00	19.00
0334	Custodian II	Organizational Size	1,000 or more employees	6	106	17.89	16.28	17.05	17.70	19.00	19.00
0309	Custodian Supervisor	All Firms	All Firms	14	43	21.96	16.82	18.65	21.54	24.34	28.08
0309	Custodian Supervisor	Industry Type	Healthcare	6	32	21.11	17.80	18.82	21.19	23.02	25.62
0309	Custodian Supervisor	Industry Type	Other	7	10	23.96		16.89	21.18	34.36	
0309	Custodian Supervisor	Status	Not-for-Profit	8	22	20.53	14.39	18.00	19.83	24.92	26.31
0309	Custodian Supervisor	Annual Revenue	>500 Million	6	31	22.62	18.43	19.00	21.64	24.14	30.03
0309	Custodian Supervisor	Organizational Size	1,000 or more employees	6	31	22.62	18.43	19.00	21.64	24.14	30.03
0134	Customer Service Representative (Non-Call Center)	All Firms	All Firms	13	190	19.52	16.19	17.32	19.34	20.53	23.89
0134	Customer Service Representative (Non-Call Center)	Industry Type	Other	6	119	19.69	16.48	17.31	19.08	20.58	24.66
0134	Customer Service Representative (Non-Call Center)	Status	Profit	5	60	20.37	16.62	17.22	19.00	21.97	27.50
0134	Customer Service Representative (Non-Call Center)	Status	Government	5	100	19.65	16.52	18.83	19.34	20.48	22.97
0134	Customer Service Representative (Non-Call Center)	Annual Revenue	>500 Million	5	57	21.07	18.53	19.34	19.34	22.97	28.48

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0134	Customer Service Representative (Non-Call Center)	Organizational Size	1,000 or more employees	6	133	19.58	16.49	17.47	19.34	19.84	22.97
0654	Customer Service Representative I (Call Center)	All Firms	All Firms	20	517	17.48	15.00	15.79	17.30	18.26	20.46
0654	Customer Service Representative I (Call Center)	Industry Type	Healthcare	6	165	16.16	15.00	15.48	16.00	16.81	17.30
0654	Customer Service Representative I (Call Center)	Industry Type	Other	10	334	18.03	15.50	15.95	17.60	18.70	21.17
0654	Customer Service Representative I (Call Center)	Status	Profit	7	156	17.65	14.61	15.00	15.95	19.13	23.73
0654	Customer Service Representative I (Call Center)	Status	Not-for-Profit	7	208	16.75	15.60	16.00	16.50	17.36	17.36
0654	Customer Service Representative I (Call Center)	Status	Government	6	153	18.30	16.36	17.60	18.00	18.70	20.58
0654	Customer Service Representative I (Call Center)	Annual Revenue	50-250 Million	9	239	16.71	15.00	15.60	16.39	17.36	18.94
0654	Customer Service Representative I (Call Center)	Annual Revenue	>500 Million	5	80	17.82	14.31	17.47	17.60	18.70	19.13
0654	Customer Service Representative I (Call Center)	Organizational Size	250-499 employees	5	37	17.04	15.00	15.00	15.50	20.34	21.42
0654	Customer Service Representative I (Call Center)	Organizational Size	1,000 or more employees	9	361	17.86	15.22	16.12	17.50	18.64	20.69
0670	Customer Service Representative II (Call Center)	All Firms	All Firms	13	182	19.31	15.00	17.24	19.26	21.01	22.15
0670	Customer Service Representative II (Call Center)	Industry Type	Other	7	147	19.42	15.00	17.12	19.80	21.40	22.59
0670	Customer Service Representative II (Call Center)	Status	Profit	6	102	18.37	15.00	15.00	17.91	20.82	23.20
0670	Customer Service Representative II (Call Center)	Status	Government	6	77	20.50	19.25	19.26	19.80	22.00	22.00
0670	Customer Service Representative II (Call Center)	Annual Revenue	>500 Million	6	85	20.69	19.12	19.26	19.80	22.00	23.31
0670	Customer Service Representative II (Call Center)	Organizational Size	1,000 or more employees	8	149	19.39	15.00	17.18	19.79	21.38	22.46
0655	Customer Service Specialist/Team Leader	All Firms	All Firms	13	72	23.53	20.45	21.09	23.21	25.08	28.32
0655	Customer Service Specialist/Team Leader	Industry Type	Other	6	43	24.54	21.01	22.00	24.20	26.74	29.46
0655	Customer Service Specialist/Team Leader	Status	Profit	5	19	23.59		20.34	22.41	27.56	
0655	Customer Service Specialist/Team Leader	Status	Government	5	44	23.99	20.93	22.00	23.93	24.95	27.73
0655	Customer Service Specialist/Team Leader	Annual Revenue	50-250 Million	8	20	22.06	16.87	19.85	21.53	24.89	27.64
0655	Customer Service Specialist/Team Leader	Organizational Size	1,000 or more employees	6	56	23.69	20.90	21.35	23.10	24.80	28.87
0656	Customer Service Supervisor	All Firms	All Firms	17	89	31.09	23.94	26.46	29.85	32.33	44.66
0656	Customer Service Supervisor	Industry Type	Healthcare	5	16	27.04		25.03	26.24	29.74	
0656	Customer Service Supervisor	Industry Type	Other	9	67	31.90	23.43	27.14	30.73	33.55	45.60
0656	Customer Service Supervisor	Status	Profit	5	27	29.20	24.65	27.88	29.38	31.79	32.45
0656	Customer Service Supervisor	Status	Not-for-Profit	6	27	28.44	21.45	24.04	25.20	31.37	40.36
0656	Customer Service Supervisor	Status	Government	6	35	34.59	26.24	28.44	31.79	44.66	46.18
0656	Customer Service Supervisor	Annual Revenue	50-250 Million	9	35	29.63	22.21	24.16	29.18	32.40	38.04
0656	Customer Service Supervisor	Organizational Size	1,000 or more employees	7	72	30.89	23.99	27.09	29.81	31.88	44.66
0558	Cyber Security Analyst	All Firms	All Firms	12	20	45.59	31.46	37.47	46.69	54.20	56.50
0558	Cyber Security Analyst	Industry Type	Healthcare	5	9	45.62		31.46	49.60	54.61	
0558	Cyber Security Analyst	Industry Type	Other	5	9	46.96		40.37	45.67	55.85	
0558	Cyber Security Analyst	Status	Not-for-Profit	5	12	48.05		44.99	47.95	56.10	
0558	Cyber Security Analyst	Annual Revenue	>500 Million	6	13	45.65		33.59	47.70	56.10	
0558	Cyber Security Analyst	Organizational Size	1,000 or more employees	7	14	44.40		33.59	46.36	55.85	
0556	Data Analyst	All Firms	All Firms	11	31	36.08	27.45	30.72	35.39	39.81	44.47
0556	Data Analyst	Industry Type	Other	8	21	38.87	30.99	34.42	38.20	42.53	48.56
0556	Data Analyst	Status	Not-for-Profit	5	14	33.86		27.55	32.95	40.17	
0556	Data Analyst	Annual Revenue	>500 Million	5	22	34.72	27.41	28.24	32.95	38.18	48.56
0556	Data Analyst	Organizational Size	1,000 or more employees	6	23	35.04	27.41	28.80	33.20	38.94	48.56
0103	Data Entry Operator	All Firms	All Firms	8	198	18.38	16.32	17.12	18.03	19.40	21.44
0103	Data Entry Operator	Industry Type	Other	5	195	18.39	16.73	17.12	18.04	19.37	21.44
0516	Data Security Administrator	All Firms	All Firms	8	15	42.57		32.64	42.00	53.36	
0516	Data Security Administrator	Annual Revenue	>500 Million	5	12	40.30		31.74	37.55	45.07	
0516	Data Security Administrator	Organizational Size	1,000 or more employees	5	12	40.30		31.74	37.55	45.07	
0554	Database Administrator (DBA)	All Firms	All Firms	9	19	56.11		47.21	54.00	64.20	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0554	Database Administrator (DBA)	Industry Type	Other	7	13	58.52		44.72	62.52	67.40	
0554	Database Administrator (DBA)	Organizational Size	1,000 or more employees	6	16	56.44		47.44	54.00	64.70	
0505	Database Developer	All Firms	All Firms	9	37	47.06	31.43	36.51	49.18	56.48	59.72
0505	Database Developer	Industry Type	Other	5	28	49.60	34.33	41.17	50.24	57.51	60.71
0505	Database Developer	Status	Profit	5	23	51.93	35.53	48.29	53.04	58.81	60.71
0505	Database Developer	Organizational Size	1,000 or more employees	5	32	46.63	32.19	36.51	48.72	56.48	59.67
0506	Database Manager	All Firms	All Firms	9	10	56.07		44.57	54.61	65.90	
0714	Delivery Driver (Local, Large Volume)	All Firms	All Firms	6	72	26.51	20.30	23.50	27.75	29.50	29.50
0714	Delivery Driver (Local, Large Volume)	Industry Type	Other	5	71	26.63	20.61	23.53	27.85	29.50	29.50
0714	Delivery Driver (Local, Large Volume)	Status	Profit	6	72	26.51	20.30	23.50	27.75	29.50	29.50
0721	Delivery Driver (Local, Small Volume)	All Firms	All Firms	10	47	20.61	15.38	16.58	17.54	18.45	41.95
0721	Delivery Driver (Local, Small Volume)	Industry Type	Healthcare	5	16	17.37		16.89	17.20	18.27	
0721	Delivery Driver (Local, Small Volume)	Status	Not-for-Profit	5	27	17.56	16.07	17.20	17.68	18.18	18.73
0721	Delivery Driver (Local, Small Volume)	Annual Revenue	50-250 Million	5	18	17.23		16.32	17.68	18.13	
0721	Delivery Driver (Local, Small Volume)	Annual Revenue	>500 Million	5	29	22.71	15.50	17.09	17.50	19.19	45.07
0721	Delivery Driver (Local, Small Volume)	Organizational Size	1,000 or more employees	6	38	21.40	15.38	16.79	17.52	18.53	44.14
0612	Digital Marketing Strategist	All Firms	All Firms	12	13	31.98		25.25	30.13	39.27	
0612	Digital Marketing Strategist	Industry Type	Other	10	11	32.19		25.00	30.13	42.47	
0612	Digital Marketing Strategist	Status	Not-for-Profit	6	6	26.14		22.58	26.01	29.84	
0612	Digital Marketing Strategist	Organizational Size	1,000 or more employees	5	5	37.12		26.01	42.47	45.55	
0700	Dispatcher - Transportation	All Firms	All Firms	5	27	22.09	18.00	18.85	22.06	22.89	29.37
0106	Duplicating Machine Operator	All Firms	All Firms	6	11	19.83		17.58	20.18	21.50	
0106	Duplicating Machine Operator	Annual Revenue	>500 Million	5	10	20.05		17.99	20.37	21.98	
0106	Duplicating Machine Operator	Organizational Size	1,000 or more employees	5	10	20.05		17.99	20.37	21.98	
0325	Electrician	All Firms	All Firms	11	21	23.98	18.73	21.18	23.10	26.13	30.94
0325	Electrician	Industry Type	Healthcare	5	8	24.70		21.18	23.40	28.14	
0325	Electrician	Industry Type	Other	6	13	23.54		20.84	23.10	24.42	
0325	Electrician	Annual Revenue	>500 Million	8	17	23.31		21.18	23.10	24.64	
0325	Electrician	Organizational Size	1,000 or more employees	8	17	23.31		21.18	23.10	24.64	
0338	Electrician - Journeyman	All Firms	All Firms	11	54	29.84	26.24	26.87	29.29	31.99	33.36
0338	Electrician - Journeyman	Industry Type	Other	7	27	32.09	27.78	29.70	30.80	32.68	39.77
0338	Electrician - Journeyman	Status	Profit	5	8	35.54		32.10	33.36	38.29	
0338	Electrician - Journeyman	Annual Revenue	>500 Million	7	47	29.47	26.24	26.87	28.78	30.80	32.68
0338	Electrician - Journeyman	Organizational Size	1,000 or more employees	8	48	29.62	26.24	26.87	28.96	30.80	34.54
0342	Electrician - Master Level	All Firms	All Firms	6	12	42.38		37.43	41.16	48.37	
0342	Electrician - Master Level	Status	Government	5	8	38.57		36.45	37.94	41.16	
0418	Employment Recruiter	All Firms	All Firms	27	76	30.44	20.30	24.83	29.31	34.00	43.75
0418	Employment Recruiter	Industry Type	Healthcare	9	24	29.65	20.80	26.25	30.41	33.41	34.74
0418	Employment Recruiter	Industry Type	Other	15	49	30.98	20.11	23.35	28.85	37.74	45.74
0418	Employment Recruiter	Status	Profit	13	26	33.94	22.26	28.09	32.36	41.59	45.90
0418	Employment Recruiter	Status	Not-for-Profit	11	38	27.50	19.85	21.78	26.73	31.86	39.01
0418	Employment Recruiter	Annual Revenue	50-250 Million	9	28	25.95	19.85	21.50	23.35	26.73	39.43
0418	Employment Recruiter	Annual Revenue	250-500 Million	5	11	31.68		26.44	28.85	42.31	
0418	Employment Recruiter	Annual Revenue	>500 Million	10	34	34.31	27.45	29.57	33.01	37.74	45.66
0418	Employment Recruiter	Organizational Size	250-499 employees	6	7	26.60		21.36	22.72	30.53	
0418	Employment Recruiter	Organizational Size	500-999 employees	5	10	30.71		23.33	29.40	40.15	
0418	Employment Recruiter	Organizational Size	1,000 or more employees	13	56	30.99	21.12	25.17	30.11	34.00	43.65
0212	Engineer	All Firms	All Firms	14	169	47.12	37.28	39.61	44.34	52.04	61.33

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0212	Engineer	Industry Type	Municipality/Public Works	5	26	50.20	36.51	45.46	50.25	56.08	61.33
0212	Engineer	Industry Type	Other	8	135	46.70	37.04	39.42	42.79	51.32	63.33
0212	Engineer	Status	Government	10	68	45.51	36.55	39.23	43.97	50.25	58.18
0212	Engineer	Annual Revenue	>500 Million	6	136	46.32	37.29	39.55	43.57	49.83	61.37
0212	Engineer	Organizational Size	1,000 or more employees	8	142	46.26	37.26	39.49	43.49	50.35	61.37
0209	Engineering Director	All Firms	All Firms	10	12	87.61		69.08	78.40	96.90	
0209	Engineering Director	Industry Type	Municipality/Public Works	5	6	73.95		60.46	74.66	86.74	
0209	Engineering Director	Status	Government	6	8	75.06		69.08	75.95	83.29	
0206	Engineering Manager	All Firms	All Firms	14	108	75.66	63.38	69.87	74.67	80.87	92.82
0206	Engineering Manager	Industry Type	Other	7	89	77.16	67.31	71.12	74.88	81.57	93.54
0206	Engineering Manager	Status	Profit	5	19	77.03		62.37	80.61	90.85	
0206	Engineering Manager	Status	Government	7	26	70.71	61.39	66.12	72.23	76.41	78.63
0206	Engineering Manager	Annual Revenue	>500 Million	7	96	76.85	67.09	70.59	74.90	81.11	93.44
0206	Engineering Manager	Organizational Size	1,000 or more employees	8	97	76.68	65.97	70.34	74.88	81.11	93.44
0214	Engineering Technician	All Firms	All Firms	7	36	28.04	21.63	24.40	27.14	31.47	35.68
0214	Engineering Technician	Status	Government	5	32	27.92	21.63	23.40	27.14	31.24	35.68
0351	Environmental Service Manager	All Firms	All Firms	13	16	29.07		21.07	28.45	32.65	
0351	Environmental Service Manager	Industry Type	Healthcare	8	11	26.02		20.97	26.50	30.62	
0351	Environmental Service Manager	Industry Type	Other	5	5	35.81		24.56	38.32	45.79	
0351	Environmental Service Manager	Status	Profit	5	6	30.16		23.84	28.83	37.82	
0351	Environmental Service Manager	Status	Not-for-Profit	6	8	24.73		19.47	23.47	30.24	
0351	Environmental Service Manager	Annual Revenue	50-250 Million	5	7	28.83		19.25	25.97	43.51	
0351	Environmental Service Manager	Annual Revenue	>500 Million	5	6	30.28		23.73	31.38	35.74	
0351	Environmental Service Manager	Organizational Size	1,000 or more employees	5	6	30.88		20.11	29.32	43.20	
0131	Event Coordinator	All Firms	All Firms	16	34	21.82	15.78	18.75	22.63	24.69	27.44
0131	Event Coordinator	Industry Type	Other	10	15	20.55		15.85	19.36	24.35	
0131	Event Coordinator	Status	Not-for-Profit	5	9	18.30		15.41	17.00	21.91	
0131	Event Coordinator	Status	Government	8	22	22.69	18.75	19.30	22.67	26.53	27.44
0131	Event Coordinator	Organizational Size	1,000 or more employees	7	20	23.63	19.23	19.51	22.67	27.44	27.96
0139	Event Manager	All Firms	All Firms	12	12	38.47		32.17	36.06	41.41	
0139	Event Manager	Industry Type	Other	6	6	42.39		34.58	37.79	54.80	
0139	Event Manager	Status	Profit	5	5	45.51		37.33	43.29	54.80	
0139	Event Manager	Status	Not-for-Profit	5	5	34.52		30.47	36.06	37.79	
0054	Executive Vice President	All Firms	All Firms	20	33	117.61	70.91	79.08	101.87	120.70	209.88
0054	Executive Vice President	Industry Type	Other	13	24	119.28	67.66	74.71	101.88	120.70	209.88
0054	Executive Vice President	Status	Profit	8	15	143.03		84.14	112.98	208.55	
0054	Executive Vice President	Status	Not-for-Profit	7	11	93.72		73.50	91.04	101.87	
0054	Executive Vice President	Status	Government	5	7	100.69		75.93	103.71	125.04	
0054	Executive Vice President	Annual Revenue	10-50 Million	5	6	83.85		66.41	74.54	110.60	
0054	Executive Vice President	Annual Revenue	50-250 Million	5	7	123.13		82.22	101.87	168.26	
0054	Executive Vice President	Annual Revenue	250-500 Million	7	15	101.03		84.14	101.89	116.27	
0054	Executive Vice President	Organizational Size	1,000 or more employees	6	16	131.75		84.17	103.55	142.13	
0107	File Clerk	All Firms	All Firms	6	28	19.75	15.99	17.17	19.24	22.15	24.78
0044	Finance Director	All Firms	All Firms	17	26	77.17	54.30	66.07	75.16	88.30	103.11
0044	Finance Director	Industry Type	Healthcare	5	11	71.30		59.05	72.50	76.80	
0044	Finance Director	Industry Type	Other	7	10	84.45		66.07	83.76	103.11	
0044	Finance Director	Status	Not-for-Profit	8	10	74.05		54.30	71.30	99.01	
0044	Finance Director	Status	Government	6	12	75.68		72.50	73.77	78.85	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	
0044	Finance Director	Annual Revenue	50-250 Million	7	9	75.81		62.90	73.68	91.13		
0044	Finance Director	Annual Revenue	>500 Million	5	12	81.42		72.50	76.62	91.64		
0044	Finance Director	Organizational Size	250-499 employees	5	5	70.01		57.65	73.68	80.53		
0044	Finance Director	Organizational Size	1,000 or more employees	6	14	79.34		66.83	74.67	91.64		
0024	Finance Manager	All Firms	All Firms	13	45	52.76	41.98	47.27	51.09	57.52	65.63	
0024	Finance Manager	Industry Type	Other	7	11	56.60		46.92	58.15	63.18		
0024	Finance Manager	Status	Not-for-Profit	5	9	53.81		41.62	58.52	62.30		
0024	Finance Manager	Status	Government	5	32	51.03	45.58	47.61	49.57	54.21	59.08	
0024	Finance Manager	Annual Revenue	50-250 Million	6	7	60.50		58.52	61.68	68.07		
0024	Finance Manager	Annual Revenue	>500 Million	6	37	51.06	41.98	47.11	49.13	54.95	60.84	
0024	Finance Manager	Organizational Size	1,000 or more employees	8	39	50.92	41.84	47.11	49.13	55.32	58.52	
0017	Financial Analyst (Degreed)	All Firms	All Firms	15	97	32.66	29.62	29.95	32.04	35.10	38.04	
0017	Financial Analyst (Degreed)	Industry Type	Healthcare	5	80	31.90	29.62	29.95	31.23	34.16	36.91	
0017	Financial Analyst (Degreed)	Industry Type	Other	6	13	37.64		33.44	36.06	42.99		
0017	Financial Analyst (Degreed)	Status	Profit	5	12	36.34		32.52	35.54	39.71		
0017	Financial Analyst (Degreed)	Status	Government	7	72	32.52	29.95	29.95	31.74	34.47	36.77	
0017	Financial Analyst (Degreed)	Annual Revenue	>500 Million	7	86	32.38	29.80	29.95	31.74	34.62	37.33	
0017	Financial Analyst (Degreed)	Organizational Size	1,000 or more employees	8	87	32.42	29.80	29.95	31.74	34.62	37.33	
0031	Financial Analyst, Senior (Degreed)	All Firms	All Firms	10	36	42.84	35.66	38.03	41.49	46.65	53.58	
0031	Financial Analyst, Senior (Degreed)	Industry Type	Other	6	15	46.70		41.76	45.04	49.56		
0031	Financial Analyst, Senior (Degreed)	Status	Government	5	28	40.80	35.66	37.55	40.19	42.95	48.90	
0031	Financial Analyst, Senior (Degreed)	Annual Revenue	50-250 Million	5	10	42.18		36.19	41.49	46.39		
0031	Financial Analyst, Senior (Degreed)	Annual Revenue	>500 Million	5	26	43.10	36.22	38.03	41.38	48.47	54.25	
0031	Financial Analyst, Senior (Degreed)	Organizational Size	1,000 or more employees	6	31	42.71	36.58	38.08	41.23	45.22	50.00	
0701	Fleet Manager	All Firms	All Firms	9	11	44.42		37.47	46.62	48.72		
0701	Fleet Manager	Industry Type	Other	6	8	44.90		41.87	47.43	48.62		
0701	Fleet Manager	Status	Government	6	8	44.10		38.10	47.43	48.62		
0701	Fleet Manager	Annual Revenue	50-250 Million	6	8	45.56		41.87	47.57	50.40		
0348	Food Service Manager	All Firms	All Firms	6	6	26.54		19.35	26.35	33.91		
0304	Food Service Supervisor	All Firms	All Firms	5	16	21.97		20.86	21.82	23.24		
0305	Food Service Worker	All Firms	All Firms	11	367	15.75	13.65	14.47	16.09	16.86	17.20	
0305	Food Service Worker	Industry Type	Healthcare	8	355	15.68	13.64	14.47	16.09	16.86	17.20	
0305	Food Service Worker	Status	Not-for-Profit	6	139	17.02	15.40	16.75	16.96	17.20	17.70	
0305	Food Service Worker	Annual Revenue	>500 Million	6	343	15.85	13.75	14.49	16.26	16.86	17.20	
0305	Food Service Worker	Organizational Size	1,000 or more employees	6	343	15.85	13.75	14.49	16.26	16.86	17.20	
0702	Forklift Operator	All Firms	All Firms	7	130	21.07	17.66	19.85	21.68	22.50	23.00	
0702	Forklift Operator	Status	Profit	6	126	21.19	17.86	19.98	21.72	22.50	23.00	
0702	Forklift Operator	Organizational Size	1,000 or more employees	5	123	21.20	18.03	19.96	21.71	22.50	23.00	
0108	General Office Clerk I	All Firms	All Firms	15	395	17.97	16.09	16.97	17.50	18.70	20.52	
0108	General Office Clerk I	Industry Type	Healthcare	5	75	17.05	15.13	15.87	17.16	18.14	18.89	
0108	General Office Clerk I	Industry Type	Other	9	318	18.18	16.87	17.09	17.50	18.90	21.47	
0108	General Office Clerk I	Status	Not-for-Profit	5	30	16.45	14.68	15.20	15.86	17.04	18.22	
0108	General Office Clerk I	Status	Government	7	355	18.17	16.87	17.09	17.60	18.87	21.25	
0108	General Office Clerk I	Annual Revenue	>500 Million	8	371	17.79	16.13	16.97	17.50	18.49	20.26	
0108	General Office Clerk I	Organizational Size	1,000 or more employees	9	380	17.91	16.19	16.97	17.50	18.60	20.29	
0132	General Office Clerk II	All Firms	All Firms	16	694	19.72	17.47	18.19	19.16	20.66	22.87	
0132	General Office Clerk II	Industry Type	Other	12	538	19.80	17.47	18.19	19.16	20.80	23.07	
0132	General Office Clerk II	Status	Government	8	599	19.99	17.50	18.38	19.33	21.15	23.19	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0132	General Office Clerk II	Annual Revenue	50-250 Million	6	137	20.68	18.20	19.16	19.50	21.65	25.12
0132	General Office Clerk II	Annual Revenue	>500 Million	8	550	19.43	17.47	17.92	18.94	20.37	22.50
0132	General Office Clerk II	Organizational Size	1,000 or more employees	10	565	19.47	17.47	17.93	18.94	20.38	22.56
0639	Grant Writer	All Firms	All Firms	8	19	33.29		30.77	32.68	35.01	
0639	Grant Writer	Status	Not-for-Profit	6	11	34.78		30.10	32.89	41.74	
0616	Graphics Designer I	All Firms	All Firms	5	5	24.68		20.47	24.35	29.05	
0617	Graphics Designer II	All Firms	All Firms	13	21	30.54	23.80	24.76	26.69	36.30	44.68
0617	Graphics Designer II	Industry Type	Other	12	16	32.00		24.88	28.49	38.97	
0617	Graphics Designer II	Status	Not-for-Profit	7	9	28.58		24.40	25.52	34.38	
0617	Graphics Designer II	Organizational Size	1,000 or more employees	6	13	33.22		25.17	28.81	39.56	
0306	Groundskeeper	All Firms	All Firms	16	193	17.55	16.85	16.85	17.29	17.92	19.46
0306	Groundskeeper	Industry Type	Municipality/Public Works	5	11	20.28		19.19	21.42	22.14	
0306	Groundskeeper	Industry Type	Other	7	127	17.21	15.60	16.85	16.87	17.44	19.46
0306	Groundskeeper	Status	Not-for-Profit	6	67	17.03	15.60	16.48	16.85	17.16	19.49
0306	Groundskeeper	Status	Government	9	125	17.83	16.87	16.89	17.73	18.14	19.19
0306	Groundskeeper	Annual Revenue	50-250 Million	6	67	17.29	15.60	16.85	16.85	17.49	19.64
0306	Groundskeeper	Organizational Size	250-499 employees	5	9	17.37		15.58	16.07	20.22	
0306	Groundskeeper	Organizational Size	1,000 or more employees	5	172	17.42	16.85	16.85	17.16	17.79	18.27
0307	Groundskeeping Supervisor	All Firms	All Firms	5	8	23.50		20.98	24.34	25.53	
2012	Heavy Equipment Operator	All Firms	All Firms	9	261	22.61	18.52	21.29	23.54	24.69	25.18
2012	Heavy Equipment Operator	Industry Type	Other	6	156	22.15	18.18	19.57	23.60	23.60	25.17
2012	Heavy Equipment Operator	Status	Government	6	256	22.56	18.46	21.29	23.52	24.67	25.18
2012	Heavy Equipment Operator	Organizational Size	1,000 or more employees	5	239	22.67	18.43	21.67	23.60	24.69	25.18
0508	Help Desk Supervisor	All Firms	All Firms	15	19	34.20		30.67	32.96	37.26	
0508	Help Desk Supervisor	Industry Type	Healthcare	6	6	31.85		28.46	32.32	34.78	
0508	Help Desk Supervisor	Industry Type	Other	7	11	34.52		28.85	32.96	39.22	
0508	Help Desk Supervisor	Status	Not-for-Profit	6	6	31.19		27.55	31.24	34.78	
0508	Help Desk Supervisor	Status	Government	6	9	35.95		32.22	36.42	40.87	
0508	Help Desk Supervisor	Annual Revenue	50-250 Million	5	7	34.09		27.50	32.96	42.52	
0508	Help Desk Supervisor	Annual Revenue	>500 Million	5	6	32.94		31.13	32.32	35.38	
0508	Help Desk Supervisor	Organizational Size	1,000 or more employees	8	12	34.46		31.70	33.23	36.66	
0521	Help Desk Technician I	All Firms	All Firms	32	232	21.78	17.72	18.76	20.67	23.79	26.53
0521	Help Desk Technician I	Industry Type	Healthcare	8	59	21.82	18.25	19.56	20.83	24.82	26.01
0521	Help Desk Technician I	Industry Type	Other	18	161	21.46	17.72	17.72	20.36	23.37	26.08
0521	Help Desk Technician I	Status	Profit	11	61	24.76	19.04	19.90	24.40	28.96	31.98
0521	Help Desk Technician I	Status	Not-for-Profit	11	126	19.83	17.72	17.72	18.76	21.11	23.48
0521	Help Desk Technician I	Status	Government	10	45	23.21	20.63	21.27	22.60	24.99	26.32
0521	Help Desk Technician I	Annual Revenue	50-250 Million	11	96	20.52	17.72	17.72	18.76	23.03	26.53
0521	Help Desk Technician I	Annual Revenue	250-500 Million	5	18	21.84		18.83	20.55	25.00	
0521	Help Desk Technician I	Annual Revenue	>500 Million	12	113	22.57	19.04	20.14	21.27	23.79	27.63
0521	Help Desk Technician I	Organizational Size	100-249 employees	5	5	23.16		20.88	24.04	25.00	
0521	Help Desk Technician I	Organizational Size	250-499 employees	7	13	24.78		21.79	24.81	27.76	
0521	Help Desk Technician I	Organizational Size	1,000 or more employees	15	193	21.11	17.72	18.60	20.19	22.76	25.01
0526	Help Desk Technician II	All Firms	All Firms	29	114	26.18	18.76	22.03	25.43	29.50	35.28
0526	Help Desk Technician II	Industry Type	Healthcare	6	26	23.77	18.88	21.40	23.01	26.24	30.01
0526	Help Desk Technician II	Industry Type	Other	17	78	27.08	18.76	22.78	25.82	31.32	37.15
0526	Help Desk Technician II	Status	Profit	8	22	32.71	25.25	27.41	30.82	37.28	42.41
0526	Help Desk Technician II	Status	Not-for-Profit	9	48	22.40	18.76	18.76	21.95	25.18	29.14

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0526	Help Desk Technician II	Status	Government	12	44	27.05	23.18	23.69	26.24	29.43	33.10
0526	Help Desk Technician II	Annual Revenue	50-250 Million	8	29	21.88	18.76	18.76	18.76	24.37	29.46
0526	Help Desk Technician II	Annual Revenue	250-500 Million	5	13	24.27		19.25	25.29	28.60	
0526	Help Desk Technician II	Annual Revenue	>500 Million	12	68	28.56	22.86	24.40	26.68	31.58	37.28
0526	Help Desk Technician II	Organizational Size	500-999 employees	5	15	25.01		19.43	25.50	29.39	
0526	Help Desk Technician II	Organizational Size	1,000 or more employees	14	84	26.83	18.76	22.94	25.77	29.92	36.74
0420	HRIS Analyst	All Firms	All Firms	15	28	29.56	24.82	27.53	28.96	32.22	34.38
0420	HRIS Analyst	Industry Type	Other	11	22	29.24	24.82	27.45	28.78	32.35	34.00
0420	HRIS Analyst	Status	Profit	6	11	29.06		27.23	28.63	33.34	
0420	HRIS Analyst	Status	Government	5	11	30.08		27.96	29.76	32.88	
0420	HRIS Analyst	Annual Revenue	50-250 Million	5	7	29.21		27.40	28.93	32.26	
0420	HRIS Analyst	Annual Revenue	>500 Million	6	12	30.14		27.81	30.82	32.35	
0420	HRIS Analyst	Organizational Size	1,000 or more employees	11	23	29.82	26.00	27.66	29.76	32.26	34.00
0409	Human Resources Assistant (Nonexempt)	All Firms	All Firms	22	46	21.10	16.64	18.76	21.57	23.04	25.30
0409	Human Resources Assistant (Nonexempt)	Industry Type	Healthcare	6	17	20.52		16.95	21.94	23.04	
0409	Human Resources Assistant (Nonexempt)	Industry Type	Other	11	23	21.69	18.40	19.08	20.54	24.50	26.03
0409	Human Resources Assistant (Nonexempt)	Status	Profit	8	18	21.91		19.12	22.30	24.60	
0409	Human Resources Assistant (Nonexempt)	Status	Not-for-Profit	7	17	20.94		18.39	21.94	23.72	
0409	Human Resources Assistant (Nonexempt)	Status	Government	7	11	20.03		18.69	19.08	22.38	
0409	Human Resources Assistant (Nonexempt)	Annual Revenue	50-250 Million	8	11	19.87		16.50	20.34	22.66	
0409	Human Resources Assistant (Nonexempt)	Annual Revenue	>500 Million	7	22	22.22	18.72	19.86	22.08	24.28	25.86
0409	Human Resources Assistant (Nonexempt)	Organizational Size	100-249 employees	5	7	18.89		16.50	18.77	22.38	
0409	Human Resources Assistant (Nonexempt)	Organizational Size	250-499 employees	5	7	18.61		16.93	17.78	22.51	
0409	Human Resources Assistant (Nonexempt)	Organizational Size	1,000 or more employees	10	29	22.22	18.69	20.08	22.00	24.28	26.12
0419	Human Resources Assistant Director	All Firms	All Firms	6	6	59.10		47.46	61.26	68.60	
0433	Human Resources Business Partner	All Firms	All Firms	13	40	41.41	32.14	34.14	35.75	41.90	62.78
0433	Human Resources Business Partner	Industry Type	Other	9	23	45.79	30.05	32.69	41.60	55.29	72.11
0433	Human Resources Business Partner	Status	Profit	6	13	52.85		37.25	52.52	67.69	
0433	Human Resources Business Partner	Status	Government	5	24	35.99	30.05	34.14	34.41	39.10	41.90
0433	Human Resources Business Partner	Annual Revenue	>500 Million	8	34	42.13	31.70	34.14	36.47	44.32	67.69
0433	Human Resources Business Partner	Organizational Size	1,000 or more employees	9	35	42.14	31.70	34.14	35.09	46.30	67.69
0410	Human Resources Clerk	All Firms	All Firms	12	44	20.45	17.83	18.51	19.91	21.71	24.75
0410	Human Resources Clerk	Industry Type	Healthcare	5	9	21.01		19.71	20.65	21.92	
0410	Human Resources Clerk	Industry Type	Other	5	33	20.45	17.67	18.21	19.82	21.74	24.86
0410	Human Resources Clerk	Status	Profit	6	8	20.20		19.27	19.76	21.35	
0410	Human Resources Clerk	Annual Revenue	50-250 Million	5	7	21.06		18.00	19.82	22.84	
0410	Human Resources Clerk	Organizational Size	1,000 or more employees	5	35	20.44	17.67	18.43	20.00	21.71	24.86
0411	Human Resources Director	All Firms	All Firms	35	40	64.41	45.77	50.68	57.69	78.83	92.09
0411	Human Resources Director	Industry Type	Municipality/Public Works	7	7	54.90		47.82	55.48	57.69	
0411	Human Resources Director	Industry Type	Manufacturing	5	5	72.36		52.88	80.56	87.74	
0411	Human Resources Director	Industry Type	Healthcare	9	10	65.18		49.37	60.10	86.90	
0411	Human Resources Director	Industry Type	Other	14	18	65.47		50.08	57.51	77.16	
0411	Human Resources Director	Status	Profit	12	13	74.22		56.73	80.00	91.23	
0411	Human Resources Director	Status	Not-for-Profit	12	16	61.35		48.74	59.13	73.42	
0411	Human Resources Director	Status	Government	11	11	57.26		50.03	53.06	57.69	
0411	Human Resources Director	Annual Revenue	10-50 Million	6	6	47.09		38.21	47.95	55.11	
0411	Human Resources Director	Annual Revenue	50-250 Million	13	16	64.94		53.29	60.63	76.98	
0411	Human Resources Director	Annual Revenue	250-500 Million	6	7	61.86		44.18	57.69	77.66	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Total Cash Compensation				
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0411	Human Resources Director	Annual Revenue	>500 Million	7	8	82.68		65.59	86.90	97.72	
0411	Human Resources Director	Organizational Size	100-249 employees	8	8	59.43		49.05	53.37	69.12	
0411	Human Resources Director	Organizational Size	250-499 employees	9	9	63.81		53.81	57.69	79.26	
0411	Human Resources Director	Organizational Size	500-999 employees	6	8	63.17		47.71	66.49	75.81	
0411	Human Resources Director	Organizational Size	1,000 or more employees	9	12	73.53		55.18	68.71	93.88	
0408	Human Resources Generalist I	All Firms	All Firms	23	47	28.63	22.67	26.32	28.85	31.25	32.90
0408	Human Resources Generalist I	Industry Type	Municipality/Public Works	6	7	28.77		26.46	29.04	30.30	
0408	Human Resources Generalist I	Industry Type	Healthcare	9	26	29.62	23.22	26.48	31.00	31.83	34.53
0408	Human Resources Generalist I	Industry Type	Other	7	12	26.37		22.79	27.19	28.69	
0408	Human Resources Generalist I	Status	Profit	6	9	29.21		25.66	29.72	31.27	
0408	Human Resources Generalist I	Status	Not-for-Profit	8	10	27.08		23.33	26.48	31.22	
0408	Human Resources Generalist I	Status	Government	9	28	28.99	22.34	27.81	29.41	31.25	32.90
0408	Human Resources Generalist I	Annual Revenue	50-250 Million	8	11	27.98		24.52	27.89	31.23	
0408	Human Resources Generalist I	Annual Revenue	>500 Million	9	30	29.38	22.67	27.10	30.67	31.48	32.90
0408	Human Resources Generalist I	Organizational Size	250-499 employees	8	11	27.96		26.32	26.48	31.23	
0408	Human Resources Generalist I	Organizational Size	1,000 or more employees	7	26	29.26	22.34	28.01	30.67	31.27	32.90
0429	Human Resources Generalist II	All Firms	All Firms	32	59	33.49	26.25	28.95	33.39	37.50	41.35
0429	Human Resources Generalist II	Industry Type	Healthcare	8	18	33.08		27.69	32.80	36.67	
0429	Human Resources Generalist II	Industry Type	Other	17	34	33.41	24.75	28.55	33.91	37.84	41.38
0429	Human Resources Generalist II	Status	Profit	13	21	36.21	26.40	31.58	36.06	41.91	45.02
0429	Human Resources Generalist II	Status	Not-for-Profit	10	19	30.80		27.50	29.33	33.65	
0429	Human Resources Generalist II	Status	Government	9	19	33.18		29.80	34.30	36.69	
0429	Human Resources Generalist II	Annual Revenue	50-250 Million	12	20	32.03	26.96	28.95	31.53	33.84	39.48
0429	Human Resources Generalist II	Annual Revenue	250-500 Million	5	11	34.34		31.25	36.06	36.61	
0429	Human Resources Generalist II	Annual Revenue	>500 Million	8	18	35.31		32.26	36.67	37.84	
0429	Human Resources Generalist II	Organizational Size	1-99 employees	5	8	32.05		26.40	28.98	38.20	
0429	Human Resources Generalist II	Organizational Size	250-499 employees	8	9	34.05		30.47	34.30	37.30	
0429	Human Resources Generalist II	Organizational Size	1,000 or more employees	12	28	34.40	25.32	29.49	36.60	37.51	41.38
0422	Human Resources Manager (Large Organization)	All Firms	All Firms	20	24	46.66	31.97	39.70	46.68	51.85	64.11
0422	Human Resources Manager (Large Organization)	Industry Type	Healthcare	6	6	44.90		36.06	47.65	50.98	
0422	Human Resources Manager (Large Organization)	Industry Type	Other	7	11	42.85		39.00	43.27	47.83	
0422	Human Resources Manager (Large Organization)	Status	Profit	7	10	51.72		44.62	49.93	58.78	
0422	Human Resources Manager (Large Organization)	Status	Not-for-Profit	9	10	42.26		36.33	42.35	48.62	
0422	Human Resources Manager (Large Organization)	Annual Revenue	50-250 Million	11	12	46.94		38.73	43.43	52.48	
0422	Human Resources Manager (Large Organization)	Organizational Size	250-499 employees	8	8	47.51		38.96	45.24	58.51	
0422	Human Resources Manager (Large Organization)	Organizational Size	500-999 employees	5	5	47.20		41.94	48.39	51.85	
0422	Human Resources Manager (Large Organization)	Organizational Size	1,000 or more employees	6	10	43.24		36.33	44.62	49.06	
0412	Human Resources Manager (Small Organization)	All Firms	All Firms	8	10	40.78		32.22	38.08	51.96	
0412	Human Resources Manager (Small Organization)	Status	Government	5	7	39.84		28.57	38.42	51.92	
0310	HVAC Mechanic I	All Firms	All Firms	8	48	23.86	20.91	22.79	23.44	24.75	28.17
0310	HVAC Mechanic I	Industry Type	Healthcare	6	40	23.53	22.35	22.92	23.44	24.54	25.11
0310	HVAC Mechanic I	Annual Revenue	>500 Million	7	47	23.81	20.91	22.67	23.44	24.54	28.17
0310	HVAC Mechanic I	Organizational Size	1,000 or more employees	7	47	23.81	20.91	22.67	23.44	24.54	28.17
0339	HVAC Mechanic II	All Firms	All Firms	10	17	29.90		26.37	29.35	33.62	
0339	HVAC Mechanic II	Industry Type	Other	6	12	30.50		25.95	30.43	34.32	
0339	HVAC Mechanic II	Annual Revenue	>500 Million	6	12	29.82		26.37	29.27	32.14	
0339	HVAC Mechanic II	Organizational Size	1,000 or more employees	6	12	29.82		26.37	29.27	32.14	
0724	Inventory Analyst	All Firms	All Firms	8	41	21.48	17.70	18.47	21.08	23.63	26.47

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0724	Inventory Analyst	Organizational Size	1,000 or more employees	5	34	21.42	17.70	18.37	20.09	24.33	27.44
0704	Inventory Clerk	All Firms	All Firms	10	23	20.64	17.69	18.93	19.68	22.87	24.92
0704	Inventory Clerk	Industry Type	Other	5	15	21.19		18.94	19.68	24.33	
0704	Inventory Clerk	Status	Profit	6	14	21.76		18.54	21.73	24.59	
0704	Inventory Clerk	Annual Revenue	>500 Million	5	15	21.27		19.00	19.76	24.33	
0704	Inventory Clerk	Organizational Size	1,000 or more employees	5	15	21.27		19.00	19.76	24.33	
0705	Inventory Control Manager	All Firms	All Firms	9	13	39.35		31.03	38.63	45.76	
0705	Inventory Control Manager	Industry Type	Other	5	6	44.39		30.62	45.16	57.40	
0705	Inventory Control Manager	Organizational Size	1,000 or more employees	5	8	41.84		35.87	41.52	45.76	
0546	IS Director	All Firms	All Firms	29	45	77.65	51.51	61.12	72.74	90.05	113.97
0546	IS Director	Industry Type	Healthcare	10	16	66.26		58.64	62.27	74.28	
0546	IS Director	Industry Type	Other	15	25	86.21	51.30	68.48	81.27	108.78	118.53
0546	IS Director	Status	Profit	10	20	88.65	52.80	64.76	86.89	111.60	118.53
0546	IS Director	Status	Not-for-Profit	11	14	66.33		55.09	63.03	76.88	
0546	IS Director	Status	Government	8	11	72.04		65.00	72.46	81.24	
0546	IS Director	Annual Revenue	50-250 Million	13	13	63.47		55.06	64.91	69.99	
0546	IS Director	Annual Revenue	>500 Million	8	24	88.59	52.80	74.28	82.56	108.78	118.53
0546	IS Director	Organizational Size	250-499 employees	7	7	64.18		55.02	65.00	69.71	
0546	IS Director	Organizational Size	500-999 employees	8	8	70.37		60.59	69.23	78.07	
0546	IS Director	Organizational Size	1,000 or more employees	11	27	85.20	51.51	67.25	81.27	106.86	118.53
0525	IS Manager (Less than 200 Users)	All Firms	All Firms	10	10	44.05		36.30	42.20	51.90	
0525	IS Manager (Less than 200 Users)	Organizational Size	100-249 employees	6	6	42.99		36.30	39.80	52.89	
0547	IS Manager (More than 200 Users)	All Firms	All Firms	24	85	59.21	44.26	50.17	56.50	66.79	78.86
0547	IS Manager (More than 200 Users)	Industry Type	Healthcare	7	44	56.32	44.26	49.73	56.50	61.85	67.06
0547	IS Manager (More than 200 Users)	Industry Type	Other	13	37	62.89	36.77	51.14	55.29	77.86	88.60
0547	IS Manager (More than 200 Users)	Status	Profit	9	20	70.76	50.37	55.29	76.32	83.90	88.87
0547	IS Manager (More than 200 Users)	Status	Not-for-Profit	8	20	58.02	40.93	50.15	56.50	62.21	78.55
0547	IS Manager (More than 200 Users)	Status	Government	7	45	54.61	44.06	48.59	54.77	60.69	67.06
0547	IS Manager (More than 200 Users)	Annual Revenue	50-250 Million	8	11	53.97		46.51	50.59	59.41	
0547	IS Manager (More than 200 Users)	Annual Revenue	>500 Million	11	68	60.40	44.26	51.94	57.67	67.21	83.90
0547	IS Manager (More than 200 Users)	Organizational Size	250-499 employees	6	6	47.94		39.24	48.11	56.45	
0547	IS Manager (More than 200 Users)	Organizational Size	1,000 or more employees	13	71	59.74	44.26	51.70	56.50	67.20	80.62
0560	IS Programming Analyst Manager	All Firms	All Firms	6	11	78.34		67.31	80.77	89.23	
0560	IS Programming Analyst Manager	Organizational Size	1,000 or more employees	5	10	77.25		56.65	80.05	92.87	
0215	Lab Technician	All Firms	All Firms	10	93	20.11	16.09	17.57	19.75	22.24	24.87
0215	Lab Technician	Industry Type	Other	5	73	19.65	16.20	17.08	19.22	21.51	23.75
0215	Lab Technician	Status	Government	6	27	22.31	13.51	19.57	22.40	25.21	28.74
0312	Laborer	All Firms	All Firms	10	629	17.33	16.24	17.50	17.50	17.55	17.90
0312	Laborer	Industry Type	Other	5	111	16.28	13.80	15.00	16.24	16.75	18.14
0312	Laborer	Status	Government	5	573	17.37	17.50	17.50	17.50	17.55	17.90
0312	Laborer	Organizational Size	1,000 or more employees	6	590	17.38	16.70	17.50	17.50	17.55	17.90
0018	Legal Assistant/Paralegal	All Firms	All Firms	13	43	31.66	24.99	24.99	28.36	37.01	44.49
0018	Legal Assistant/Paralegal	Industry Type	Other	9	17	38.65		32.17	37.02	44.49	
0018	Legal Assistant/Paralegal	Status	Government	6	29	28.35	24.99	24.99	25.60	29.66	38.25
0018	Legal Assistant/Paralegal	Organizational Size	1,000 or more employees	7	32	31.00	24.99	24.99	25.60	34.28	46.92
0109	Legal Secretary	All Firms	All Firms	5	18	25.07		19.25	23.98	30.97	
0110	Librarian (Degreed)	All Firms	All Firms	7	31	30.00	22.94	26.19	30.18	33.33	36.26
0110	Librarian (Degreed)	Status	Government	7	31	30.00	22.94	26.19	30.18	33.33	36.26

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0111	Librarian (Non-degreed)	All Firms	All Firms	7	92	21.42	19.99	20.56	20.56	21.87	24.89
0111	Librarian (Non-degreed)	Status	Government	6	91	21.48	20.35	20.56	20.56	21.90	24.89
0136	Library Assistant/Aide	All Firms	All Firms	9	52	14.98	12.66	12.68	14.98	17.44	17.77
0136	Library Assistant/Aide	Industry Type	Municipality/Public Works	5	15	17.35		17.11	17.41	17.90	
0136	Library Assistant/Aide	Status	Government	7	47	14.98	12.66	12.67	12.77	17.47	17.90
0137	Library Director	All Firms	All Firms	5	5	63.52		54.75	64.73	71.68	
0137	Library Director	Status	Government	5	5	63.52		54.75	64.73	71.68	
0725	Logistics Director/Manager	All Firms	All Firms	6	7	50.08		39.14	52.81	55.98	
0725	Logistics Director/Manager	Annual Revenue	50-250 Million	5	6	49.10		37.61	46.62	63.06	
0732	Logistics Specialist	All Firms	All Firms	6	12	19.88		18.14	20.28	21.40	
0732	Logistics Specialist	Status	Not-for-Profit	5	10	19.84		17.89	20.28	22.06	
0112	Mail Clerk	All Firms	All Firms	14	43	17.77	15.15	15.78	17.36	19.32	21.21
0112	Mail Clerk	Industry Type	Other	12	41	17.75	15.15	15.64	17.36	19.45	21.21
0112	Mail Clerk	Status	Government	7	12	18.35		17.30	18.14	19.64	
0112	Mail Clerk	Annual Revenue	>500 Million	6	12	18.54		16.93	18.14	21.21	
0112	Mail Clerk	Organizational Size	1,000 or more employees	9	37	17.76	15.08	15.50	17.36	19.45	21.21
0113	Mail Room Supervisor	All Firms	All Firms	5	6	22.42		19.11	20.89	27.25	
0315	Maintenance Manager	All Firms	All Firms	20	29	37.75	28.38	28.92	35.72	44.13	52.02
0315	Maintenance Manager	Industry Type	Healthcare	5	8	37.56		35.15	37.70	40.73	
0315	Maintenance Manager	Industry Type	Other	11	17	36.72		28.47	31.25	45.68	
0315	Maintenance Manager	Status	Profit	8	10	43.75		32.30	42.84	53.65	
0315	Maintenance Manager	Status	Not-for-Profit	7	8	34.45		30.24	35.02	39.20	
0315	Maintenance Manager	Status	Government	5	11	34.70		28.51	30.99	43.27	
0315	Maintenance Manager	Annual Revenue	50-250 Million	7	8	37.18		29.63	37.85	42.28	
0315	Maintenance Manager	Annual Revenue	>500 Million	7	15	38.97		28.62	35.72	46.35	
0315	Maintenance Manager	Organizational Size	250-499 employees	6	6	32.43		28.80	30.64	37.85	
0315	Maintenance Manager	Organizational Size	1,000 or more employees	9	18	38.61		28.57	37.14	45.68	
0316	Maintenance Supervisor	All Firms	All Firms	24	60	34.26	23.73	26.20	34.39	42.63	44.78
0316	Maintenance Supervisor	Industry Type	Municipality/Public Works	5	5	31.79		23.87	28.57	41.32	
0316	Maintenance Supervisor	Industry Type	Healthcare	6	11	29.07		25.19	26.01	34.08	
0316	Maintenance Supervisor	Industry Type	Other	11	34	33.60	20.49	26.85	33.85	40.76	43.64
0316	Maintenance Supervisor	Status	Not-for-Profit	10	17	30.86		23.68	28.60	39.65	
0316	Maintenance Supervisor	Status	Government	10	28	34.29	25.75	28.38	34.39	40.04	43.10
0316	Maintenance Supervisor	Annual Revenue	50-250 Million	8	13	31.93		25.98	31.30	39.11	
0316	Maintenance Supervisor	Annual Revenue	250-500 Million	5	6	27.57		18.45	27.29	36.98	
0316	Maintenance Supervisor	Annual Revenue	>500 Million	7	29	34.41	25.19	27.79	34.70	40.76	43.38
0316	Maintenance Supervisor	Organizational Size	250-499 employees	7	17	37.28		27.36	44.78	44.78	
0316	Maintenance Supervisor	Organizational Size	1,000 or more employees	9	34	34.54	25.35	28.17	34.39	40.76	43.64
0317	Maintenance Worker (Basic)	All Firms	All Firms	28	141	19.68	16.21	17.47	18.85	20.72	25.21
0317	Maintenance Worker (Basic)	Industry Type	Healthcare	8	27	18.30	15.23	17.10	18.19	19.25	21.12
0317	Maintenance Worker (Basic)	Industry Type	Other	14	98	20.26	16.18	17.47	19.03	21.84	27.84
0317	Maintenance Worker (Basic)	Status	Profit	8	18	20.71		17.85	19.13	21.92	
0317	Maintenance Worker (Basic)	Status	Not-for-Profit	13	41	19.06	14.00	15.40	17.68	20.50	28.17
0317	Maintenance Worker (Basic)	Status	Government	7	82	19.77	17.26	17.47	19.02	20.74	23.57
0317	Maintenance Worker (Basic)	Annual Revenue	50-250 Million	10	31	20.45	14.00	16.43	19.02	24.78	28.29
0317	Maintenance Worker (Basic)	Annual Revenue	250-500 Million	5	14	18.92		17.10	18.89	20.47	
0317	Maintenance Worker (Basic)	Annual Revenue	>500 Million	7	81	20.00	17.36	17.47	19.00	20.74	24.33
0317	Maintenance Worker (Basic)	Organizational Size	250-499 employees	9	19	16.29		14.00	15.50	18.64	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0317	Maintenance Worker (Basic)	Organizational Size	1,000 or more employees	9	90	20.10	17.47	17.47	19.08	21.02	24.33
0343	Maintenance Worker (Semi-Skilled)	All Firms	All Firms	30	269	21.60	17.16	18.83	20.88	24.56	25.96
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Municipality/Public Works	5	7	22.27		21.42	21.52	24.78	
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Healthcare	9	73	19.76	17.72	18.56	19.73	20.50	22.15
0343	Maintenance Worker (Semi-Skilled)	Industry Type	Other	15	186	22.36	16.94	19.58	22.43	24.72	26.98
0343	Maintenance Worker (Semi-Skilled)	Status	Profit	6	20	24.91	19.16	20.14	23.11	30.63	32.03
0343	Maintenance Worker (Semi-Skilled)	Status	Not-for-Profit	14	69	19.45	16.74	18.22	19.03	20.43	22.08
0343	Maintenance Worker (Semi-Skilled)	Status	Government	10	180	22.06	17.28	19.66	22.07	24.56	25.96
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	10-50 Million	5	9	18.94		16.70	18.13	21.21	
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	50-250 Million	8	178	21.83	16.57	18.84	21.97	24.56	25.96
0343	Maintenance Worker (Semi-Skilled)	Annual Revenue	>500 Million	12	73	21.45	18.30	18.94	20.05	22.79	29.80
0343	Maintenance Worker (Semi-Skilled)	Organizational Size	250-499 employees	8	30	18.58	15.98	16.88	18.23	20.16	21.39
0343	Maintenance Worker (Semi-Skilled)	Organizational Size	1,000 or more employees	13	220	22.09	17.57	19.62	21.89	24.56	25.96
0350	Maintenance Worker (Skilled)	All Firms	All Firms	24	68	23.54	17.45	18.39	23.11	26.52	30.08
0350	Maintenance Worker (Skilled)	Industry Type	Municipality/Public Works	6	12	20.53		17.99	19.00	24.26	
0350	Maintenance Worker (Skilled)	Industry Type	Healthcare	11	31	22.97	17.34	18.36	23.12	26.44	28.61
0350	Maintenance Worker (Skilled)	Industry Type	Other	6	14	25.93		19.13	23.88	33.09	
0350	Maintenance Worker (Skilled)	Status	Profit	6	22	26.53	17.04	22.50	25.50	30.00	37.10
0350	Maintenance Worker (Skilled)	Status	Not-for-Profit	11	32	22.46	17.53	18.39	21.12	26.41	28.61
0350	Maintenance Worker (Skilled)	Status	Government	7	14	21.30		17.99	20.01	25.39	
0350	Maintenance Worker (Skilled)	Annual Revenue	10-50 Million	5	16	23.11		20.36	23.00	25.50	
0350	Maintenance Worker (Skilled)	Annual Revenue	50-250 Million	6	15	22.14		19.45	23.00	24.51	
0350	Maintenance Worker (Skilled)	Annual Revenue	>500 Million	7	24	25.71	18.30	18.63	26.21	28.77	37.10
0350	Maintenance Worker (Skilled)	Organizational Size	250-499 employees	11	23	20.84	16.14	17.34	20.71	24.06	26.36
0350	Maintenance Worker (Skilled)	Organizational Size	1,000 or more employees	5	20	26.71	18.30	19.67	26.62	29.69	37.10
6428	Maintenance/Facilities Director	All Firms	All Firms	25	36	62.76	40.38	49.88	61.89	74.08	86.47
6428	Maintenance/Facilities Director	Industry Type	Healthcare	7	16	67.91		58.78	65.22	78.75	
6428	Maintenance/Facilities Director	Industry Type	Other	13	15	59.90		43.68	58.92	75.63	
6428	Maintenance/Facilities Director	Status	Profit	8	15	62.59		50.67	62.84	75.00	
6428	Maintenance/Facilities Director	Status	Not-for-Profit	11	14	62.58		46.91	62.70	75.14	
6428	Maintenance/Facilities Director	Status	Government	6	7	63.47		44.08	55.34	84.59	
6428	Maintenance/Facilities Director	Annual Revenue	50-250 Million	8	9	57.12		45.09	58.92	67.13	
6428	Maintenance/Facilities Director	Annual Revenue	250-500 Million	7	7	50.22		41.34	50.94	55.34	
6428	Maintenance/Facilities Director	Annual Revenue	>500 Million	8	18	73.45		61.47	72.36	84.72	
6428	Maintenance/Facilities Director	Organizational Size	250-499 employees	6	6	56.18		46.91	55.32	66.31	
6428	Maintenance/Facilities Director	Organizational Size	500-999 employees	5	5	57.57		46.59	60.93	66.88	
6428	Maintenance/Facilities Director	Organizational Size	1,000 or more employees	10	21	70.15	47.18	58.19	69.71	83.70	90.31
0621	Marketing Analyst	All Firms	All Firms	5	5	31.25		26.45	32.68	35.34	
0622	Marketing Coordinator	All Firms	All Firms	10	14	28.95		25.01	28.09	33.05	
0622	Marketing Coordinator	Industry Type	Healthcare	6	10	28.93		24.26	28.09	34.87	
0622	Marketing Coordinator	Status	Not-for-Profit	6	10	29.94		25.20	29.77	34.87	
0646	Marketing Director	All Firms	All Firms	22	32	61.27	43.10	45.70	53.37	75.49	92.70
0646	Marketing Director	Industry Type	Healthcare	9	15	54.92		44.29	51.30	54.75	
0646	Marketing Director	Industry Type	Other	10	14	66.17		48.43	64.40	85.47	
0646	Marketing Director	Status	Profit	8	11	74.87		54.75	71.11	93.75	
0646	Marketing Director	Status	Not-for-Profit	9	13	49.32		43.12	50.19	52.70	
0646	Marketing Director	Status	Government	5	8	62.01		48.82	55.77	75.49	
0646	Marketing Director	Annual Revenue	50-250 Million	6	8	63.00		44.13	52.51	83.51	

2023 GENERAL SURVEY BY JOB TITLE					Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	
0646	Marketing Director	Annual Revenue	>500 Million	7	14	63.12		48.58	53.37	80.50		
0646	Marketing Director	Organizational Size	100-249 employees	5	5	66.50		39.33	57.69	98.07		
0646	Marketing Director	Organizational Size	250-499 employees	5	6	46.69		39.47	47.58	53.03		
0646	Marketing Director	Organizational Size	1,000 or more employees	9	18	65.61		50.58	56.27	80.50		
0623	Marketing Manager	All Firms	All Firms	22	54	43.76	29.43	33.88	42.89	50.56	55.71	
0623	Marketing Manager	Industry Type	Healthcare	9	37	41.92	29.01	33.88	41.83	49.46	55.56	
0623	Marketing Manager	Industry Type	Other	9	13	44.02		31.19	42.20	53.06		
0623	Marketing Manager	Status	Profit	10	16	48.33		42.02	48.12	51.79		
0623	Marketing Manager	Status	Not-for-Profit	9	23	36.13	28.18	30.00	33.66	39.16	48.39	
0623	Marketing Manager	Annual Revenue	50-250 Million	8	11	49.96		31.32	52.78	55.07		
0623	Marketing Manager	Annual Revenue	>500 Million	5	26	44.55	30.00	36.49	45.51	50.56	55.56	
0623	Marketing Manager	Organizational Size	1,000 or more employees	10	31	44.27	30.53	36.06	44.26	50.64	54.06	
0647	Marketing Representative (Degreed)	All Firms	All Firms	10	17	29.26		21.41	30.85	34.50		
0647	Marketing Representative (Degreed)	Industry Type	Healthcare	6	11	31.11		28.85	32.79	34.84		
0647	Marketing Representative (Degreed)	Status	Government	5	7	26.57		18.02	29.81	33.68		
0708	Mechanic - Gasoline/Diesel Vehicle	All Firms	All Firms	11	90	23.40	19.27	21.00	23.07	25.48	26.90	
0708	Mechanic - Gasoline/Diesel Vehicle	Industry Type	Other	7	62	22.96	19.12	20.00	22.92	25.07	26.21	
0708	Mechanic - Gasoline/Diesel Vehicle	Status	Government	6	59	23.12	19.10	21.65	22.75	24.51	26.90	
0708	Mechanic - Gasoline/Diesel Vehicle	Organizational Size	1,000 or more employees	6	72	23.10	19.13	20.00	22.75	25.00	26.90	
0703	Mechanic Supervisor	All Firms	All Firms	9	33	34.99	29.29	32.17	36.21	37.13	39.95	
0703	Mechanic Supervisor	Status	Government	7	31	34.78	29.29	31.92	35.89	37.12	38.87	
0703	Mechanic Supervisor	Annual Revenue	50-250 Million	6	26	34.86	28.41	31.83	35.74	37.67	40.59	
0510	Network Manager	All Firms	All Firms	13	23	48.15	26.27	33.21	48.83	55.98	73.57	
0510	Network Manager	Industry Type	Other	9	13	54.95		41.60	51.62	65.57		
0510	Network Manager	Status	Not-for-Profit	5	12	39.04		29.57	38.53	48.07		
0510	Network Manager	Annual Revenue	>500 Million	6	15	49.07		33.21	49.26	55.98		
0510	Network Manager	Organizational Size	1,000 or more employees	7	16	50.64		36.10	50.03	61.44		
0509	Network Specialist (Certified)	All Firms	All Firms	15	42	42.32	28.69	33.58	43.58	49.74	51.12	
0509	Network Specialist (Certified)	Industry Type	Healthcare	5	17	43.97		38.67	43.78	50.22		
0509	Network Specialist (Certified)	Industry Type	Other	9	24	41.20	26.77	29.44	42.29	48.66	55.53	
0509	Network Specialist (Certified)	Status	Not-for-Profit	9	23	40.67	26.77	32.86	43.20	49.72	51.12	
0509	Network Specialist (Certified)	Annual Revenue	50-250 Million	5	7	35.42		26.54	33.90	44.93		
0509	Network Specialist (Certified)	Annual Revenue	>500 Million	7	32	44.41	30.79	38.74	45.63	49.76	52.32	
0509	Network Specialist (Certified)	Organizational Size	1,000 or more employees	8	34	43.41	28.69	35.17	45.18	49.76	52.32	
0512	Network Specialist (Non-certified)	All Firms	All Firms	7	17	32.25		28.27	30.99	34.73		
0524	Network Technician	All Firms	All Firms	7	9	32.80		26.86	33.18	38.56		
0524	Network Technician	Industry Type	Other	5	7	31.34		25.94	29.84	37.13		
0115	Office Manager	All Firms	All Firms	17	156	27.64	22.00	25.02	27.36	29.68	33.12	
0115	Office Manager	Industry Type	Healthcare	8	96	28.31	23.37	25.22	27.43	29.81	33.81	
0115	Office Manager	Industry Type	Other	7	56	27.04	18.76	24.93	27.20	29.85	32.69	
0115	Office Manager	Status	Not-for-Profit	10	74	28.34	19.08	24.44	28.45	31.45	35.87	
0115	Office Manager	Status	Government	6	81	27.02	23.10	25.17	26.85	28.83	31.26	
0115	Office Manager	Annual Revenue	50-250 Million	8	52	27.41	18.57	25.11	27.78	29.58	32.69	
0115	Office Manager	Annual Revenue	>500 Million	6	99	28.12	23.53	25.24	27.30	30.11	34.14	
0115	Office Manager	Organizational Size	1,000 or more employees	7	113	28.29	23.88	25.47	27.88	30.05	33.28	
0318	Painter - Maintenance	All Firms	All Firms	7	43	19.38	17.86	18.18	18.93	19.39	21.95	
0318	Painter - Maintenance	Annual Revenue	>500 Million	5	39	19.35	17.78	18.29	18.93	19.39	21.83	
0318	Painter - Maintenance	Organizational Size	1,000 or more employees	5	39	19.35	17.78	18.29	18.93	19.39	21.83	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0020	Payroll Clerk	All Firms	All Firms	11	17	22.48		19.41	23.63	24.79	
0020	Payroll Clerk	Industry Type	Other	7	12	22.75		19.80	23.11	25.45	
0020	Payroll Clerk	Annual Revenue	>500 Million	5	7	21.99		19.06	22.58	24.62	
0020	Payroll Clerk	Organizational Size	1,000 or more employees	7	12	21.86		19.14	21.39	24.29	
0045	Payroll Coordinator	All Firms	All Firms	28	62	26.68	21.32	22.39	25.56	30.60	33.01
0045	Payroll Coordinator	Industry Type	Manufacturing	5	5	27.26		23.17	26.44	31.76	
0045	Payroll Coordinator	Industry Type	Healthcare	8	17	23.44		21.48	21.56	25.17	
0045	Payroll Coordinator	Industry Type	Other	14	39	27.91	22.20	23.72	28.35	32.09	33.98
0045	Payroll Coordinator	Status	Profit	14	39	28.44	22.37	24.82	29.47	32.16	33.98
0045	Payroll Coordinator	Status	Not-for-Profit	9	10	24.82		22.53	25.06	26.48	
0045	Payroll Coordinator	Status	Government	5	13	22.83		20.94	21.56	24.03	
0045	Payroll Coordinator	Annual Revenue	50-250 Million	11	12	25.95		23.02	25.00	30.10	
0045	Payroll Coordinator	Annual Revenue	>500 Million	9	26	24.53	19.99	21.56	22.73	28.35	30.86
0045	Payroll Coordinator	Organizational Size	250-499 employees	7	7	24.87		22.66	25.00	25.74	
0045	Payroll Coordinator	Organizational Size	1,000 or more employees	12	38	25.73	20.57	21.56	24.76	29.72	33.07
0046	Payroll Manager	All Firms	All Firms	13	15	50.25		40.90	49.08	53.80	
0046	Payroll Manager	Industry Type	Other	9	11	52.55		45.19	51.92	64.65	
0046	Payroll Manager	Status	Profit	5	7	57.95		46.09	52.52	65.31	
0046	Payroll Manager	Status	Government	5	5	47.78		40.47	51.92	53.02	
0046	Payroll Manager	Annual Revenue	>500 Million	5	5	59.07		46.71	53.80	74.07	
0046	Payroll Manager	Organizational Size	1,000 or more employees	9	11	53.67		45.19	52.25	64.65	
0021	Payroll Supervisor	All Firms	All Firms	11	12	35.87		30.22	35.78	41.03	
0021	Payroll Supervisor	Industry Type	Other	7	8	37.71		34.62	37.47	41.07	
0021	Payroll Supervisor	Status	Government	5	5	34.06		28.86	30.42	41.07	
0021	Payroll Supervisor	Organizational Size	1,000 or more employees	7	8	36.02		32.01	36.42	41.03	
0117	PBX Operator (Telephone Operator)	All Firms	All Firms	8	54	16.78	13.97	14.86	16.84	17.57	20.95
0117	PBX Operator (Telephone Operator)	Industry Type	Healthcare	5	51	16.49	13.97	14.81	16.58	17.57	18.40
0117	PBX Operator (Telephone Operator)	Annual Revenue	>500 Million	5	41	16.12	13.60	14.52	16.26	17.44	17.92
0117	PBX Operator (Telephone Operator)	Organizational Size	1,000 or more employees	6	42	16.26	13.60	14.52	16.27	17.52	18.05
2018	Plumber - Journeyman	All Firms	All Firms	5	33	28.81	25.70	28.47	28.93	28.93	29.08
0514	Programmer Analyst I	All Firms	All Firms	7	15	39.50		36.07	38.76	43.30	
0514	Programmer Analyst I	Industry Type	Other	5	13	39.79		37.22	38.76	41.99	
0536	Programmer Analyst II	All Firms	All Firms	13	74	53.22	35.24	45.39	52.81	60.70	71.00
0536	Programmer Analyst II	Industry Type	Other	11	62	55.95	44.05	46.74	53.60	61.74	73.32
0536	Programmer Analyst II	Status	Profit	5	38	60.44	46.53	50.23	55.84	69.68	85.46
0536	Programmer Analyst II	Annual Revenue	>500 Million	7	57	55.17	35.24	46.00	53.50	62.80	75.63
0536	Programmer Analyst II	Organizational Size	1,000 or more employees	10	60	54.78	36.71	46.00	53.16	61.74	73.32
0685	Project Manager	All Firms	All Firms	23	185	39.27	29.80	31.99	36.92	44.82	52.24
0685	Project Manager	Industry Type	Healthcare	6	74	35.83	29.33	31.03	34.57	38.63	45.92
0685	Project Manager	Industry Type	Other	14	104	41.52	29.54	32.80	40.58	46.48	55.12
0685	Project Manager	Status	Profit	8	26	48.86	36.36	39.82	47.07	53.51	68.21
0685	Project Manager	Status	Not-for-Profit	7	58	39.64	28.82	32.86	40.18	45.12	48.81
0685	Project Manager	Status	Government	8	101	36.60	29.26	31.03	34.59	40.10	46.55
0685	Project Manager	Annual Revenue	50-250 Million	8	38	41.54	30.13	37.22	42.58	45.42	53.87
0685	Project Manager	Annual Revenue	>500 Million	10	139	38.52	29.28	31.07	35.35	43.53	52.70
0685	Project Manager	Organizational Size	500-999 employees	5	26	43.80	37.25	40.66	43.54	45.60	53.87
0685	Project Manager	Organizational Size	1,000 or more employees	12	147	38.58	29.04	31.07	35.35	44.44	53.08
0528	Project Manager - IT	All Firms	All Firms	11	37	54.58	37.56	41.57	51.25	59.90	81.13

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0528	Project Manager - IT	Industry Type	Other	7	28	58.23	38.75	47.50	53.69	64.93	93.94
0528	Project Manager - IT	Annual Revenue	>500 Million	5	25	53.87	36.98	39.57	47.35	59.90	93.94
0528	Project Manager - IT	Organizational Size	1,000 or more employees	8	33	53.67	37.56	40.32	50.73	58.54	77.36
0687	Public Relations Director	All Firms	All Firms	14	19	54.15		45.67	51.72	64.67	
0687	Public Relations Director	Industry Type	Other	7	9	53.55		42.37	47.78	65.99	
0687	Public Relations Director	Status	Not-for-Profit	7	10	55.55		40.85	55.97	67.15	
0687	Public Relations Director	Status	Government	5	7	50.39		47.36	50.17	51.89	
0687	Public Relations Director	Annual Revenue	50-250 Million	6	7	52.39		47.36	51.72	64.67	
0687	Public Relations Director	Organizational Size	250-499 employees	6	6	48.90		40.85	47.57	58.28	
0687	Public Relations Director	Organizational Size	1,000 or more employees	5	9	57.43		43.22	59.69	68.47	
0627	Public Relations Manager	All Firms	All Firms	13	17	43.60		37.01	41.68	53.60	
0627	Public Relations Manager	Industry Type	Other	7	8	40.48		32.23	40.37	45.65	
0627	Public Relations Manager	Status	Government	7	10	41.02		32.23	39.42	50.80	
0627	Public Relations Manager	Annual Revenue	50-250 Million	8	9	42.31		32.23	41.35	52.81	
0619	Public Relations Representative	All Firms	All Firms	10	25	33.76	26.06	28.37	32.49	39.04	42.05
0619	Public Relations Representative	Status	Government	9	24	33.72	26.06	28.37	32.48	39.04	42.05
0722	Purchasing & Materials Management Director	All Firms	All Firms	13	28	62.12	45.08	52.79	57.76	70.25	84.70
0722	Purchasing & Materials Management Director	Industry Type	Healthcare	5	18	58.19		49.71	55.86	67.76	
0722	Purchasing & Materials Management Director	Industry Type	Other	5	7	74.96		64.88	79.07	83.71	
0722	Purchasing & Materials Management Director	Status	Not-for-Profit	6	10	71.61		56.74	74.35	83.24	
0722	Purchasing & Materials Management Director	Annual Revenue	>500 Million	6	20	60.58	45.08	51.04	57.21	68.96	81.35
0722	Purchasing & Materials Management Director	Organizational Size	1,000 or more employees	6	20	60.58	45.08	51.04	57.21	68.96	81.35
0120	Purchasing Agent/Buyer I	All Firms	All Firms	21	87	28.81	20.25	23.98	28.51	31.42	37.06
0120	Purchasing Agent/Buyer I	Industry Type	Other	11	66	30.31	21.26	25.87	30.10	34.73	38.46
0120	Purchasing Agent/Buyer I	Status	Profit	6	27	34.67	24.49	31.25	35.11	37.58	48.44
0120	Purchasing Agent/Buyer I	Status	Not-for-Profit	5	24	26.32	18.17	23.39	27.03	29.53	33.83
0120	Purchasing Agent/Buyer I	Status	Government	10	36	26.09	20.19	21.26	26.72	30.10	30.97
0120	Purchasing Agent/Buyer I	Annual Revenue	50-250 Million	9	17	24.29		20.11	23.97	27.39	
0120	Purchasing Agent/Buyer I	Annual Revenue	>500 Million	8	57	30.08	20.84	24.77	28.89	35.35	38.94
0120	Purchasing Agent/Buyer I	Organizational Size	250-499 employees	5	11	22.35		18.40	20.59	27.29	
0120	Purchasing Agent/Buyer I	Organizational Size	1,000 or more employees	10	67	30.06	21.04	25.48	30.10	33.65	38.46
0133	Purchasing Agent/Buyer II	All Firms	All Firms	27	92	35.74	26.29	30.65	34.52	38.66	44.98
0133	Purchasing Agent/Buyer II	Industry Type	Healthcare	5	27	33.44	23.91	31.45	32.33	36.78	42.70
0133	Purchasing Agent/Buyer II	Industry Type	Other	14	53	37.51	26.62	30.00	35.42	40.45	52.88
0133	Purchasing Agent/Buyer II	Status	Profit	9	21	42.28	29.53	33.21	35.88	52.88	68.63
0133	Purchasing Agent/Buyer II	Status	Not-for-Profit	7	24	33.64	22.68	27.44	34.07	37.96	44.45
0133	Purchasing Agent/Buyer II	Status	Government	11	47	33.88	26.62	30.44	33.32	36.98	40.91
0133	Purchasing Agent/Buyer II	Annual Revenue	50-250 Million	11	25	31.61	23.74	28.08	31.55	35.52	37.63
0133	Purchasing Agent/Buyer II	Annual Revenue	250-500 Million	5	10	29.87		25.38	29.85	35.65	
0133	Purchasing Agent/Buyer II	Annual Revenue	>500 Million	9	54	38.80	28.57	31.60	36.32	41.04	53.94
0133	Purchasing Agent/Buyer II	Organizational Size	250-499 employees	6	11	33.84		32.69	35.42	36.58	
0133	Purchasing Agent/Buyer II	Organizational Size	500-999 employees	6	14	29.40		25.39	29.09	34.05	
0133	Purchasing Agent/Buyer II	Organizational Size	1,000 or more employees	13	63	37.55	27.22	31.45	35.10	40.50	52.88
0130	Purchasing Clerk	All Firms	All Firms	8	24	19.61	16.27	17.87	19.30	21.05	22.68
0130	Purchasing Clerk	Industry Type	Other	5	20	19.90	17.51	18.30	19.30	21.05	21.73
0130	Purchasing Clerk	Annual Revenue	>500 Million	5	17	19.45		17.51	18.86	21.16	
0130	Purchasing Clerk	Organizational Size	1,000 or more employees	5	20	19.96	17.50	17.87	20.47	21.27	22.68
0125	Purchasing Supervisor	All Firms	All Firms	5	8	33.96		29.53	33.86	39.31	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0121	Purchasing/Procurement Manager	All Firms	All Firms	23	35	46.38	34.23	42.65	45.41	53.04	57.08
0121	Purchasing/Procurement Manager	Industry Type	Municipality/Public Works	6	6	48.28		42.00	45.84	57.01	
0121	Purchasing/Procurement Manager	Industry Type	Other	11	15	49.06		44.01	49.69	54.51	
0121	Purchasing/Procurement Manager	Status	Profit	6	7	46.33		42.65	46.25	53.26	
0121	Purchasing/Procurement Manager	Status	Not-for-Profit	5	7	44.07		30.90	45.97	53.04	
0121	Purchasing/Procurement Manager	Status	Government	12	21	47.17	40.66	42.71	45.19	51.40	59.50
0121	Purchasing/Procurement Manager	Annual Revenue	50-250 Million	7	9	49.03		43.33	47.56	55.03	
0121	Purchasing/Procurement Manager	Annual Revenue	>500 Million	9	19	44.64		41.18	45.19	48.88	
0121	Purchasing/Procurement Manager	Organizational Size	250-499 employees	6	6	48.73		43.44	47.83	54.92	
0121	Purchasing/Procurement Manager	Organizational Size	1,000 or more employees	11	22	46.04	32.85	41.91	45.19	53.15	56.86
0231	Quality Assurance Coordinator	All Firms	All Firms	12	54	25.39	19.37	20.75	23.98	26.72	36.75
0231	Quality Assurance Coordinator	Industry Type	Healthcare	5	18	28.98		22.08	25.24	36.75	
0231	Quality Assurance Coordinator	Industry Type	Other	5	33	23.33	18.88	20.29	22.73	25.31	26.72
0231	Quality Assurance Coordinator	Status	Profit	6	37	26.13	18.88	20.85	24.34	27.34	37.58
0231	Quality Assurance Coordinator	Annual Revenue	50-250 Million	6	11	21.89		20.33	22.12	23.30	
0231	Quality Assurance Coordinator	Organizational Size	1,000 or more employees	7	45	25.52	19.04	20.95	24.00	26.57	37.24
0217	Quality Assurance Director	All Firms	All Firms	5	12	80.05		68.60	74.74	90.38	
0229	Quality Assurance Engineer	All Firms	All Firms	7	11	37.65		30.05	37.79	44.23	
0229	Quality Assurance Engineer	Status	Profit	5	8	39.72		32.93	40.65	44.35	
0222	Quality Assurance Manager (Non-Manufacturing)	All Firms	All Firms	13	30	44.74	31.91	37.80	42.94	51.76	57.05
0222	Quality Assurance Manager (Non-Manufacturing)	Industry Type	Other	7	18	49.27		42.94	48.66	54.27	
0222	Quality Assurance Manager (Non-Manufacturing)	Status	Not-for-Profit	5	18	44.46		39.75	43.57	51.76	
0222	Quality Assurance Manager (Non-Manufacturing)	Annual Revenue	50-250 Million	6	15	45.74		40.86	45.32	52.33	
0222	Quality Assurance Manager (Non-Manufacturing)	Organizational Size	1,000 or more employees	7	15	44.67		37.74	42.13	55.00	
0122	Receptionist (Clerk)	All Firms	All Firms	21	104	16.36	13.00	14.90	16.00	17.39	19.78
0122	Receptionist (Clerk)	Industry Type	Healthcare	8	59	15.15	12.71	13.46	15.22	16.00	17.00
0122	Receptionist (Clerk)	Industry Type	Other	12	44	18.09	15.38	16.87	17.39	18.84	20.77
0122	Receptionist (Clerk)	Status	Profit	9	31	17.12	14.40	15.52	16.00	17.00	22.03
0122	Receptionist (Clerk)	Status	Not-for-Profit	9	48	15.10	12.50	13.25	15.01	16.18	18.03
0122	Receptionist (Clerk)	Annual Revenue	50-250 Million	7	53	15.61	12.72	13.57	15.70	16.75	18.19
0122	Receptionist (Clerk)	Annual Revenue	>500 Million	6	27	18.29	15.31	16.90	17.09	19.02	21.49
0122	Receptionist (Clerk)	Organizational Size	250-499 employees	8	59	14.89	12.71	13.46	15.22	16.00	16.75
0122	Receptionist (Clerk)	Organizational Size	1,000 or more employees	6	26	18.54	16.41	16.98	17.59	19.20	22.03
0218	Research Assistant	All Firms	All Firms	6	72	20.34	17.46	18.37	19.70	21.70	25.07
0346	Safety Coordinator	All Firms	All Firms	10	23	32.35	26.58	29.81	33.43	35.19	36.19
0346	Safety Coordinator	Industry Type	Other	6	15	33.28		31.74	33.71	35.30	
0346	Safety Coordinator	Status	Profit	5	8	31.67		28.73	32.11	34.38	
0346	Safety Coordinator	Organizational Size	1,000 or more employees	5	14	32.80		31.21	33.44	35.19	
0414	Safety Director	All Firms	All Firms	8	8	66.80		48.01	60.65	79.29	
0414	Safety Director	Industry Type	Other	5	5	76.42		52.92	78.92	98.67	
0347	Safety Manager	All Firms	All Firms	10	14	43.91		42.08	42.72	47.27	
0347	Safety Manager	Status	Profit	6	6	45.32		40.22	45.75	50.01	
0804	Sales Clerk, Retail	All Firms	All Firms	7	666	14.78	14.04	14.30	14.87	15.09	15.46
0804	Sales Clerk, Retail	Status	Not-for-Profit	5	664	14.78	14.04	14.30	14.86	15.09	15.46
0610	Sales Director	All Firms	All Firms	6	10	107.51		68.63	97.48	149.39	
0629	Sales Manager - Regional	All Firms	All Firms	6	19	64.12		52.31	61.80	78.46	
0629	Sales Manager - Regional	Status	Profit	5	18	64.77		50.31	61.92	78.89	
0630	Sales Representative - Inside	All Firms	All Firms	6	13	31.84		26.84	30.02	37.62	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0630	Sales Representative - Inside	Status	Profit	5	10	31.74		26.84	29.13	38.62	
0633	Sales Representative - Outside	All Firms	All Firms	6	20	36.01	27.03	29.13	30.74	39.03	55.14
0123	Secretary	All Firms	All Firms	12	37	20.81	15.90	18.32	20.28	23.76	25.29
0123	Secretary	Industry Type	Municipality/Public Works	5	16	22.54		21.69	22.91	24.89	
0123	Secretary	Industry Type	Other	6	16	19.34		17.38	18.75	21.04	
0123	Secretary	Status	Government	7	20	21.28	15.67	17.26	22.22	24.72	25.29
0123	Secretary	Organizational Size	1,000 or more employees	5	16	19.42		18.13	18.79	19.93	
0124	Secretary - Executive	All Firms	All Firms	9	81	26.56	21.06	24.64	26.27	29.18	31.06
0124	Secretary - Executive	Status	Government	6	57	26.03	20.56	22.82	25.19	28.88	31.71
6421	Security Director	All Firms	All Firms	12	15	63.50		45.11	62.50	66.92	
6421	Security Director	Industry Type	Other	9	9	67.46		44.13	64.40	87.86	
6421	Security Director	Status	Not-for-Profit	7	8	58.78		50.20	63.06	65.20	
6421	Security Director	Annual Revenue	50-250 Million	5	5	59.21		50.20	64.35	65.66	
6421	Security Director	Annual Revenue	>500 Million	6	9	69.38		46.94	62.50	95.08	
6421	Security Director	Organizational Size	1,000 or more employees	9	12	68.05		54.85	63.45	74.14	
0320	Security Guard - Commissioned	All Firms	All Firms	7	108	20.96	16.54	17.66	18.96	23.67	28.24
0320	Security Guard - Commissioned	Industry Type	Other	5	87	19.48	16.54	17.26	18.55	21.68	24.97
0320	Security Guard - Commissioned	Status	Not-for-Profit	5	64	21.58	17.66	18.11	19.10	24.44	29.32
0321	Security Guard - Noncommissioned	All Firms	All Firms	13	239	16.61	15.00	15.30	17.00	17.73	18.23
0321	Security Guard - Noncommissioned	Industry Type	Healthcare	7	161	16.44	13.28	15.27	17.37	17.73	18.14
0321	Security Guard - Noncommissioned	Industry Type	Other	5	77	16.94	15.00	15.73	16.97	17.41	18.74
0321	Security Guard - Noncommissioned	Status	Profit	5	51	16.74	15.30	15.30	16.33	17.93	18.75
0321	Security Guard - Noncommissioned	Annual Revenue	>500 Million	8	205	17.02	15.00	15.73	17.37	17.73	18.33
0321	Security Guard - Noncommissioned	Organizational Size	1,000 or more employees	8	205	17.02	15.00	15.73	17.37	17.73	18.33
0323	Security Guard Manager	All Firms	All Firms	8	10	32.52		29.41	32.29	36.84	
0323	Security Guard Manager	Industry Type	Healthcare	5	7	31.86		29.00	30.84	36.48	
0323	Security Guard Manager	Status	Not-for-Profit	5	6	32.82		27.41	34.22	36.84	
0323	Security Guard Manager	Organizational Size	1,000 or more employees	5	7	33.68		30.77	33.75	37.20	
0322	Security Guard Supervisor	All Firms	All Firms	10	21	25.52	17.81	19.03	22.00	30.97	39.38
0322	Security Guard Supervisor	Industry Type	Other	8	17	26.36		18.82	23.16	36.77	
0322	Security Guard Supervisor	Annual Revenue	>500 Million	5	14	26.70		18.43	21.96	38.45	
0322	Security Guard Supervisor	Organizational Size	1,000 or more employees	6	15	26.70		18.81	22.00	38.38	
0710	Shipping and Receiving Clerk	All Firms	All Firms	14	55	18.41	14.86	16.55	18.63	19.90	21.89
0710	Shipping and Receiving Clerk	Industry Type	Other	9	32	19.16	16.03	17.46	19.04	20.78	22.23
0710	Shipping and Receiving Clerk	Status	Profit	5	28	19.44	16.39	18.50	19.04	20.82	22.23
0710	Shipping and Receiving Clerk	Status	Not-for-Profit	7	24	16.87	14.35	15.63	16.60	17.57	19.66
0710	Shipping and Receiving Clerk	Annual Revenue	50-250 Million	8	23	17.40	14.35	16.00	16.64	19.23	21.35
0710	Shipping and Receiving Clerk	Annual Revenue	>500 Million	5	31	19.13	16.39	17.57	18.86	20.74	21.99
0710	Shipping and Receiving Clerk	Organizational Size	500-999 employees	6	8	19.96		19.04	19.66	21.34	
0710	Shipping and Receiving Clerk	Organizational Size	1,000 or more employees	5	31	19.18	16.39	17.57	18.93	20.81	21.99
0711	Shipping and Receiving Supervisor	All Firms	All Firms	6	13	31.48		28.35	31.34	34.48	
0618	Social Media Specialist	All Firms	All Firms	11	14	27.64		23.77	26.49	31.59	
0618	Social Media Specialist	Status	Government	5	6	29.39		24.46	30.72	33.01	
0618	Social Media Specialist	Organizational Size	1,000 or more employees	5	8	27.34		23.32	24.86	33.01	
0533	Software Architect/Engineer	All Firms	All Firms	18	238	51.63	37.47	41.13	48.77	60.19	70.57
0533	Software Architect/Engineer	Industry Type	Other	12	231	51.72	37.60	41.11	48.74	60.30	70.57
0533	Software Architect/Engineer	Status	Profit	8	112	57.26	38.96	45.56	56.47	67.18	78.28
0533	Software Architect/Engineer	Status	Government	6	30	41.22	31.04	34.41	39.73	46.21	55.43

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0533	Software Architect/Engineer	Annual Revenue	50-250 Million	7	12	45.60		38.17	44.30	52.39	
0533	Software Architect/Engineer	Annual Revenue	>500 Million	7	196	51.65	37.60	41.07	47.82	60.19	70.57
0533	Software Architect/Engineer	Organizational Size	1,000 or more employees	10	218	51.56	37.21	41.07	48.29	60.19	70.57
0712	Stockroom Clerk	All Firms	All Firms	7	68	16.60	13.86	15.16	16.59	17.79	18.14
0712	Stockroom Clerk	Organizational Size	1,000 or more employees	5	64	16.62	13.86	15.16	16.59	17.79	18.14
0803	Store Manager, Retail	All Firms	All Firms	5	5	29.27		22.38	28.19	36.69	
0803	Store Manager, Retail	Status	Not-for-Profit	5	5	29.27		22.38	28.19	36.69	
0557	Systems Administrator	All Firms	All Firms	28	53	42.40	31.25	33.43	37.64	51.17	62.13
0557	Systems Administrator	Industry Type	Municipality/Public Works	5	8	35.74		33.21	34.97	37.02	
0557	Systems Administrator	Industry Type	Healthcare	8	13	40.08		31.62	37.51	48.76	
0557	Systems Administrator	Industry Type	Other	13	30	45.40	31.52	34.59	45.16	54.01	64.53
0557	Systems Administrator	Status	Profit	12	22	48.20	33.13	35.77	47.66	60.27	66.93
0557	Systems Administrator	Status	Not-for-Profit	9	18	39.73		31.81	34.76	49.32	
0557	Systems Administrator	Status	Government	7	13	36.28		33.04	35.48	37.58	
0557	Systems Administrator	Annual Revenue	50-250 Million	11	16	37.39		33.52	35.76	42.19	
0557	Systems Administrator	Annual Revenue	250-500 Million	5	8	33.72		33.43	34.73	35.51	
0557	Systems Administrator	Annual Revenue	>500 Million	9	25	49.62	30.42	37.91	51.60	60.21	66.93
0557	Systems Administrator	Organizational Size	250-499 employees	8	10	34.00		31.26	33.21	35.89	
0557	Systems Administrator	Organizational Size	500-999 employees	6	9	35.05		32.66	34.46	36.56	
0557	Systems Administrator	Organizational Size	1,000 or more employees	11	31	47.53	31.02	36.00	50.56	54.22	64.53
0517	Systems Analyst I	All Firms	All Firms	12	31	38.96	33.07	36.05	38.19	41.55	48.61
0517	Systems Analyst I	Industry Type	Other	7	23	38.10	33.07	34.29	38.08	40.71	43.64
0517	Systems Analyst I	Annual Revenue	>500 Million	7	23	38.30	33.07	36.05	38.19	40.71	43.64
0517	Systems Analyst I	Organizational Size	1,000 or more employees	7	23	38.30	33.07	36.05	38.19	40.71	43.64
0541	Systems Analyst II	All Firms	All Firms	14	56	48.04	35.39	40.35	46.17	55.70	65.40
0541	Systems Analyst II	Industry Type	Other	10	52	48.28	35.39	40.35	47.17	56.25	65.40
0541	Systems Analyst II	Status	Not-for-Profit	5	18	51.48		45.00	51.80	56.34	
0541	Systems Analyst II	Status	Government	5	20	37.73	32.69	35.39	36.92	40.73	43.18
0541	Systems Analyst II	Annual Revenue	>500 Million	7	35	49.69	34.97	40.52	47.82	56.42	69.15
0541	Systems Analyst II	Organizational Size	1,000 or more employees	8	47	48.69	34.79	40.18	48.14	56.42	66.71
0040	Tax Accountant	All Firms	All Firms	5	14	37.11		34.12	36.73	39.98	
0040	Tax Accountant	Industry Type	Other	5	14	37.11		34.12	36.73	39.98	
0040	Tax Accountant	Status	Profit	5	14	37.11		34.12	36.73	39.98	
0040	Tax Accountant	Annual Revenue	>500 Million	5	14	37.11		34.12	36.73	39.98	
0040	Tax Accountant	Organizational Size	1,000 or more employees	5	14	37.11		34.12	36.73	39.98	
0658	Technical Support Specialist	All Firms	All Firms	6	28	28.30	17.43	19.58	25.08	37.73	42.54
0658	Technical Support Specialist	Industry Type	Other	5	24	29.74	17.60	20.69	27.46	39.96	42.54
0631	Technical Writer	All Firms	All Firms	5	6	31.12		22.45	29.06	41.85	
0553	Telecommunications Technician	All Firms	All Firms	5	10	30.24		25.02	32.18	32.99	
0416	Trainer - Exempt	All Firms	All Firms	22	102	31.84	24.92	26.84	30.25	35.71	41.29
0416	Trainer - Exempt	Industry Type	Healthcare	6	24	28.32	22.04	23.88	26.71	30.88	39.72
0416	Trainer - Exempt	Industry Type	Other	14	75	32.94	25.71	27.59	31.41	35.94	44.29
0416	Trainer - Exempt	Status	Profit	10	27	38.22	27.64	32.63	36.25	45.00	50.47
0416	Trainer - Exempt	Status	Not-for-Profit	8	36	29.97	25.04	26.58	27.59	32.79	39.50
0416	Trainer - Exempt	Annual Revenue	50-250 Million	8	52	30.15	25.38	27.17	29.78	33.44	35.96
0416	Trainer - Exempt	Annual Revenue	>500 Million	9	39	33.96	23.85	25.85	31.78	41.72	49.86
0416	Trainer - Exempt	Organizational Size	1,000 or more employees	11	77	31.31	23.88	26.48	29.78	34.56	44.29
0425	Trainer - Nonexempt	All Firms	All Firms	7	16	25.90		21.95	25.62	26.63	

2023 GENERAL SURVEY BY JOB TITLE				Number of		Hourly Total Cash Compensation					
Job #	Job Title	Grouping	Level of Data	Orgs	Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile
0425	Trainer - Nonexempt	Industry Type	Other	5	13	26.21		21.84	25.74	27.09	
0425	Trainer - Nonexempt	Annual Revenue	50-250 Million	5	12	25.00		21.95	25.11	26.17	
0415	Training Director	All Firms	All Firms	6	7	71.07		62.50	67.13	87.08	
0717	Van/Bus Driver	All Firms	All Firms	10	77	17.33	15.20	16.00	16.07	17.87	22.26
0717	Van/Bus Driver	Industry Type	Healthcare	5	15	16.15		14.84	16.18	16.86	
0717	Van/Bus Driver	Industry Type	Other	5	62	17.62	16.00	16.00	16.07	18.39	23.04
0126	Volunteer Coordinator	All Firms	All Firms	9	15	22.85		17.39	23.32	26.38	
0126	Volunteer Coordinator	Industry Type	Healthcare	5	8	25.06		22.49	25.77	26.57	
0126	Volunteer Coordinator	Status	Not-for-Profit	6	6	21.33		17.78	20.83	25.37	
0126	Volunteer Coordinator	Annual Revenue	>500 Million	5	11	23.77		17.39	25.31	26.75	
0126	Volunteer Coordinator	Organizational Size	1,000 or more employees	6	12	23.22		17.27	24.31	26.57	
0135	Volunteer Manager	All Firms	All Firms	7	7	30.45		27.19	28.85	32.31	
0135	Volunteer Manager	Status	Not-for-Profit	7	7	30.45		27.19	28.85	32.31	
0718	Warehouse Manager	All Firms	All Firms	5	9	46.69		43.51	44.14	51.54	
0706	Warehouse Materials Handler I	All Firms	All Firms	12	316	20.50	18.50	19.13	19.85	21.54	24.59
0706	Warehouse Materials Handler I	Industry Type	Manufacturing	5	48	22.25	15.51	18.72	24.59	24.59	24.59
0706	Warehouse Materials Handler I	Industry Type	Other	5	265	20.21	18.50	19.13	19.75	21.41	22.50
0706	Warehouse Materials Handler I	Status	Profit	10	298	20.34	18.50	19.01	19.75	21.50	24.59
0706	Warehouse Materials Handler I	Annual Revenue	50-250 Million	6	31	19.98	15.20	15.65	20.25	24.19	25.35
0706	Warehouse Materials Handler I	Organizational Size	250-499 employees	5	42	23.31	17.49	24.59	24.59	24.59	24.59
0726	Warehouse Materials Handler II	All Firms	All Firms	8	34	21.31	17.00	17.93	20.18	23.54	28.51
0726	Warehouse Materials Handler II	Annual Revenue	50-250 Million	5	19	18.61		17.00	18.27	20.16	
0729	Warehouse Specialist	All Firms	All Firms	5	47	18.94	15.02	16.55	17.71	19.47	26.09
0719	Warehouse Supervisor	All Firms	All Firms	15	54	29.56	23.80	25.31	27.91	33.82	39.50
0719	Warehouse Supervisor	Industry Type	Other	8	28	31.50	25.07	26.73	29.50	37.51	39.99
0719	Warehouse Supervisor	Status	Profit	8	30	31.15	23.91	25.56	29.50	37.88	39.97
0719	Warehouse Supervisor	Status	Government	6	23	27.53	23.80	24.37	26.89	28.81	33.18
0719	Warehouse Supervisor	Annual Revenue	50-250 Million	6	14	28.37		24.00	27.02	31.49	
0719	Warehouse Supervisor	Annual Revenue	>500 Million	6	37	29.87	23.80	25.82	28.09	35.29	39.72
0719	Warehouse Supervisor	Organizational Size	1,000 or more employees	7	41	29.81	24.09	26.00	28.09	32.68	39.12
0543	Web Developer	All Firms	All Firms	6	17	31.65		27.93	30.92	33.08	
0543	Web Developer	Industry Type	Other	6	17	31.65		27.93	30.92	33.08	
0543	Web Developer	Organizational Size	1,000 or more employees	5	16	31.83		28.04	30.92	33.08	
0527	Web Master	All Firms	All Firms	5	5	39.51		28.40	40.88	49.95	
1071	Welder	All Firms	All Firms	5	26	24.74	21.59	22.58	23.65	27.84	30.64
1071	Welder	Organizational Size	1,000 or more employees	5	26	24.74	21.59	22.58	23.65	27.84	30.64
0431	Workers' Compensation Specialist	All Firms	All Firms	5	6	29.78		26.59	30.33	32.44	
0431	Workers' Compensation Specialist	Status	Government	5	6	29.78		26.59	30.33	32.44	

2023 GENERAL SURVEY JOB DESCRIPTIONS BY JOB TITLE

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0028	Accountant - Senior (CPA)	Prepares financial statements including profit and loss, balance sheets, and subsidiary statements. Reviews and analyzes general ledger account balances and makes recommendations for corrections. Prepares monthly reconciliation and balance sheets. Necessary knowledge of accounting principles and PC spreadsheet software. Must have strong organizational skills and the ability to provide guidance to lower level accounts.	Exempt	Bachelor's Degree, CPA	2+ years
0001	Accountant I (Degreed)	Analyzes and maintains accounting records and prepares initial comparative financial statements such as trial balances, financial statements, and cost reports. Maintains the general ledger, fixed asset system, the capital expenditure analysis and variance reports, general ledger reconciliation, and budget variance reports.	Exempt	Bachelor's Degree	1-3 years
0033	Accountant I (Non-Degreed)	Maintains accounting records and prepares initial comparative financial statements such as trial balances, financial statements, and cost reports. Assists in maintaining the general ledger and the fixed asset system. Assists in preparing capital expenditure analysis and variance reports, general ledger reconciliation, and budget variance reports.	Nonexempt	High School Diploma	0-1 year
0032	Accountant II	Completes all accounting functions, balance and reconciliation sheets, and profit/loss statements. Responsible for preparing general ledger entries. Verifies accuracy and makes recommendations for corrections. May supervise portions of accounting department.	Exempt	Bachelor's Degree	3-5 years
0003	Accounting Clerk I	Computes, classifies, and records numerical data used in reconciling bank accounts and cash accounts. Performs any combination of routine calculating, posting, and verifying duties necessary in the preparation of reports, preparing journal entries, and posting entries to specified accounts. Also performs routine accounting/clerical work.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0004	Accounting Clerk II	Assists in preparing regular and special financial and tax reports. Audits accounting documents and other reports for accuracy. Prepares and maintains financial records and statements. May assign and check the work of lower level accounting clerks.	Nonexempt	High School Diploma	1-2 years
0005	Accounting Clerk Supervisor	Supervises and coordinates activities of workers engaged in calculating, posting, verifying, and typing duties to obtain and record financial data for use in maintaining accounting and statistical records. Compiles reports required by management or government agencies.	Exempt	High School Diploma	2-3 years
0026	Accounting Manager	Manages the accounting function for an organization. Responsible for the general ledger, fixed asset system, capital expenditure analysis, and variance reports and budget variance reports. Directs activities of all accounting personnel, including the Accounting Supervisor.	Exempt	Bachelor's Degree, CPA	3-5 years
0041	Accounting Supervisor (Accountants)	Supervises and coordinates activities of degreed accountants engaged in analyzing and maintaining accounting records, as well as preparing initial comparative financial statements. Oversees maintenance of the general ledger, fixed asset system, the capital expenditure analysis and variance reports, general ledger reconciliation, and budget variance reports. May supervise payroll and other related areas.	Exempt	Bachelor's Degree	2-3 years
0042	Accounting Supervisor (Accounts Payable/Receivable)	Supervises and coordinates activities of accounts payable and receivable non degreed clerks engaged in calculating, posting, verifying, and typing duties. Determines work procedures and prepares work schedules. Assigns duties and examines work for accuracy, neatness, and conformance to policies. May assist subordinates in obtaining and recording financial data.	Exempt	High School Diploma	2-3 years
0006	Accounts Payable Clerk I	Maintains accounts payable records, assesses invoices from vendors, makes payments, and posts payments to general ledger.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0034	Accounts Payable Clerk II	Performs non-routine, moderately complex functions including: maintaining accounts payable records, assessing invoices from vendors, making payments, and posting payments to general ledger. Provides support to lower level employees.	Nonexempt	High School Diploma	2-4 years
0007	Accounts Payable Manager	Manages the work schedule and directs the work of the accounts payable department. Monitors records of amounts owed and ensures timely payment of invoices. Oversees the processing of invoices, preparation of vouchers, coding of expenses, and payment of checks. Establishes policies to improve the efficiency of the accounts payable department.	Exempt	Bachelor's Degree	3-5 years
0008	Accounts Receivable Clerk I	Prepares customer statements, bills, and invoices. Handles basic client inquiries and may perform collection calls. Reconciles expenses to the general ledger.	Nonexempt	High School Diploma	0-1 year
0035	Accounts Receivable Clerk II	Performs non-routine, moderately complex functions including: preparing customer statements, bills, and invoices. Handling client inquiries and performing collection calls. Reconciles expenses to the general ledger. Provides support to lower level employees.	Nonexempt	High School Diploma	2-4 years
0009	Accounts Receivable Manager	Manages the work schedules and directs the work of the accounts receivable department. Monitors accounts receivable processes, including claims, cash receipts, interest charges, overdue invoices, refunds, and other related issues. Establishes policies to improve the efficiency of the accounts receivable department.	Exempt	Bachelor's Degree	3-5 years
0100	Administrative Assistant	Provides administrative support for mid-level managers to include scheduling, tracking, and reporting information. Also provides clerical support to include typing, answering calls, and opening mail.	Nonexempt	High School Diploma	2-4 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0101	Administrative Assistant - Executive	Provides administrative support to the top executives in the organization, excluding the CEO, to include: scheduling, tracking, reporting information, and analyzing data. Provides clerical support to include: typing, answering calls, and opening mail. Maintains confidential files.	Nonexempt	High School Diploma	5+ years
0119	Administrative Services Supervisor	Directly supervises and coordinates activities of clerical and administrative support workers. Supervisors are generally found in smaller establishments where they perform supervisory functions, such as accounting, marketing, and personnel work. May also engage in the same clerical functions as the workers they supervise.	Exempt	High School Diploma	2-3 years
0518	Application Programmer Analyst I	Works with existing organization or vendor programs requiring relatively routine programming skills. Modifies existing software programs to create reports and customized applications for the organization. May take directions from a higher level programmer.	Nonexempt	High School Diploma	1-3 years
0519	Application Programmer Analyst II	Works with existing organization or vendor programs requiring complex programming skills. Modifies existing software programs to create reports and customized applications for the organization. Works directly with systems analysts, systems programmers, managers, and other end users to develop customized applications from existing or vendor programs to fit the organization's needs. Demonstrates thorough understanding of all aspects of programming.	Exempt	Bachelor's Degree	3-5 years
0025	Assistant Controller	Assists the Controller with the preparation of reports, forecasts, and policies. May supervise Accountants and support staff.	Exempt	Bachelor's Degree	3-4 years
0129	Assistant to the CEO	Assists the executive on projects and managerial responsibilities. Assists in undertaking various projects and providing essential data for review, analysis, and decision by the top executive. Gathers essential data and prepares operational and statistical reports. Has the authority to make decisions on behalf of the company.	Exempt	Bachelor's Degree	5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0601	Audiovisual Technician	Operates audio, video, projection, lighting, and video conferencing equipment for presentations. Meets with presenter to determine the audiovisual needs. Coordinates the use of the equipment by maintaining a schedule. Positions, connects, operates, and breaks down all equipment. Provides troubleshooting for equipment malfunctions.	Nonexempt	High School Diploma	1-2 years
0029	Auditing Manager	Manages and directs audits to assess effectiveness of controls, accuracy of financial records, and efficiency of operations. Examines records of departments for proper recording of transactions and compliance with laws. Analyzes data obtained for evidence of deficiencies in controls, duplication of effort, fraud or lack of compliance with company's policies or procedures, and reports findings and recommendations to management.	Exempt	Bachelor's Degree	3-5 years
0010	Auditor	Inspects accounting systems to determine their efficiency and protective value. Identifies and corrects areas of potential risk or non-compliance and provides guidance to reduce inefficiencies in daily operations. Prepares reports of findings and makes recommendations for improvements in records and accounting procedures.	Exempt	Bachelor's Degree	0-3 years
0426	Benefits Analyst	Responsible for the implementation and communication of all benefit plans. Processes and maintains records for all benefits related issues. Researches and solves employee benefit problems or concerns. Advises retirees of their entitlements and process for receiving benefit plans.	Exempt	Bachelor's Degree	1-2 years
0400	Benefits Coordinator	Coordinates the implementation of the company's benefit programs including major medical insurance, group life insurance, and 401(k) plans. Completes records for enrollments and status changes. Advises employees on their eligibility for these and other related benefits. Processes COBRA and HIPPA forms.	Exempt	Bachelor's Degree	1-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0401	Benefits Manager	Plans and directs the implementation and administration of benefits programs including major medical insurance, group life insurance, and retirement plans. Analyzes existing benefits policies, evaluates services, coverage, and options available to establish competitive benefits programs. Makes recommendations to management.	Exempt	Bachelor's Degree	3-5 years
0036	Billing and Collections Manager	Manages the billing, collections, and accounts receivable processes. Establishes trust accounting and all cash collection.	Exempt	Bachelor's Degree	3-5 years
0037	Billing and Collections Supervisor	Supervises employees engaged in collecting payments. Completes and analyzes reports. Recommends policies and procedures to improve billing and collection system.	Exempt	High School Diploma	2-3 years
0011	Billing Clerk	Operates office equipment to compile and prepare customer charges. Computes costs and compiles data for billing. Creates invoices indicating total items for project and cost amounts.	Nonexempt	High School Diploma	0-1 year
0038	Budget Analyst	Provides technical assistance by collecting and summarizing data using past and current trends. Responsible for the preparation of the budget process.	Nonexempt	Bachelor's Degree	1-2 years
0030	Budget Manager	Performs functions to manage the budget and its processes. Prepares and manages budgets to allocate funds to all departments. Establishes operating procedures and reporting instructions. Submits budgeting recommendations to Directors based on statistical studies and analysis of past and current trends.	Exempt	Bachelor's Degree	3-5 years
0681	Business Analyst	Examines technology and industry trends to identify potential areas for product and business growth. Designs business models and plans to align solutions with business objectives. Drafts patent applications for new technological solutions.	Exempt	Bachelor's Degree	2-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0501	Business Systems Analyst	Designs systems through business process analyses, needs assessments, and requirements to align information technology solutions with business objectives. Prepares specifications for systems programmers. Serves as a liaison between the business and the technical department.	Exempt	Bachelor's Degree	1-2 years
0652	Call Center Manager - Service	Motivates and directs activities of a telephone customer service team to meet service, quality, production, and budgeting goals. Monitors performance to ensure timely and accurate entry, response, and resolution to service requests or issues. Identifies and recommends procedural changes when appropriate. Analyzes and reports on performance results. May develop volume and staffing forecasts for budget preparation.	Exempt	Bachelor's Degree	3-5 years
0300	Carpenter - Maintenance	Constructs and repairs structural woodwork. Builds, repairs, and installs counters, cabinets, doors, and building framework. Installs glass and replaces damaged ceiling and floor tiles.	Nonexempt	Less than High School Diploma	1-2 years
0102	Cashier - Office	Receives cash from customers or employees and records amounts received. Computes bills, itemized lists, and tickets showing amount due. Makes change, cashes checks, and issues receipts or tickets to customers. Records amounts received and prepares reports of transactions. Reads and records totals shown on cash register tape and verifies against cash on hand.	Nonexempt	High School Diploma	0-1 year
0056	Chief Administrative Officer	Oversees, directs, and manages operations of one or more functional departments which may include the following: accounting, human resources, technology, finance, and/or administrative functions. Responsible for the development and implementation of objectives, goals, policies, and procedures.	Exempt	Bachelor's Degree	5+ years
0050	Chief Executive Officer	Oversees and directs the organization. Provides leadership and management to the entire staff.	Exempt	Master's Degree	10+ years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0051	Chief Financial Officer	Oversees and directs the organization's financial planning and accounting practices, including short term and long term financial planning.	Exempt	Bachelor's Degree, CPA	5+ years
0057	Chief Human Resources Officer	Oversees all human resources functions and develops strategies to meet business goals securing long-term growth in talent acquisition, career development activities, and workplace management.	Exempt	Bachelor's Degree	5+ years
0055	Chief Information Officer	Responsible for planning, developing strategic plans, and leadership of all technology operations, help desks, communication and data networks, software development, and application service providers. Accountable for maintaining all the data and electronic media of the organization.	Exempt	Bachelor's Degree	5+ years
0053	Chief Legal Officer	Directs the organization's legal activities to ensure the organization is protected from all legal actions. Develops and modifies policies and procedures to conform to legal requirements.	Exempt	Law Degree	5+ years
0052	Chief Operations Officer	Oversees the operating activities of an organization. Oversees the design, operation, and improvement of the system that delivers the organization's products and/or services.	Exempt	Bachelor's Degree	5+ years
0058	Chief Sales and Marketing Officer	Oversees all sales and marketing functions and develops strategies to meet business goals. Plans, develops, and establishes policies and objectives to increase sales, lower costs, and obtain greater efficiency. Generates revenue by increasing sales through successful marketing, using market research, pricing, product marketing, marketing communications, advertising and public relations. Implements technology tools and improvements to enhance digital customers experiences.	Exempt	Bachelor's Degree	5+ years
0303	Child Care Worker	Responsible for the constant supervision of children in a preschool, day care center, or other child development setting under the direction of a lead teacher or program director.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0012	Collector	Locates customers to collect installments of overdue accounts, damage claims, or non-payable checks. Attempts to contact and persuade the customer to pay amount due or arrange for payment. Keeps record of collections and status of accounts.	Nonexempt	High School Diploma	1-3 years
0644	Communications Specialist	Creates, writes, edits and updates manuals, brochures and marketing materials for the organization, customers and employees. Develops format, artwork, and general design of information. Ability to translate large volume of material to user-oriented language.	Exempt	Bachelor's Degree	0-3 years
0402	Compensation Analyst	Analyzes, develops, and implements a base pay system. Reviews company compensation policies to establish competitive rates designed to attract, retain, and motivate employees. Audits program for legal compliance and to assure decisions fit internal policies. Conducts cost analysis and prepares required reports for management.	Exempt	Bachelor's Degree	1-2 years
0432	Compensation Analyst - Senior	Designs and develops compensation programs and policies to attract, retain, and motivate employees. Develops innovative recommendations to solve critical and often abstract issues pertaining to the compensation programs. Audits programs for legal compliance and ensures decisions fit internal policies. Conducts cost analysis, prepares required reports for management, and develops metrics to measure the effectiveness of the compensation programs and policies.	Exempt	Bachelor's Degree	3-5 years
0423	Compensation Manager	Manages the compensation program of an organization. Designs, maintains, and documents compensation issues to ensure internal and external equity. Participates in job analyses to determine salary levels and approves salary increases permitted by budget.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0507	Computer Technician	Installs, modifies, and makes minor repairs to computer hardware. Installs peripheral components such as monitors, keyboards, printers, and disk drives. Loads prescribed applications including word processing, spreadsheets, etc. May instruct end users in use of equipment and software.	Nonexempt	High School Diploma	1-2 years
2023	Construction Project Manager (New Construction)	Schedules and coordinates new construction activities on multiple job sites simultaneously while maintaining cost controls. Supervises and monitors construction superintendents assigned to projects. Visits job sites to inspect for quality, timely progress, and adherence to budget. Secures initial construction permits for new facilities. Calculates amounts of materials required for construction projects and completes purchase orders for materials. Requires frequent contact with vendors, subcontractors, and construction superintendents regarding status reports and problems.	Exempt	High School Diploma	3-5 years
0604	Contract Administrator	Develops, negotiates, and evaluates company contracts for the purchase of the sale of goods and services. Reviews bids from vendors for conformity to contract requirements and determines acceptable bids. Examines performance requirements, delivery schedules, and estimates of costs of material, equipment, and production. Ensure that both parties are compliant with the terms of the contract.	Exempt	Bachelor's Degree	3-4 years
0013	Controller	Directs the financial activities of an organization or subdivision. Prepares or directs the preparation of reports which summarize and forecast the organization's business activities and financial position. Establishes or recommends major economic objectives and policies for the company.	Exempt	Bachelor's Degree, CPA	3-4 years
0324	Cook	Prepares and cooks food in quantities according to menu and number of people to be served. Plans menus, bakes bread, and pastries. Orders supplies and keeps production records.	Nonexempt	Less than High School Diploma	1-2 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0308	Custodian I	Keeps premises of organization in a clean and orderly condition. Cleans rooms, hallways, restrooms, elevators, and stairways. Sweeps, mops, scrubs, and waxes floors. Vacuums carpets, dusts furniture, washes windows, replenishes supplies, empties trashcans, and transports trash. Follows established routine.	Nonexempt	Less than High School Diploma	0-1 year
0334	Custodian II	Keeps premises of organization in a clean and orderly condition. Cleans rooms, hallways, restrooms, elevators, and stairways. Sweeps, mops, scrubs, and waxes floors. Vacuums carpets, dusts furniture, washes windows, replenishes supplies, empties trashcans, and transports trash. Provides support to lower level employees.	Nonexempt	Less than High School Diploma	1-2 years
0309	Custodian Supervisor	Supervises and coordinates activities of workers engaged in cleaning and maintaining organization's premises. Assigns tasks to workers and inspects completed work for conformance to standards. Issues supplies and equipment, resolves worker's problems, and trains new employees. May assist subordinates in performing duties.	Exempt	High School Diploma	2-3 years
0134	Customer Service Representative (Non-Call Center)	Handles incoming calls from customers making requests, inquiring, or expressing concern about products, services, or order status. Collects and enters data accurately and responsively to promote customer satisfaction. Refers requests outside of routine decision making to appropriate staff members.	Nonexempt	High School Diploma	0-1 year
0654	Customer Service Representative I (Call Center)	Handles incoming calls from customers making requests, inquiring, or expressing concern about products, services, or order status. Collects and enters data accurately and responsively to promote customer satisfaction. Refers requests outside of routine decision making to appropriate staff members.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0670	Customer Service Representative II (Call Center)	Handles incoming calls from customers making requests, inquiring, or expressing concern about products, services, or order status. Collects and enters data accurately and responsively. Makes decisions to promote customer satisfaction and resolving the issue. Handles escalated customer calls transferred by Customer Service Representative I (Call Center).	Nonexempt	High School Diploma	1-2 years
0655	Customer Service Specialist/Team Leader	Handles incoming calls from customers making requests, inquiring, or expressing concern about products, services, or order status. Supports customer service representatives by handling calls of a complex nature requiring additional knowledge of products or services, a higher level of decision-making authority, or specific problem solving skills. Collects and enters data accurately and responsively to promote customer satisfaction. Assists supervisor with team activities and service level goals.	Nonexempt	Associate's Degree	1-2 years
0656	Customer Service Supervisor	Oversees the day-to-day activities of a customer service team, processing service requests or handling problem resolution by phone. Hires, schedules, supervises, and evaluates customer service representatives. Ensures all personnel are fully trained on products, services, problem solving, judgment, and customer satisfaction techniques. Provides management with reports on customer service and satisfaction.	Exempt	High School Diploma	2-3 years
0558	Cyber Security Analyst	Analyzes risk and implements security protection for the computer system and network. Installs and operates security software and measures to protect system from service interruptions and data loss. Documents security risks, breaches, and other cyber security incidents.	Exempt	Bachelor's Degree	2-3 years
0556	Data Analyst	Uses data to analyze business patterns. Develops business metrics. Analyses internal and external data of different business areas. Designs, analyses, and develops technical reports and presentations for top level management. Uses data for efficient problem solving. Promotes best practices in data analysis and reporting.	Exempt	Bachelor's Degree	1-2 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0103	Data Entry Operator	Enters accounting, payroll, and statistical information. Enters alphabetic, numeric, or symbolic data from source documents into a suitable form. May compile, sort, and verify accuracy of data to be entered and keep record of work completed.	Nonexempt	High School Diploma	0-2 years
0516	Data Security Administrator	Responsible for protecting information systems and programs from tampering through managing and monitoring systems and programs. Identifies causes of security breeches and implements corrective measures. Develops policies and trains users.	Exempt	Bachelor's Degree	2-3 years
0554	Database Administrator (DBA)	Maintains the daily operations of databases. Designs, implements, tests, and maintains databases for the organization. Ensures security, optimum performance, and adequate capacity of the databases. Performs back ups, installations, and upgrades for the systems.	Exempt	Bachelor's Degree	2-3 years
0505	Database Developer	Designs, analyzes, codes, and develops database applications. Reviews project requests describing database user needs and estimates time and cost required to accomplish projects. Appraises existing and proposed systems to provide recommendations on storage, access, protection, and integration.	Exempt	Bachelor's Degree	2-3 years
0506	Database Manager	Manages database development and administration. Establishes policies and procedures pertaining to the use of an organization's data resources. Confers with user departments to determine equipment and needs requirements. Reviews projects to determine feasibility and cost and makes recommendations to management.	Exempt	Bachelor's Degree	3-5 years
0714	Delivery Driver (Local, Large Volume)	Drives truck with capacity of more than three tons and three or more axles to transport materials less than 250 miles. Maintains driver log according to regulations. Maintains contact with supervisor to receive delivery instructions. Loads and unloads vehicle. Verifies load against shipping papers.	Nonexempt	High School Diploma, Commercial Driver's License	1-2 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0721	Delivery Driver (Local, Small Volume)	Drives van or small truck to transport materials less than 250 miles. Maintains driver log according to regulations. Maintains contact with supervisor to receive delivery instructions. Loads and unloads vehicle. Verifies load against shipping papers. Does not include food or mass delivery.	Nonexempt	High School Diploma	1-2 years
0612	Digital Marketing Strategist	Develops digital marketing strategies that include social media campaigns, measuring media campaign performance, initiatives and tactics. Analyzes customer experiences across multiple digital marketing channels and provides a direct report. Oversees Social Media Specialists in content development to ensure accuracy.	Exempt	Bachelor's Degree	3-5 years
0700	Dispatcher - Transportation	Directs activities of drivers. Assigns motor vehicles and drivers for conveyance of freight or passengers. Assigns vehicles according to length and purpose of trip.	Nonexempt	High School Diploma	1-2 years
0106	Duplicating Machine Operator	Operates duplicating machine to print and reproduce data from a master copy. Replaces blank paper and adjusts machine for speed, size of paper, and quality of copy. May keep record of number of copies made.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0325	Electrician	Keeps electrical equipment such as wiring, motors, switches, and electrical mechanisms in good repair. Performs various duties such as replacing defective wiring and making connections to new electrical installations, replacing small parts in motors, cleaning and oiling motors, and repairing electrical fixtures. Makes new installations of fixtures, motors, and other electrical equipment. Works under the supervision of a license Electrician.	Nonexempt	High School Diploma	1-2 years
0338	Electrician - Journeyman	Keeps electrical equipment such as wiring, motors, switches, and electrical mechanisms in good repair. Performs various duties such as replacing defective wiring and making connections to new electrical installations, replacing small parts in motors, cleaning and oiling motors, and repairing electrical fixtures. Makes new installations of fixtures, motors, and other electrical equipment.	Nonexempt	High School Diploma, Journeyman License	2-3 years
0342	Electrician - Master Level	Repairs, replaces, assembles, installs, tests and maintains wiring, equipment, and fixtures, using the appropriate tools. Connects wires to circuit breakers, transformers, or other components. Plans layout and installation of electrical wiring, equipment, and fixtures, based on job specifications and local codes. Inspects electrical systems, equipment, components to identify hazards, defects, the need for adjustment or repair, and to ensure compliance with codes.	Nonexempt	Master Electrician License	3-5 years
0418	Employment Recruiter	Establishes and maintains methods of attracting applicants to the organization. Interviews and selects applicants for positions. Informs job candidates of duties, pay ranges, benefits, and career progression. Ensures all hiring practices are EEO and AA compliant. Advises and trains managers concerning employment laws and company employment policies.	Exempt	Bachelor's Degree	1-2 years
0212	Engineer	Performs technical analysis, calculations, and mathematical modeling. Develops engineering drawings and illustrations. Performs literature reviews related to engineering. Under general direction, provides engineering and test support for clients, internal research, and special projects.	Exempt	Bachelor's Degree	1-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0209	Engineering Director	Directs and coordinates activities in the Engineering Department. Oversees the completion of design ensuring quality standards. Establishes and interprets procedures and directs subordinates in enforcing compliance to federal, state, and company rules and regulations. Ensures productivity and financial goals are met.	Exempt	Bachelor's Degree	5+ years
0206	Engineering Manager	Manages and coordinates activities in the Engineering Department. Oversees activities to design new products, modify existing designs, improve production techniques, and develop test procedures. Analyzes technology, resource needs, and market demands, to plan and assess the feasibility of projects. Reviews, approves, or modifies the product designs.	Exempt	Bachelor's Degree	3-5 years
0214	Engineering Technician	Provides support to engineers in the performance of various engineering duties. Assists in preparation of technical reports. Assists in engineering analysis, calculations, and mathematical modeling.	Nonexempt	High School Diploma	0-1 year
0351	Environmental Service Manager	Manages and coordinates activities of service employees engaged in cleaning and maintaining facilities and equipment. Assigns tasks to workers and inspects completed work to manage performance. Develops training programs and trains new employees. Maintains inventory of required supplies. May manage department budget.	Exempt	High School Diploma	3-5 years
0131	Event Coordinator	Oversees all logistics of an event such as; food and beverage, venue negotiates, scheduling, entertainment, equipment setup, and exhibits. Manages all aspects of event, promotion, materials, and inventory. Calculates a budget for proposed events, negotiates contracts, and maintains relationships with vendors.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0139	Event Manager	Plans and implements special events, meetings, or conferences. Negotiations and manages contracts for the venue, food and beverage, entertainment, equipment, etc. Manages invite lists, event set ups, scheduling, equipment setup, and exhibits. Coordinates communications for events, including invitations, fliers, advertisements, and staff assignments. Calculates a budget for proposed events, negotiates contracts, and maintains relationships with vendors. Manages post event outreach to maximize event effectiveness.	Exempt	Bachelor's Degree	2-3 years
0054	Executive Vice President	Serves as second-in-command in overall operation of the organization. May have responsibilities in the line programs and/or staff functions. Assists in formulation of programs and policies. Reports to the Chief Executive Officer.	Exempt	Bachelor's Degree	5+ years
0107	File Clerk	Performs clerical duties including the opening and closing of new files. Files and retrieves invoices, receipts, or other records arranged alphabetically, numerically, or by subject matter. Examines, sorts, and files incoming material. Keeps a record of materials removed and may operate facsimile and copying equipment.	Nonexempt	High School Diploma	0-1 year
0044	Finance Director	Designs, plans, develops, and implements the financial operations of the organization. Oversees payroll, invoices, budget preparation and execution, and accounts payable. Establishes policies and practices to comply with government and corporate requirements.	Exempt	Bachelor's Degree	5+ years
0024	Finance Manager	Oversees the financial operations of a subsidiary of an organization. May oversee payroll, invoices, budget preparation and execution, and accounts payable. Responsible for financial planning and forecasting. Establishes policies and practices to comply with government and corporate requirements. Supervises technical and administrative employees.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0017	Financial Analyst (Degreed)	Prepares financial analysis reports in areas such as financial and expense performance, rate of return, depreciation and investments. Forecasts and analyzes financial trends. Performs financial evaluations of business scenarios, planning, trends, and risk analysis.	Exempt	Bachelor's Degree	1-2 years
0031	Financial Analyst, Senior (Degreed)	Performs complex financial evaluations of business scenarios, trends, and risk analysis. Prepares financial assessments and recommendations to reports for management. Acts as a lead for other Financial Analysts.	Exempt	Bachelor's Degree	3-4 years
0701	Fleet Manager	Manages and coordinates operational activities of an organization's transportation equipment. Coordinates the scheduling of automotive maintenance and repairs. Maintains a complete record of repairs and maintenance performed.	Exempt	High School Diploma	3-5 years
0348	Food Service Manager	Manages all activities related to food service operations within an organization. Estimates food and beverage costs. Plans menus and related activities such as dining room, bar, and banquet operations. Inspects food and food preparation to maintain quality standards and sanitation regulations. Investigates and resolves food quality and service complaints. Reviews financial transactions and monitors budget to ensure efficient operation, and to ensure expenditures stay within budget limitations.	Exempt	High School Diploma	3-5 years
0304	Food Service Supervisor	Supervises and coordinates employees engaged in serving food, and maintaining cleanliness of food service areas and equipment. Determines work procedures and prepares work schedules. Assigns duties, trains employees, and supervises serving of meals. Inspects kitchen and dining areas, utensils, and equipment to ensure sanitary standards.	Exempt	High School Diploma	2-3 years
0305	Food Service Worker	Prepares and delivers food trays and performs a combination of duties on the tray line. Prepares food items, apportion, and places food servings on plates, serves trays, and collects dirty dishes. May assist with stocking food inventory.	Nonexempt	Less than High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0702	Forklift Operator	Safely operates a forklift to move raw materials or finished products to the warehouse or to trucks for distribution to customers. Uses trucks to load and unload pallets from trucks, moves material onto and off of pallets, and stacks materials in designated areas. Completes inventory and preventative maintenance documentation. Uses scanning equipment to track inventory within the facility.	Nonexempt	Less than High School Diploma	0-1 year
0108	General Office Clerk I	Performs routine clerical duties to include: operating office machines, filing, routing incoming mail, and compiling and maintaining records of business transactions. May also compile data for reports, check calculations, prepare standard reports and forms, and receive and convey information. Refers non-routine questions to higher level employees.	Nonexempt	High School Diploma	0-1 year
0132	General Office Clerk II	Performs a variety of clerical duties to include: operating office machines, filing, routing incoming mail, and compiling and maintaining records of business transactions. Compiles data for reports, check calculations, and prepares standard reports and forms. Provides support to lower level employees.	Nonexempt	High School Diploma	2-4 years
0639	Grant Writer	Organizes the pre-award and/or post-award activities relating to grant and contract proposals. The pre-award activities include, but are not limited to, assisting departmental faculty in the development, preparation, and submission of grant and contract proposals. Post-award activities may include establishing of accounts in the accounting system, re-budgeting of funds, and making modifications to the award or expenditures. Ensures proper guidelines and published timetables are met.	Exempt	Bachelor's Degree	2-3 years
0616	Graphics Designer I	Designs art and copy layouts for material to be presented by visual communications media. Prepares illustrations or rough sketches of material. Draws sample of finished layout. Reviews final layout and makes or suggests improvements.	Exempt	High School Diploma	1-3 years

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0617	Graphics Designer II	Coordinates production and design of various graphics projects, such as catalogs, newsletters, ads, and brochures. Requires experience in print design, proofing color separations, press checking, and knowledge in computers and photography.	Exempt	Bachelor's Degree	3-5 years
0306	Groundskeeper	Maintains grounds of industrial, commercial, or public property. Cuts lawns, trims around walks, flower beds, and walls. Plants, waters, and prunes shrubs and trees. Cleans out drainage ditches and culverts, paints and repairs fences and walkways. Performs routine, repetitive tasks, using standard procedures, tools, materials, equipment or machinery.	Nonexempt	Less than High School Diploma	0-2 years
0307	Groundskeeping Supervisor	Supervises and coordinates activities of workers engaged in maintaining the grounds of an industrial, commercial, or public property. Assigns tasks to workers and inspects completed work for conformance to standards. Issues supplies and equipment, resolves worker's problems, and trains new employees. May assist subordinates in performing duties.	Exempt	High School Diploma	2-3 years
2012	Heavy Equipment Operator	Operates several types of power construction equipment such as: hoists, derricks, cranes, shovels, tractors, and scrapers or graders to excavate, move, and grade earth.	Nonexempt	Less than High School Diploma	1-2 years
0508	Help Desk Supervisor	Supervises and coordinates the activities of help desk personnel. Provides technical assistance to computer users on any hardware and software applications. Responsibilities include: problem recognition, research, isolation, resolution, and follow up. Responds to unresolved inquiries and complex problems.	Exempt	High School Diploma	2-3 years
0521	Help Desk Technician I	Provides technical assistance to computer users on a variety of hardware and software applications. Responsibilities include: problem recognition, research, isolation, and resolution. Ability to resolve less complex problems.	Nonexempt	High School Diploma	1-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0526	Help Desk Technician II	Provides technical assistance to computer users on a variety of hardware and software applications. Responsibilities include: problem recognition, research, isolation, resolution, and follow up. This position may provide guidance to less experienced personnel. Ability to resolve more complex problems.	Nonexempt	High School Diploma	3-5 years
0420	HRIS Analyst	Researches, analyzes, designs, and maintains systems in support of human resources administration. Monitors human resources information needs and designs new or modifies existing systems to meet internal and external requirements.	Exempt	Bachelor's Degree	1-2 years
0409	Human Resources Assistant (Nonexempt)	Assists human resources staff by providing administrative support. May help gather information of a technical nature through research. Answers simple human resource related questions. Interprets simple policies.	Nonexempt	High School Diploma	0-1 year
0419	Human Resources Assistant Director	Assists the Human Resources Director with all phases of human resources activity including: compensation, employee relations, benefits, training, employment law, workers compensation administration, and recruiting and selection. Assists the Human Resources Director with writing the organization's human resources policies. Assumes duties of Human Resources Director in his or her absence.	Exempt	Bachelor's Degree	3+ years
0433	Human Resources Business Partner	Provides strategic HR and talent support to designated leaders and employees at one or more location or department. Provides human resource guidance and policies information to ensure legal and company compliance. Partners with organizational leaders to achieve their business objectives by providing guidance and input on employee relations and development issues. Manages and resolves complex employee relations issues.	Exempt	Bachelor's Degree	3-5 years
0410	Human Resources Clerk	Compiles and maintains personnel records. Records employee information and assists in updating employee files. Performs other clerical duties related to human resources.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0411	Human Resources Director	Plans and directs the implementation and administration of all phases of human resources activity including: compensation, employee relations, benefits, training, employment law, workers compensation administration, and recruiting and selection. Writes directives advising department managers regarding the organization human resources policies. Ensures productivity and financial goals are met.	Exempt	Bachelor's Degree	5+ years
0408	Human Resources Generalist I	Provides support in one or more areas of human resources. Designs and implements human resource policies and procedures. Conducts research as assigned and prepares reports on findings.	Exempt	Bachelor's Degree	1-3 years
0429	Human Resources Generalist II	Provides support in one or more areas of human resources under minimum supervision. Designs and implements human resource policies and procedures. Conducts research as assigned and prepares reports on findings. Provides support to lower level employees.	Exempt	Bachelor's Degree	3-5 years
0422	Human Resources Manager (Large Organization)	Plans, develops, and implements policies relating to all functional areas of Human Resources including: compensation, employee relations, benefits, training, employment law, workers compensation administration, recruiting and selection. Prepares monthly reports and directs all department special projects. Maintains employee records. Organizations with more than 200 employees.	Exempt	Bachelor's Degree	3-5 years
0412	Human Resources Manager (Small Organization)	Plans, develops, and implements policies relating to all functional areas of Human Resources including: compensation, employee relations, benefits, training, employment law, workers compensation administration, recruiting and selection. Prepares monthly reports and directs all department special projects. Maintains employee records. Typically a one-person office. Organizations with less than 200 employees.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0310	HVAC Mechanic I	Installs, services, and repairs heating, ventilation, and air conditioning systems. Repairs or replaces parts such as switches, relays, fan motors, thermostats, and other components. Replaces filters, lubricates units, and adjusts controls to ensure efficient operation. Monitors systems to ensure proper maintenance and performance.	Nonexempt	High School Diploma	1-3 years
0339	HVAC Mechanic II	Performs more complex operations including: installing, servicing, and repairing heating, ventilation, and air conditioning systems. Repairs or replaces parts such as switches, relays, fan motors, thermostats, and other components. Replaces filters, lubricates units, and adjusts controls to ensure efficient operation. Monitors systems to ensure proper maintenance and performance. Provides guidance to lower level employees. The Class A license allows incumbents to install, repair, and alter equipment of any size. The Class B license allows incumbents to install, repair, and alter equipment up to 25 tons cooling capacity, and no more that 1.5 million BTU per hour output heating capacity.	Nonexempt	High School Diploma, Class A or B license	3-5 years
0724	Inventory Analyst	Analyzes current stock, and manages inventory flow. Identifies product additions or deletions. Initiates and ensures timely transmission of all purchase orders. Determines and secures all logistical requirements and ensures movement of product into and out of distribution facilities.	Nonexempt	High School Diploma	1-2 years
0704	Inventory Clerk	Compiles and maintains records of materials on hand and on order. Prepares reports such as inventory balance, price lists, and shortages. Places orders or notifies proper person when inventory reaches reorder point. May stock and issue materials and operate office machines.	Nonexempt	High School Diploma	0-1 year
0705	Inventory Control Manager	Compiles data from purchase orders, invoices, and physical inventories to maintain inventories. Manages and directs activities involving inventory control. Maintains stock control records to determine the need for replenishment.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0546	IS Director	Directs and manages systems operations, analyses, and programming for an organization. Develops and controls budget. Develops and implements the information technology strategic plan. Develops and enforces information technology policies and procedures.	Exempt	Bachelor's Degree	5+ years
0525	IS Manager (Less than 200 Users)	Manages and coordinates the activities of workers engaged in computer operations and auxiliary equipment. Plans and develops policies and procedures for carrying out computer operations. Analyzes and evaluates the organization's information technology needs and requirements to determine cost and feasibility. Analyzes new software and hardware to determine usefulness and compatibility with the existing system. Organizations with less than 200 users.	Exempt	Bachelor's Degree	3-5 years
0547	IS Manager (More than 200 Users)	Manages and coordinates the activities of workers engaged in computer operations and auxiliary equipment. Plans and develops policies and procedures for carrying out computer operations. Analyzes and evaluates the organization's information technology needs and requirements to determine cost and feasibility. Analyzes new software and hardware to determine usefulness and compatibility with the existing system. Large organizations with more than 200 users.	Exempt	Bachelor's Degree	3-5 years
0560	IS Programming Analyst Manager	Manages and oversees the development and operations of computer programming projects involving Programmer Analysts that develop, maintain, or customize server application programs. Manages the staff in the daily activities including: designing, testing, analyzing, implementing, and maintaining computer applications systems and programs. Coordinates the Systems Analyst efforts for IT projects.	Exempt	Bachelor's Degree	3-5 years
0215	Lab Technician	Utilizes laboratory equipment for a variety of tests. Reads and interprets data from a variety of laboratory equipment and records data into laboratory notebooks. Prepares samples for examination or analysis. Cleans laboratory equipment.	Nonexempt	High School Diploma	1-2 years

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0312	Laborer	Performs manual labor of a general and simple nature that requires no special training, judgment, or skill. Includes work such as moving and handling materials, unloading or loading materials.	Nonexempt	Less than High School Diploma	0-1 year
0018	Legal Assistant/Paralegal	Assists attorneys in providing legal advice and preparing for litigation. May investigate facts and case laws to assist in case preparation. Researches judicial decisions, legal articles, opinions, etc. to prepare legal documents. Maintains document files.	Nonexempt	Associate's Degree	1-2 years
0109	Legal Secretary	Prepares legal papers and correspondence of a legal nature such as summonses, complaints, motions, and subpoenas. May review law journals and other legal publications to identify court decisions pertinent to pending cases.	Nonexempt	High School Diploma	2-3 years
0110	Librarian (Degreed)	Performs related library services including selecting, acquiring, cataloging, classifying, and maintaining library materials. May also furnish references, bibliographies and advisory services, and operate office equipment.	Exempt	Bachelor's Degree	1-2 years
0111	Librarian (Non-degreed)	Performs related library services including selecting, acquiring, cataloging, classifying, and maintaining library materials. May also furnish references, bibliographies and advisory services, and operate office equipment.	Nonexempt	High School Diploma	1-2 years
0136	Library Assistant/Aide	Provides library services, assists in locating and furnishing materials. Explains library services, activities, facilities, and rules. Assists in maintenance of library books, documents, films, periodicals, recordings, and other materials. May plan and conduct children's programs, or requisition books and non-books material for distribution. Compiles statistics and annual reports according to the needs of the Library Director and staff. Assists the director in maintaining computers and automation system.	Nonexempt	High School Diploma or GED	1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0137	Library Director	Plans, directs, and coordinates all activities over the library system to achieve goals within available resources. Plans and organizes workloads and staff assignments. Provides leadership and direction in the development of short and long range library plans. Prepares annual budget requests.	Exempt	Master's Degree, Certified through the American Library System	5 years
0725	Logistics Director/Manager	Manages and directs operations within the logistics department. Oversees all aspects of product receiving and shipping at the operating site. Ensures materials, goods, labor, equipment, supplies, and other requirements are distributed at an optimal time and cost. Collaborates with customers, service, planning, procurement, IT, operations, vendors, product development, and strategic third-party logistics provider. Creates objectives, strategies, and operational plans for the department. Responsible for department's budget.	Exempt	Bachelor's Degree	3-5 years
0732	Logistics Specialist	Ensures materials, goods, labor, equipment, supplies, and other requirements are distributed in good order at an optimal time and cost. Conducts distribution and network studies, monitors inventory, and analyzes requirements that helps achieve desired delivery times and order fill rates. Updates, maintains, tracks/trends and reports accurate and up-to-date data for assigned programs to ensure appropriate personnel have the information they require for decision-making.	Exempt	Bachelor's Degree	2-3 years
0112	Mail Clerk	Opens, sorts, and routes incoming mail for distribution. Weighs and prepares outgoing mail. May collect mail, keep records of postage charges, and operate office equipment such as an automatic postage machine, letter opener, and stamping machine.	Nonexempt	High School Diploma	0-1 year
0113	Mail Room Supervisor	Supervises and coordinates activities of clerks who open, sort, and route mail or prepare outgoing material for shipping. Schedules and assigns duties and examines work for exactness, neatness, and conformance to policies. May assist subordinates in performing duties.	Exempt	High School Diploma	2-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0315	Maintenance Manager	Manages and coordinates the activities of maintenance personnel. Determines work procedures and prepares work schedules. Assigns duties to workers engaged in maintaining and repairing building structures and utilities. Compiles reports of costs on work completed.	Exempt	High School Diploma	3-5 years
0316	Maintenance Supervisor	Supervises, coordinates, and directs workers engaged in maintaining and repairing physical structures and utility systems of buildings. Inspects completed work for conformance to specifications and standards.	Exempt	High School Diploma	2-3 years
0317	Maintenance Worker (Basic)	Performs basic maintenance and repair of mechanical, electrical, and other physical structures. Performs simple carpentry, electrical maintenance, pipefitting and plumbing tasks. Paints, replaces light bulbs, lubricates and does simple maintenance on machines and equipment. Uses hand and power tools.	Nonexempt	Less than High School Diploma	1-2 years
0343	Maintenance Worker (Semi-Skilled)	Performs semi-skilled tasks in the maintenance of a plant or office building. Assists with carpentry, electrical maintenance, plumbing, painting, and other mechanical maintenance. Uses hand and power tools.	Nonexempt	High School Diploma	2-3 years
0350	Maintenance Worker (Skilled)	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Repairs and maintains a variety of tools and equipment. Possesses advanced knowledge of mechanical and facilities repair and maintenance. Uses hand and power tools.	Nonexempt	High School Diploma	3-4 years
6428	Maintenance/Facilities Director	Coordinates, plans, and directs the maintenance activities for the building, equipment, and grounds. Oversees installations and repairs within area of expertise including, mechanical, electrical, plumbing, carpentry, and painting and in accordance to accepted codes. Oversees the handling and execution of all work orders, emergency work orders, building maintenance, and systems inspections. Assures the productivity and financial goals are met.	Exempt	Bachelor's Degree	5+ years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0621	Marketing Analyst	Researches market conditions to determine potential sales of products or services. Establishes research methodology and designs format for data gathering. Examines and analyzes statistical data to forecast future marketing trends.	Exempt	Bachelor's Degree	1-2 years
0622	Marketing Coordinator	Coordinates the activities associated with the organization's marketing plans. Assists in the design and implementation of advertising and promotional programs.	Nonexempt	High School Diploma	1-3 years
0646	Marketing Director	Designs, plans, develops, and implements the strategic marketing plans for the organization. Directs product strategic planning activities to maximize sales. Monitors and evaluates programs and expenditures. Directs, monitors and evaluates market research programs.	Exempt	Bachelor's Degree	5+ years
0623	Marketing Manager	Manages and coordinates all the activities associated with the organization's marketing department. Designs and implements advertising and promotional programs. Plans and manages all internal and external communications.	Exempt	Bachelor's Degree	3-5 years
0647	Marketing Representative (Degreed)	Develops and implements internal and external marketing materials, programs, and processes, such as flyers, brochures, promotions, direct mail, merchandising, and advertising. Helps achieve organizational goals through the successful use of marketing materials and programs.	Exempt	Bachelor's Degree	0-2 years
0708	Mechanic - Gasoline/Diesel Vehicle	Repairs and overhauls gasoline and diesel engines. Diagnoses trouble, disassembles engines, and examines parts for defects and excessive wear. Rebuilds, reconditions and replaces parts, rewires electrical system, and relines and adjusts brakes, shocks, and front ends. Performs regular maintenance such as oil changes, tune-ups and lubrication.	Nonexempt	High School Diploma	1-2 years
0703	Mechanic Supervisor	Supervises and coordinates activities of workers engaged in repairing, adjusting, servicing and storing motor vehicles. Analyzes defective equipment to determine trouble. Inspects and verifies repaired vehicles. Maintains inventory of parts and repairs made.	Exempt	High School Diploma	2-3 years

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0510	Network Manager	Responsible for planning, design, maintenance, and operation of the company's network systems. Manages and coordinates the activities of workers engaged in monitoring and installing network infrastructures and resolving user problems. Researches and identifies areas of operation that need upgrading. Manages analysis of network utilization, infrastructure capability and capacity. Prepares reports and recommendations.	Exempt	Bachelor's Degree	3-5 years
0509	Network Specialist (Certified)	Installs, configures, maintains, and monitors the network infrastructure to provide overall reliability. Responsible for monitoring network systems to ensure that the equipment is functioning properly and resources are available to the end users. Installs and configures network components. Performs backup activities and maintains network security. Must have one or more network certification (ex. Microsoft Certified Systems, CompTIA A+, Cisco Certified Network, etc.)	Nonexempt	High School Diploma, one or more certifications	1-2 years
0512	Network Specialist (Non-certified)	Installs, configures, maintains, and monitors the network infrastructure to provide overall reliability. Responsible for monitoring network systems to ensure that the equipment is functioning properly and resources are available to the end users. Installs and configures network components. Performs backup activities and maintains network security.	Nonexempt	High School Diploma	1-2 years
0524	Network Technician	Installs, modifies, and makes minor repairs to network hardware. Installs peripheral components such as computers and printers. Loads prescribed network applications/software.	Nonexempt	High School Diploma	1-2 years
0115	Office Manager	Manages and coordinates the activities of the office personnel including clerical staff. Determines work procedures and prepares work schedules. Assigns duties and examines work for exactness, neatness, and conformance to policies. May assist subordinates in performing duties.	Exempt	High School Diploma	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0318	Painter - Maintenance	Applies coats of paint, varnish, stain, enamel, or lacquer to decorate and protect interior or exterior surfaces. Prepares and smooths surface by removing old paint using sandpaper, steel wool, paint remover, or scraper. Fills nail holes with caulk, putty, or plaster. Selects and mixes paint to correct color and texture.	Nonexempt	Less than High School Diploma	1-2 years
0020	Payroll Clerk	Compiles, computes, and posts payroll data to main payroll records. Reviews wages computed and corrects errors. Records any changes that affect employee net wages to update master payroll records. May generate payroll statistics.	Nonexempt	High School Diploma	0-1 year
0045	Payroll Coordinator	Compiles, computes, and posts payroll data to main payroll records. Responsible for executing and auditing complex payroll transaction. Ensures accurate and timely payroll processing. Works closely with vendors to ensure timely and accurate payment to employees.	Nonexempt	High School Diploma	2 years
0046	Payroll Manager	Manages employees engaged in the computation and preparation of payroll. Reviews payroll to ensure accuracy. Oversees preparation of other payroll items such as insurance, pension, and bond purchases. Reviews and approves payroll deductions, interprets company policies and government regulations in connection with payroll procedures. Prepares payroll reports including earnings, taxes, and deductions.	Exempt	Bachelor's Degree	4-5 years
0021	Payroll Supervisor	Supervises and coordinates employees engaged in the computation and preparation of payroll. Reviews payroll to ensure accuracy. Prepares payroll reports including earnings, taxes, and deductions.	Exempt	High School Diploma	2-3 years
0117	PBX Operator (Telephone Operator)	Answers all incoming calls and transfers calls to appropriate department. Supplies information to callers and keeps a record of calls placed. May perform clerical duties, receive visitors, and schedule appointments.	Nonexempt	High School Diploma	0-1 year

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2018	Plumber - Journeyman	Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems according to specifications and codes. Studies building plans and inspects structure to ascertain work to be done and tools needed.	Nonexempt	High School Diploma, Journeyman License	2-3 years
0514	Programmer Analyst I	Works directly with users and IT team to develop new computer programs. Develops applications using routine programming methods and languages. Develops, codes, tests, implements, debugs, and documents new or existing software requiring entry level programming skills and experience.	Nonexempt	High School Diploma	1-3 years
0536	Programmer Analyst II	Works directly with users and IT team to develop new computer programs and applications. Develops systems using complex programming methods and languages. Develops, codes, tests, implements, debugs, and documents software requiring a high degree of programming skills and experience. Provides guidance to lower level employees.	Exempt	Bachelor's Degree	3-5 years
0685	Project Manager	Develops the project plan to include defining project goals and objectives, specifying tasks and how goals will be achieved, and associating budgets and timelines for completion. Implements the project plan and manages the project plan to ensure goals and objectives are met.	Exempt	Bachelor's Degree	3-5 years
0528	Project Manager - IT	Establishes the priorities for, and directs the efforts of, employees involved in information technology projects. Responsible for project completion within set timeline and budget. Sets project parameters and procedures.	Exempt	Bachelor's Degree	3-5 years
0687	Public Relations Director	Designs, plans, develops, and implements the public relations programs for the organization. Monitors and evaluates the programs and expenditures. Directs all aspects of the development and communication of information designed to keep the public informed of employer's programs, accomplishments, and/or point of view.	Exempt	Bachelor's Degree	5+ years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0627	Public Relations Manager	Manages and coordinates all activities associated with public relations. Plans and implements public relations programs designed to create and maintain favorable public image for organizations. Designs and directs development and communication of information designed to keep public informed of employer's programs, accomplishments, or point of view.	Exempt	Bachelor's Degree	3-5 years
0619	Public Relations Representative	Plans and conducts public relations program designed to create and maintain a favorable image for employer or client. Develops and communicates information designed to keep the public informed of employer's programs, accomplishments, or point of view.	Exempt	Bachelor's Degree	3-5 years
0722	Purchasing & Materials Management Director	Directs and coordinates the activities of the acquisition of goods and services such as equipment, raw materials, tools, parts, and supplies. Communicates with vendors to obtain product or service information. Determines method of procurement and prepares purchase orders or bid requests. Reviews bid proposals and negotiates contracts. Ensures productivity and financial goals are met.	Exempt	Bachelor's Degree	5+ years
0120	Purchasing Agent/Buyer I	Acquires goods and services such as equipment, raw materials, tools, parts, and supplies through a standardized procedure. Consults catalogs and interviews suppliers to obtain prices and specifications. Prepares invitation-of-bid forms and mails to suppliers for public posting. Maintains records of items purchased or transferred to other departments. Follows up on orders.	Nonexempt	High School Diploma	1-3 years
0133	Purchasing Agent/Buyer II	Acquires goods and services such as equipment, raw materials, tools, parts, and supplies through a standardized procedure. Consults catalogs and interviews suppliers to obtain prices and specifications. Prepares invitation-of-bid forms and mails to suppliers for public posting. Provides support to lower level employees.	Nonexempt	High School Diploma	3-5 years
0130	Purchasing Clerk	Prepares and tracks purchase orders. Enters data and changes into the purchasing system. Maintains all purchasing files and records.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0125	Purchasing Supervisor	Supervises purchasing staff involved in the acquiring of goods and services such as equipment, raw materials, tools, parts, and supplies. Supervises the selection and ordering of materials, supplies, and services from vendors. Reviews purchase requisitions for accuracy and completeness. Reviews bids to ensure adherence to procedures and policies.	Exempt	High School Diploma	2-3 years
0121	Purchasing/Procurement Manager	Manages and coordinates the activities of the acquisition of goods and services such as equipment, raw materials, tools, parts, and supplies. Communicates with vendors to obtain product or service information. Determines method of procurement and prepares purchase orders or bid requests. Reviews bid proposals and negotiates contracts.	Exempt	Bachelor's Degree	3-5 years
0231	Quality Assurance Coordinator	Coordinates quality assurance activities to ensure quality standards are met. Reviews past and current quality assurance policies, procedures, and standards. Conducts audits of quality issues and reports findings.	Nonexempt	Associate's Degree	2-3 years
0127	Quality Assurance Director	Develops, implements, and coordinates, through support staff and managers, product assurance program to prevent or eliminate defects in new or existing products or services. Defines and implements quality assurance practices and processes to ensure consistency and resilience.	Exempt	Bachelor's Degree	5+ years
0229	Quality Assurance Engineer	Develops and maintains quality standards. Establishes methods and procedures for inspection, testing, and evaluation of quality and reliability standards.	Exempt	Bachelor's Degree	1-2 years
0222	Quality Assurance Manager (Non-Manufacturing)	Manages, designs and implements the Quality Assurance Program for an organization. May analyze statistical data to ensure standards for quality are met. Devises corrective measures to remedy deviations from the accepted standard. Designs and conducts quality assurance training programs.	Exempt	Bachelor's Degree	3-5 years
0122	Receptionist (Clerk)	Receives visitors and determines nature of business and directs person to desired location. Answers calls to receive incoming messages and gives general information. May perform routine clerical duties.	Nonexempt	High School Diploma	0-1 year

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0218	Research Assistant	Under supervision and ongoing instruction, implements established experimental strategies. Maintains research records and laboratory notes according to established procedures. Summarizes findings and performs initial data reduction for reports and presentations. Composes reports and findings. Contributes to improvement of scientific methods. Performs literature reviews and reports findings.	Nonexempt	Bachelor's Degree	1-3 years
0346	Safety Coordinator	Assists in the development of safety programs to prevent or correct unsafe environmental working conditions. Enforces and upholds all safe work practices and policies. Inspects, tests, and observes for safe working conditions to ensure compliance with OSHA.	Nonexempt	Bachelor's Degree	1-2 years
0414	Safety Director	Plans, implements, and directs programs to reduce occupational injuries, illnesses, deaths, and financial loss. Develops accident prevention and loss control programs. Identifies hazards and evaluates loss potential. Audits organization for compliance with OSHA and ADA requirements. Investigates accidents to determine cause and method of prevention.	Exempt	Bachelor's Degree	3-5 years
0347	Safety Manager	Develops, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs. Manages and coordinates safety activities, through subordinate personnel, to ensure implementation of safety activities throughout organization.	Exempt	Bachelor's Degree	3-5 years
0804	Sales Clerk, Retail	Assists retail customers with purchases. Handles transactions in cash, check, and credit card. Keeps merchandise in an orderly manner.	Nonexempt	High School Diploma	0-1 year
0610	Sales Director	Manages and oversees the sales of the company. Directs, develops, and implements strategies. Grows revenue in accordance with the organizations goals and objectives. Develops, coordinates, and executes sales objectives, strategies, and advertising/promotional programs.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0629	Sales Manager - Regional	Directs the activities of a sales force in a particular geographic region. Reviews sales reports to ensure achievement of sales goals. Plans and develops methods and procedures to increase sales, lower costs, and obtain greater efficiency. Prepares and submits activity reports.	Exempt	Bachelor's Degree	3-5 years
0630	Sales Representative - Inside	Interacts with prospective and established customers to sell the organization's products and services by telephone. Must meet established sales quotas. Quotes prices and credit terms. Prepares sales contract for orders. Monitors trends in the market and with competitors. Must be knowledgeable of the organization's policies, services, and/or products.	Nonexempt	High School Diploma	1-2 years
0633	Sales Representative - Outside	Interacts with prospective and established customers to sell the organization's products and services off-site and in person. Must meet established sales quotas. Quotes prices and credit terms. Prepares sales contract for orders. Monitors trends in the market and with competitors. Must have sales experience and a broad knowledge of the organization's policies, services, and/or products.	Exempt	High School Diploma	1-2 years
0123	Secretary	Performs numerous typing and clerical duties including: scheduling appointments and meetings, giving information, and taking dictation. Composes and types routine correspondence. Files correspondence and other records. Answers telephone and provides information requested. Opens and distributes mail.	Nonexempt	High School Diploma	1 year
0124	Secretary - Executive	Provides administrative support for the executive staff assigned. Arranges appointments, schedules meetings, prepares reports, and maintains personal calendars for the assigned staff. May schedule and prepare agenda for meetings and keep the minutes for these meetings. May handle material of a confidential nature.	Nonexempt	High School Diploma	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
6421	Security Director	Directs and coordinates activities of workers engaged in protecting property and persons of an organization. Establishes and interprets security procedures and directs subordinates in enforcing compliance to company policies. Ensures productivity and financial goals are met.	Exempt	Bachelor's Degree	3-5 years
0320	Security Guard - Commissioned	Protects and serves all buildings, property, patients, staff, visitors, and business invitees. Provides assistance and direction, while maintaining foot control and vehicular traffic. Monitors and controls access to the parking lots and parking decks. May check credentials and issue passes. Develops clear and concise incident reports when needed. Registered to carry a firearm.	Nonexempt	High School Diploma	0-1 year
0321	Security Guard - Noncommissioned	Protects and serves all buildings, property, patients, staff, visitors, and business invitees. Provides assistance and direction, while maintaining foot control and vehicular traffic. Monitors and controls access to the parking lots and parking decks. May check credentials and issue passes. Develops clear and concise incident reports when needed. Not registered to carry a firearm.	Nonexempt	High School Diploma	0-1 year
0323	Security Guard Manager	Manages all activities related to the security of the organization's facility. Oversees and maintains security, alarm, and fire systems. Takes appropriate measures to ensure security and surveillance of facility and grounds in emergency and disaster situations. Maintains building's locks and keys and holds employee safety meetings to review and communicate company policies.	Exempt	High School Diploma	3-5 years
0322	Security Guard Supervisor	Supervises and coordinates a group of security guards engaged in the protection of an organization's facility. Oversees and maintains security, alarm, and fire systems. Takes appropriate measures to ensure security and surveillance of facility and grounds in emergency and disaster situations. Maintains building's locks and keys, and holds employee safety meetings to review and communicate company policies.	Exempt	High School Diploma	2-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0710	Shipping and Receiving Clerk	Verifies and maintains records on incoming and outgoing shipments, and prepares items for shipment. Unpacks and checks incoming shipments for damage and verifies contents. Crates, packs, and examines outgoing shipments to ensure shipments meet specifications. Maintains record of incoming and outgoing freight. Refers non-routine questions to higher level employees.	Nonexempt	High School Diploma	0-1 year
0711	Shipping and Receiving Supervisor	Supervises and coordinates activities of workers engaged in verifying and keeping records on incoming and outgoing shipments and preparing items for shipments. Oversees incoming and outgoing shipping activities to ensure accuracy, completeness, and condition of shipments. Maintains record of incoming and outgoing freight.	Exempt	High School Diploma	2-3 years
0618	Social Media Specialist	Responsible for daily posts/tweets to various social media outlets. Coordinates marketing calendar with online activity, tracks social media measurements, ensures consistency and relevancy on online messaging, gathers usage statistics, prepares reports as needed, and monitors all sites.	Nonexempt	High School Diploma, Bachelor's Degree preferred	1-5 years
0533	Software Architect/Engineer	Researches, designs, develops, and implements new software systems, program applications, or enhanced versions of existing software programs. Evaluates software requirements to determine design time and cost. Subject matter expert.	Exempt	Bachelor's Degree	5-7 years
0712	Stockroom Clerk	Routinely receives, stores, and issues equipment, materials, and supplies accordingly. Counts, sorts, and compiles stock records to verify receipts, requisitions, or invoices. Examines stock to verify conformance to specifications. Stores articles, fills orders, issues supplies, and prepares inventories.	Nonexempt	High School Diploma	0-1 year

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0803	Store Manager, Retail	Responsible for day-to-day operations of one or more retail stores. Monitors sales, cash management, inventory control, loss prevention, safety, customer relations, and store appearance. Responsible for employee development which includes hiring, training, managing, scheduling work assignments and hours, and maintaining employee relations.	Exempt	High School Diploma	3-5 years
0557	Systems Administrator	Implements, monitors, and maintains the day-to-day operating system and related software. Installs, tests, and maintains systems software and hardware. Troubleshoots and resolves operating system and networking problems. Ensures system reliability and performance.	Exempt	Bachelor's Degree	3-5 years
0517	Systems Analyst I	Analyzes user requirements, procedures, and problems to improve existing systems or design new systems of low complexity. Reviews computer system capabilities, workflow, and scheduling limitations to determine if requested program or program changes are possible. Coordinates installation of computer operating system software and tests, maintains, and modifies software.	Exempt	Bachelor's Degree	1-2 years
0541	Systems Analyst II	Analyzes user requirements, procedures, and problems to improve existing systems or design new systems of high complexity. Reviews computer system capabilities, workflow, and scheduling limitations to determine if requested program or program changes are possible. Coordinates installation of computer operating system software and tests, maintains, and modifies software. Provides guidance to lower level employees.	Exempt	Bachelor's Degree	3-5 years
0040	Tax Accountant	Prepares local, state, and federal tax returns for the organization. Advises management regarding outcome of business activities on taxes and tactics for minimizing tax liability. Develops guidelines and strategies for minimizing tax obligations. Ensures that the organization complies with tax payment, information reporting, and other taxing requirements.	Exempt	Bachelor's Degree	1-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0658	Technical Support Specialist	Supports the user community in the use of assigned systems. Performs a variety of technical tasks such as PC and mainframe software problem detection and provides solutions. Tracks and reports system accessibility and develops necessary software tools to increase productivity.	Nonexempt	High School Diploma	2-5 years
0631	Technical Writer	Develops, writes, and edits technical material and administrative publications concerned with work methods and procedures. Observes work activities related to assignment to determine operating procedures and details. Interviews personnel and reads materials associated with work observed to become familiar with technologies and equipment.	Exempt	Bachelor's Degree	1-2 years
0553	Telecommunications Technician	Coordinates the design, installation and maintenance of telecommunication systems equipment. Routinely and on an emergency basis, identifies telecommunication system problems and provides solutions. May install, maintain, and make minor repairs to telephone systems.	Nonexempt	Associate's Degree	3-5 years
0416	Trainer - Exempt	Evaluates, develops, and conducts organizational training programs. Assists in organization's training needs analysis to locate specific training needs and auditing programs to ensure consistency in procedures. Selects, creates or develops teaching aids.	Exempt	Bachelor's Degree	2-3 years
0425	Trainer - Nonexempt	Responsible for presenting classroom training programs and instructions to meet the organization's training standards. Creates and develops training programs.	Nonexempt	High School Diploma	0-1 year
0415	Training Director	Directs the development and administration of organizational training programs. Manages the training needs analysis and cost benefits analysis. Evaluates new training packages/programs for usefulness and cost. Monitors training programs and instructors for effectiveness. May conduct training sessions.	Exempt	Bachelor's Degree	3-5 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0717	Van/Bus Driver	Drives bus to transport passengers over specified routes according to a time schedule. Assists passengers, collects fares and attends to passenger safety and comfort. Inspects bus and reports any necessary repairs.	Nonexempt	High School Diploma	0-1 year
0126	Volunteer Coordinator	Plans and coordinates volunteer program activities. Assists in the recruitment and screening of the organization's volunteers. Conducts meetings with volunteers and provides on-going support and training.	Nonexempt	High School Diploma	0-1 year
0135	Volunteer Manager	Manages and coordinates volunteer program activities. Conducts recruitment and screening of the organization's volunteers. Conducts meetings with volunteers and provides on-going support and training. Manages and consults with the administration and staff to determine organizational needs for various volunteer services.	Exempt	High School Diploma	2-3 years
0718	Warehouse Manager	Manages and coordinates warehousing operations for an organization. Establishes operational procedures for materials handling and inventory control. Coordinates warehouse activities to correspond with special activities in other departments such as sales, promotions or production.	Exempt	High School Diploma	3-5 years
0706	Warehouse Materials Handler I	Loads and unloads trucks with incoming and outgoing materials. Moves materials to storage areas and between departments using hand truck or lift truck. Follows moving instructions, work orders or delivery tickets for the material. Retrieves and stores materials from/in designated locations.	Nonexempt	High School Diploma	1 year
0726	Warehouse Materials Handler II	Loads and unloads trucks with incoming and outgoing materials. Moves materials to storage areas and between departments using hand truck or lift truck. Checks incoming materials and reports shortages or damaged materials. Stacks pallets, arranges materials as directed. May operate other equipment such as a walking crane or hoist.	Nonexempt	High School Diploma	2-3 years
0729	Warehouse Specialist	Provides support for all warehouse activities by timely and accurately receiving, storing and distributing materials, equipment and products within the organization.	Nonexempt	High School Diploma	2-3 years

Job #	Job Title	Job Description	Status	Education/Certification	Experience
0719	Warehouse Supervisor	Supervises and coordinates activities of workers engaged in lifting, transporting, storing, and loading materials and products. Reviews shipping and receiving orders and requests for movement to develop schedules for material handling.	Exempt	High School Diploma	2-3 years
0543	Web Developer	Builds web pages using relevant programming languages. Creates user interfaces to new or existing databases using a combination of HTML, SQL, or other languages.	Exempt	Bachelor's Degree	2-3 years
0527	Web Master	Responsible for an organization's internet and intranet websites. Maps the flow of the website to include content and graphics. Manages the web positions. Assists the information systems manager in gathering and making decisions relating to network issues to include design, updates, and security.	Exempt	Bachelor's Degree	3-5 years
1071	Welder	Welds metal components of products as specified by layout, blueprints, diagram, or welding procedures using arc, gas, tig, or mig-welding equipment.	Nonexempt	Less than High School Diploma	2-3 years
0431	Workers' Compensation Specialist	Performs OSHA reporting and recordkeeping, claims handling and investigation, and records management. Reviews and investigates workers' compensation claims and files reports. Arranges medical care, and coordinates the employee's return to work. Maintains and organizes employee health records.	Exempt	Bachelor's Degree	2-3 years

INTRODUCTION TO THE FAIR LABOR STANDARDS ACT

The Fair Labor Standards Act (FLSA) establishes wage standards for minimum wage, overtime pay, equal pay, record keeping, and child labor. The law applies to employees and certain enterprises engaged in interstate commerce, producing goods for interstate commerce or handling, selling, or otherwise working on goods or materials that have been moved in or produced for such commerce by any person.

Minimum Wage

Covered non-exempt workers are entitled to a minimum wage of \$7.25 per hour.

Hours Worked

All employees covered under the FLSA must be paid minimum wage for all hours worked. Compensable time that must be counted as hours worked include:

- Waiting time if employee cannot use time for personal purposes
- Travel between job-sites
- Mandatory training programs and meetings
- Meal periods less than 30 minutes
- Meal periods over 30 minutes if the employee conducts some work during the lunch period
- Breaks or rest periods 20 minutes or less
- On-call time if employee is engaged to wait and personal liberty is restricted
- Show-up time on company premises of 10 or 15 minutes
- Stand-by time during plant shutdowns
- Preparatory work that is part of the principal activity

Examples of non-compensable time that does not count towards hours worked include:

- Absences
- Holidays not worked
- Meal periods that last 30 minutes or longer
- Break periods lasting longer than 20 minutes
- Traveling (1) from home to a work site, and vice versa, (2) on overnight trips, time spent before, after or Between regular working hours
- On-call time if employee is waiting to be engaged
- Early arrival at employee's discretion
- Changing clothes for the employee's convenience
- Jury duty
- Voting time

Overtime

The FLSA requires employers to pay overtime pay for covered nonexempt employees at time-and-one-half the regular rate for any hours worked in excess of 40 hours in a workweek.

Workweek

A workweek is a fixed and recurring period of seven (7) consecutive 24-hour periods or 168 hours. Each workweek stands alone and averaging of hours over workweeks is not permitted. There is no limitation on the number of hours employees may work in any workweek. It is incumbent upon the employer to have a defined, consistent workweek.

Hospitals and residential care organizations can adopt, by agreement with their employees, a 14 day work period instead of a 7 day work period. The employees are paid at least 1.5 times their regular rate for hours worked over eight (8) in a day or 80 in a 14 day work period, which ever is the greater number of overtime hours.

Regular Rate

The regular rate is defined to include “all remuneration for employment paid to, or on behalf of, [an] employee.” Any remuneration that must be included in the regular rate in pay results in an increase in the base rate and corresponding overtime payments.

Examples of compensation paid to nonexempt employees that should be included in the regular rate includes:

- On-call pay
- Shift differentials
- Non-discretionary bonuses
- Contest prizes
- Pay increases, including retroactive increases

The FLSA identifies two types of bonuses: discretionary and non-discretionary. Discretionary bonuses are payments that are determined at the sole discretion of the employer and are not tied to any prior agreement, statement, or promise that causes the employee to expect the bonus based on meeting a specific behavior or outcome. Discretionary bonuses are not included in the regular rate. In addition the FLSA also identifies other exceptions from the regular rate, including: gifts, bona fide profit sharing payments, pay for non-productive time and premium overtime, and holiday pay at greater than time-and-one-half.

Non-discretionary bonuses as payments are bonuses that the employer agrees to pay based on a specific behavior or outcome. Non-discretionary bonuses must be included in the regular rate. Examples of non-discretionary bonuses include:

- Attendance bonuses
- Individual or group incentive bonuses
- Retention pay
- All bonuses announced to the employees to induce them to work more efficiently

Employers are not required by law to provide breaks to employees. There is not an overtime pay requirement for hours worked in excess of eight per day (except for a partial exemption from overtime pay for hospitals and residential care establishments, as discussed earlier), or for work on Saturdays, Sundays or holidays.

EXEMPTIONS TO THE FLSA REQUIREMENTS

The U.S. Department of Labor published final regulations regarding the revised Fair Labor Standards Act requirements for determining exemptions, which went into effect on August 23, 2004. The regulations better define exemption rules which guide employer in their compliance efforts.

The summary of the changes to the regulations are:

- Increased salary test
- Primary duty is critical
- Percentages of time on job duties de-emphasized
- Job duties, not titles, determine exemption
- The term “particular weight” was added to the Executive Exemption regarding recommendations
- Independent judgment and discretion on “matters of significance” was added to the Administrative Exemption

The FLSA exemptions are based on a salary test, basis test, and the employee's specific job duties and skill requirements rather than the job title, job description, hours worked, or the potential cost of overtime. The FLSA provides a test for determining exempt status for the different categories, which is at the end of this report. A summary of the salary and basis tests are provided below.

Salary/Fee Test

To be classified as exempt, an employee in a position must meet at least one of these tests:

- Employee earns at least \$684 per week paid on a salary basis. Nondiscretionary bonuses and incentive payments (including commissions) paid on an annual or more frequent basis may be used to satisfy up to 10 percent of the standard salary level.
- Employee is computer professional who earns more than \$27.63 per hour
- Employee is a professional who is paid on a fee basis that would amount to at least \$684 per week if the employee worked 40 hours
- Employee is a professional Outside Sales Employee, Doctor, Lawyer or Teacher
- Employee earns more than \$107,432 per year, with at least \$684 paid on a salary or fee basis

Basis Tests

To be classified as exempt, an employee must also meet all facets of one of the basis tests, either salary, fee, or no basis requirement.

Salary Basis Test

- Employee regularly receives predetermined amount paid for every week in which the employee performs any work, which is not subject to reduction because of variations in the quality or quantity of work.
- The employee is paid the full salary for any week in which the employee performs any work.
- The employee is paid the full salary regardless of absences occasioned by the employer or by the operating requirements of the business.

The employee is paid the full salary except for the following situations:

- Absence from work for one or more full days for personal reasons, other than sickness or disability.
- Absence from work for one or more full days due to sickness or disability if deductions made under a bona fide plan, policy or practice of providing wage replacement benefits for these types of absences.
- To offset any amounts received as payment for jury fees, witness fees, or military pay.
- Penalties imposed in good faith for violating safety rules of "major significance."
- Unpaid disciplinary suspension of one or more full days imposed in good faith for violations of workplace conduct rules.
- Proportionate part of an employee's full salary may be paid for time actually worked in the first and last weeks of employment.
- Unpaid leave taken pursuant to the Family and Medical Leave Act.

Fee Basis Test

- Employee is paid on a "fee basis" if the employee is paid an agreed sum for completing a single, non-repetitive job, regardless of the time required to complete the work.

No Basis Requirement

- Employee is a professional Outside Sales Employee, Doctor, Lawyer, Teacher, or computer professional who earns more than \$27.63 per hour.

The FLSA does not limit employers compensating exempt employees above their normal salary rate for any reason.

Job Requirements

The major FLSA exemptions are executive, administrative, professional, creative, outside sales, and employees in certain computer related occupations. Refer to the exemption categories at the end of this report for more detailed information.

RECORDKEEPING

Employers must have the following information on employees subject to the FLSA wage standards:

- Personal information, including the employee's name, home address, occupation, sex, and birth date if under 19 years of age
- Hour and day workweek begins
- Total hours worked each workday and each workweek
- Total daily or weekly straight-time earnings
- Regular hourly pay rate for any week when overtime is worked
- Total overtime pay for the workweek
- Deductions from or additions to wages
- Total wages paid each pay period
- Date of payment and pay period covered

Employees exempt from FLSA must have the following records kept by the employer:

- Personal information, including the employee's name, home address, occupation, sex, and birth date if under 19 years of age
- Hour and day workweek begins
- Total wages paid each pay period
- Date of payment and pay period covered

CHILD LABOR STANDARDS

A minimum wage of no less than \$4.25 an hour is allowed for employees under 20 years of age during the employee's first 90 consecutive calendar days of employment. Employers are prohibited from displacing employees in order to hire youth employees at the youth minimum wage.

Youths 16 and 17 years old may perform any non-hazardous job for unlimited hours.

Youths 14 and 15 years old may work in non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

- No more than 3 hours on a school day
- No more than 18 hours in a school week
- No more than 8 hours on a non-school day
- No more than 40 hours in a non-school week
- Work may not begin before 7 a.m. nor end after 7 p.m., except from June 1 through Labor Day when evening hours are extended to 9 p.m.

This summary is presented by Werling Associates, Inc. to provide general information on the Fair Labor Standards Act and is not intended to be used as a basis for specific action without obtaining advice of counsel.

Tests to Determine Exemptions Under the FLSA

Job Requirements

Executive

The primary duty is management of the enterprise or of a customarily recognized department or subdivision. The incumbent must customarily and regularly direct the work of at least two or more other employees or their equivalent. In addition, the incumbent must have authority to hire and fire or make suggestions about hiring and firing employees.

Learned Professionals

The primary duty is doing work requiring advanced knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study. The employee (1) must have the appropriate academic degree or the employee has substantially the same knowledge level and performs substantially the same work as the degreed employees, but has attained the advanced knowledge through a combination of work experience and intellectual instruction; (2) generally uses his or her advanced knowledge to analyze, interpret, or make deductions from varying facts or circumstances; (3) primary duty is predominantly intellectual in character and includes work requiring the consistent exercise of discretion and judgment.

Administrative

The primary duty is (1) performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers; (2) employee exercises discretion and independent judgment with respect to matters of significance.

Creative Professional

The primary duty is the performance of work requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.

Outside Salespeople

Outside salespeople are exempt if they meet two requirements: (1) employee's primary duty is making sales (as defined in the FLSA), or obtaining orders or contracts for services or for the use of facilities for which a consideration will be paid by the client or customer; (2) employee is customarily and regularly engaged away from the employer's place or places of business.

Computer Related

Payment "on a salary basis" is not a requirement for exemption in the case of certain employees in a computer-related occupation who meet the applicable duties test and are paid on an hourly basis if their hourly rate of pay exceeds \$27.63. In addition, the employee's primary duties include: (1) the application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software, or system functional specifications; (2) the design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) the design, documentation, testing, creation, or modification of computer programs related to machine operating systems; (4) a combination of the aforementioned duties, the performance of which requires the same level of skills.

PAY SYSTEM DESIGN

The organization's pay system provides the foundation for the total compensation program, including wages, incentives, and tangible and intangible benefits. The pay system provides guidance in establishing competitive wages that will attract and retain qualified employees.

In medium and large organizations the pay system design process involves significant time and effort to establish and maintain competitive wages. These organizations use a variety of traditional job evaluation methods to establish the pay structure including the point factor method, job classifications, market pricing, and skill-based pay. The traditional job evaluation methods may be cumbersome for small to medium sized organizations. A modified market-based process provides smaller organizations with the methodology to design a basic pay structure without the complexity of a more traditional system.

PAY SYSTEM DESIGN

The modified market-based process establishes a base pay structure using three sets of information. The market data provides the benchmarks for the system, while the job characteristics portion of the process accommodates career ladders, internal labor markets, and unique jobs for which there is no market data.

The modified market-based process works well in situations where there is a sufficient amount of wage information available to organizations. The market-based process requires that organizations take a broader view of the job duties for a particular job in order to obtain market information. For example, a secretary in one organization may perform certain activities not listed in the survey description. However, the basic job duties and skills reflected in the survey are relatively constant across organizations.

There are several advantages to the market-based process. The process fits the current trend of broadening job requirements and expectations and it moves the organization away from the detail-oriented evaluation process where jobs were re-evaluated for relatively minor changes in job responsibilities. The broader view of jobs also allows for some changes in job responsibilities without the need for re-evaluation. The design process can be easily adapted to any future cross-training, re-structuring, or redesign process. Finally, the modified market-based process is easy for employees to understand.

The modified market-based classification process uses two steps in designing a base pay system: pay structure design and job evaluation based on market rates and job classifications.

PAY STRUCTURE DESIGN

The structure design involves three decisions: the minimum pay for any job in the organization, the midpoint separation between pay grades, and the range spread.

Minimum Pay

The organization maintains a minimum wage of \$7.25 per hour, as described in the Fair Labor Standards Act.

Midpoint Separation

The midpoint separation between pay grades represents the average differential that the organization expects to maintain between jobs in adjoining pay grades. The differential reflects the organization's treatment of pay differentials in the marketplace as well as differences in job duties and responsibilities. Organizations may choose either a constant percentage differential between the grades, typically six to ten percent, or an increasing differential for higher pay grades.

The sample pay structure (included as Exhibit I) uses a standard eight percent differential between all pay grades. This design allows for sufficient increases to induce employees to take on additional responsibilities through promotions. The differentials also create a sufficient number of pay grades to accommodate future growth and changes within the organization.

Range Spread

The range spread is the percentage differential from the minimum to the maximum of the range. The bottom of the range reflects the typical hiring range while the grade maximum reflects the maximum value of the job to the organization. In keeping with the compensation philosophy, the minimum and maximum values reflect the targeted total compensation for the jobs.

The range spread provides flexibility in establishing employee wage rates based on individual differences and some differences in job expectations. The range spread also provides flexibility in dealing with changing market forces. The range spread, when combined with the eight percent grade differentials, also provides sufficient overlap in the pay grades to accommodate the establishment of work teams and cross training.

Organizations have several options in establishing pay ranges. The organization may use increasing range spreads or a constant spread between the minimum and maximum pay. Typically, organizations set the pay range for the lower level jobs between 30 and 40 percent, while upper level grades may use 50 to 60 percent ranges. The sample structure included in Exhibit 1 uses a constant 50 percent range spread for all pay grades.

PAY GRADE ASSIGNMENTS

Once the pay structure is completed, the next step is to assign jobs to the pay grades. Market rates, internal labor market factors, and other factors related to general job responsibilities determine the appropriate pay grade for the jobs. In instances where there is limited market data, the pay grades for the jobs are assigned using pre-determined differentials based on differences in responsibility, education, and other factors.

The job evaluation process follows six steps to ensure accuracy and reliability.

1. Collect Job Information

The first step in the process is to collect relevant job information including, but not limited to: a current and accurate job description, an organizational chart, the career path, job family, and departmental job hierarchy. The job information does not include the incumbent's wages and other individual characteristics.

2. Identify the Pay Level Policy

The pay level policy is the stated position of the organization's average wage to the average wage in the marketplace. For example, the organization may wish to establish a base wage policy that matches the competition. The organization may also establish a policy to develop a variable compensation policy which results in total compensation of five percent more than the market rate.

3. Identify the Market Rate

The next step in the job evaluation process reviews the market rate and market conditions for the jobs. Jobs are assigned to the pay grade where there is the closest match between the base pay average from the wage survey and the midpoint of the pay grade. This insures that the midpoint of the pay grade for jobs and classifications is within five percent of the market average. For example, an Accounting Clerk I with base pay average from the survey of \$19.91 would be assigned to pay grade 11, while an Accounting Manager with a base pay average of \$49.68 would be assigned to pay grade 23.

The market based grade assignments provide a benchmark for all other jobs where there is insufficient market data or where internal considerations have a significant impact on the pay grade assignment.

4. Review Additional Job Factors

For all jobs not assigned a pay grade in step 3, the job evaluation process evaluates additional factors that may impact on the compensation for the job. These factors include, but are not limited to: reporting relationships within the department, grade assignments of similar jobs in the organization, differences in job responsibilities and skill requirements, specific knowledge requirements, managerial input, and other compensable factors.

Specific rules aid in evaluating the additional job factors.

- Assign lead jobs one pay grade above the pay grade of the highest paying job reporting to the lead position
- Assign jobs requiring additional experience beyond an entry-level position to one pay grade higher for each two years of additional required experience
- Assign a minimum pay grade for jobs that require a Bachelor's degree
- Assign a minimum pay grade for supervisors and managers
- Establish pay grade differentials for supervisors

5. Managerial Evaluation

The fifth step in the job evaluation process is a review by the appropriate personnel including department managers and other designated individuals. The review ensures the consistency and accuracy of the pay grade assignments.

6. Pricing Hybrid Jobs

Many organizations are in the process of redefining non-traditional jobs. In many small organizations, employees perform a variety of jobs; the combination of which is not reflected in wage surveys. In order to resolve this lack of data, human resource managers may do one or all of the following:

- Match the hybrid job to the component job which has the highest pay
- Compute the base pay average of the component jobs
- Match the hybrid job to the dominant component job and then add additional wages to reflect the additional duties

The exact match depends on:

- The nature of the work being performed
- The relationship of the hybrid job to other jobs in the organization
- The marketability of the employees in the job

Exhibit I - Sample Pay Structure

Pay Grade	Hourly		
	Minimum	Midpoint	Maximum
1	7.25	9.06	10.88
2	7.83	9.79	11.75
3	8.46	10.57	12.68
4	9.13	11.42	13.70
5	9.86	12.33	14.80
6	10.65	13.32	15.98
7	11.50	14.38	17.26
8	12.43	15.53	18.64
9	13.42	16.77	20.13
10	14.49	18.12	21.74
11	15.65	19.57	23.48
12	16.90	21.13	25.36
13	18.26	22.82	27.39
14	19.72	24.65	29.58
15	21.29	26.62	31.94
16	23.00	28.75	34.50
17	24.84	31.05	37.26
18	26.83	33.53	40.24
19	28.97	36.21	43.46
20	31.29	39.11	46.93
21	33.79	42.24	50.69
22	36.50	45.62	54.74
23	39.41	49.27	59.12
24	42.57	53.21	63.85
25	45.97	57.47	68.96