

Table of Contents

Introduction	5
Survey Methodology	6
Survey Participants	7
Participant Demographics	8
Employee Demographics	10
Compensation Budgets	11
Survey Definitions	12
Data Reporting Methodology	14
Department of Justice Safe Harbor Guidelines	15
Using Survey Data in Your Analyses	16
Aging Survey Data	17
Sample Aging Problem	18
Position Compensation Data	
100 -- Accounts Payable Manager	19
101 -- Bookkeeper	20
102 -- General Accounting Manager	21
103 -- Junior Accounting Clerk	22
104 -- Payroll Clerk	23
105 -- Accountant	24
106 -- Actuary	25
107 -- Payroll Manager	26
108 -- Credit and Collections Manager	27
109 -- General Auditor	28
120 -- Graphic Design Specialist	29
140 -- Cashier	30
162 -- Engineer I	31
163 -- Senior Engineer	32
180 -- Cook	33
200 -- Human Resources Generalist	34
201 -- Human Resources Manager	35
202 -- Employee Benefits Administrator	36
203 -- Employment / Recruiting Representative	37
204 -- Safety Director	38
205 -- Human Resources Assistant	39
206 -- Compensation Analyst	40
207 -- Trainer	41
208 -- Claims Examiner	42
220 -- Business Systems Analyst	43
221 -- Network Administrator	44
222 -- Personal Computer (PC) Support Specialist	45
223 -- Programmer / Analyst	46
224 -- Senior Programmer / Analyst	47
225 -- System Analyst	48
226 -- Telecommunications Technician	49
227 -- Web Administrator	50
228 -- Web Developer	51



Table of Contents (continued)

Position Compensation Data (continued)

229 -- Computer Help Desk Technician	52
240 -- Paralegal / Legal Assistant	53
261 -- General Maintenance Mechanic	54
262 -- General Maintenance Repair Worker	55
263 -- HVAC Mechanic	56
264 -- Janitor	57
265 -- Maintenance Supervisor	58
266 -- Security Guard	59
269 -- Housekeeper	60
280 -- Licensed Practical Nurse	61
282 -- Nurse Manager	62
283 -- Pharmacist	63
284 -- Physical Therapist	64
285 -- Radiology Technologist	65
286 -- Registered Nurse - Medical Surgical	66
288 -- Biomedical Engineer	67
289 -- Medical Records Coder	68
290 -- Medical Records Transcriptionist	69
302 -- General Manufacturing Manager	70
306 -- Production Supervisor	71
320 -- Call Center Sales Representative	72
321 -- Customer Service Representative	73
322 -- Outside Sales Representative	74
323 -- Regional Sales Manager	75
324 -- Marketing Specialist	76
325 -- Account Manager	77
340 -- Administrative Assistant	78
341 -- Data Entry Operator	79
342 -- Executive Secretary	80
343 -- General Clerk	81
344 -- Office Manager	82
345 -- Receptionist / Switchboard Operator	83
346 -- Secretary A	84
347 -- Secretary B	85
348 -- Unit Secretary	86
360 -- Material Handler	87
361 -- Materials Manager	88
362 -- Purchasing Manager	89
363 -- Shipping and Receiving Clerk	90
380 -- Project Manager	91
450 -- President/ CEO	92
Credits	93
About Astron Solutions	94

