

Job Description: Engineering Technician - Job # 033800

Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required.

National Data																					
			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On	
Number of FTEs	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Up to 99	8	14	42.1	48.9	56.4	48.6	51.2	28.6	28.6	3880	4008	44.3	50.6	56.4	50.0	52.4	---	---	---	---	
100 - 199	27	76	53.2	58.7	69.5	58.8	60.0	30.3	17.1	4344	5175	53.6	58.9	70.2	60.6	61.3	46.3	56.9	67.5	44.3	
200 - 299	23	57	55.1	58.4	70.8	59.2	57.7	57.9	40.4	2824	2815	55.3	58.6	70.8	60.2	58.9	49.0	60.4	71.8	52.0	
300 - 499	39	94	45.0	53.0	58.3	53.3	53.0	71.3	59.6	2552	2455	45.7	55.0	60.2	54.7	54.6	47.2	59.2	71.2	51.7	
500 - 999	72	134	47.5	55.8	61.3	54.5	53.5	53.7	46.3	2072	2409	48.9	56.7	61.7	55.7	54.8	40.5	52.9	65.3	41.7	
1000 - 4999	118	740	44.2	52.0	58.9	52.8	53.1	46.9	39.6	2272	2758	45.7	53.4	59.8	53.7	54.2	41.2	53.4	65.6	45.8	
5000+	262	1983	47.2	55.8	64.4	56.2	54.5	46.4	43.6	2350	968	47.6	56.3	64.6	57.0	54.9	46.5	57.4	68.3	47.1	
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2	

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On	
Gross Revenue (Millions)	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Up to \$24.9	56	175	50.5	55.9	67.0	56.9	55.3	14.9	13.7	4624	3866	50.8	55.9	69.5	58.7	56.0	42.5	52.8	63.0	---	
\$25.0 - 49.9	29	57	42.8	54.0	68.0	54.3	55.1	54.4	31.6	3676	3723	42.8	58.4	68.6	55.2	56.3	48.8	60.9	72.9	---	

\$50.0 - 99.9	36	106	42.3	53.8	58.6	51.9	53.9	37.7	24.5	2151	2040	44.3	54.4	58.7	52.8	54.5	42.6	54.3	66.0	44.2
\$100.0 - 249.9	78	158	47.6	55.2	61.3	55.4	53.4	69.6	57.0	2332	2382	48.7	56.7	63.4	56.7	54.9	43.6	55.5	67.4	48.7
\$250.0 - 499.9	47	180	44.9	53.4	58.5	53.4	49.4	30.0	26.7	2729	2540	45.6	53.5	59.5	54.4	50.4	43.3	55.1	67.0	50.2
\$500.0 - 999.9	57	313	41.6	50.9	58.8	51.1	47.2	47.0	36.4	2591	2674	42.0	53.2	60.2	52.4	48.7	39.4	51.7	63.9	40.6
\$1000.0 - 4999.9	97	1311	45.9	51.4	58.8	53.2	51.9	70.6	69.9	1446	1044	46.3	51.8	59.1	54.0	52.4	43.6	56.1	68.7	47.7
\$5000.0+	129	764	55.9	60.9	69.6	62.0	62.7	17.0	9.9	2998	2977	55.9	60.9	70.3	62.6	63.1	51.0	62.4	73.9	51.8
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Organization Type			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Fiber Optic/Energy/Utility	30	58	54.8	61.3	72.1	61.8	66.8	32.8	20.7	2468	2443	55.2	62.1	72.1	62.7	67.4	47.2	59.9	72.5	46.8
Industrial/Manufacturing	342	1579	48.9	56.5	64.5	56.8	58.0	38.6	31.3	2877	2983	50.2	57.7	65.3	58.1	59.0	46.2	57.4	68.6	46.0
Government	32	134	37.0	38.5	48.6	43.8	43.9	9.0	0.7	---	---	37.0	38.5	48.6	43.9	43.9	34.8	43.8	52.9	44.3
Other	138	1226	45.8	52.2	60.2	52.5	50.8	65.7	64.1	1299	520	45.9	52.4	60.3	53.1	51.2	45.5	58.5	71.5	47.3
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Profit Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
For Profit	463	2614	47.3	55.1	61.9	55.6	54.9	54.0	49.0	2397	1595	47.8	56.3	63.5	56.6	55.7	46.2	58.0	69.8	45.6
Not-For-Profit	81	410	39.6	53.8	60.6	52.3	49.1	12.9	7.8	3134	2157	39.6	54.9	61.1	52.9	49.3	39.9	50.4	60.9	50.3
Government/Public Entity	5	74	62.2	65.3	76.2	65.3	62.1	1.4	1.4	---	---	62.2	65.3	76.2	65.9	62.4	47.9	61.4	74.8	---
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Sector Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Publicly Held	267	1772	44.7	52.9	60.2	53.0	52.1	58.2	55.9	2157	1242	45.1	53.2	60.4	53.8	52.6	41.4	53.2	65.1	44.8
Privately Held	282	1326	48.4	57.3	65.0	57.3	57.2	32.7	24.5	2744	2601	49.7	58.0	66.9	58.4	58.0	47.8	58.9	70.0	47.2
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Highest Education Level			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
High School/Equivalent	62	223	44.8	50.4	56.4	50.6	50.3	29.6	17.9	3015	2682	45.6	51.3	57.3	51.4	51.1	39.8	51.3	62.8	42.0
Associate's Degree	273	1934	45.9	55.5	61.3	54.8	52.7	55.7	53.2	2117	1190	46.2	55.9	62.1	55.7	53.2	43.2	54.6	66.1	47.2
Bachelor's Degree	183	951	47.8	56.5	64.9	56.6	56.6	29.3	21.8	2688	2667	48.4	57.2	65.5	57.6	57.4	47.7	59.1	70.6	45.3
Master's Degree	44	143	52.2	57.5	65.2	58.5	58.5	46.2	37.8	3697	3391	52.8	58.1	65.2	59.8	59.8	46.0	58.0	70.0	49.8

Specialty Type			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Aeronautical/Aerospace	5	42	45.7	53.9	58.9	51.3	51.9	4.8	0.0	---	---	45.7	53.9	58.9	51.3	51.9	---	---	---	---
Biochemical/Chemical	17	37	47.6	55.0	66.6	56.0	62.4	43.2	32.4	3047	2834	47.8	60.2	66.6	57.4	63.5	42.0	54.9	67.8	---
Durable/Non-Durable Manufacturing	204	643	46.4	55.4	61.3	54.5	55.6	67.2	52.3	3039	3150	48.3	56.8	63.5	56.2	57.0	40.0	51.7	63.4	44.8
Mechanical	12	72	46.3	51.0	59.1	53.8	51.6	31.9	27.8	1340	1505	46.5	51.8	60.2	54.3	52.1	---	---	---	51.0
Natural Resources/Utilities	30	82	57.3	61.1	72.1	63.5	63.3	24.4	11.0	3322	2480	57.7	61.1	73.3	64.4	63.7	51.3	63.6	75.8	57.1
Transportation	10	68	47.4	49.3	57.5	53.0	48.9	13.2	8.8	2015	2009	48.3	50.8	57.5	54.0	49.4	44.3	54.9	65.5	---
Other	169	1453	43.1	50.2	60.2	51.4	49.8	61.2	59.3	1228	720	43.7	51.0	60.2	51.8	50.3	42.9	54.9	67.0	47.4
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Industry	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Healthcare	43	182	52.1	60.1	60.9	56.0	55.5	13.2	8.8	350	463	52.1	60.1	60.9	56.0	55.6	46.5	60.2	73.9	49.4
Hospitality	15	66	46.1	51.0	55.2	50.4	52.5	24.2	19.7	---	---	46.1	51.0	56.5	50.6	53.2	---	---	---	---
Mfg and Distribution	398	2436	47.2	55.0	62.9	55.5	54.7	56.2	51.5	2383	1595	48.0	55.9	63.7	56.7	55.5	45.8	56.9	67.9	45.8
Not-For-Profit	36	271	37.0	38.9	48.6	44.3	45.3	5.2	0.4	---	---	37.0	38.9	48.6	44.4	45.3	34.4	43.7	53.0	42.6
Utilities	42	81	54.4	59.4	70.3	61.6	64.6	37.0	24.7	3244	2740	55.0	60.9	72.1	62.9	65.5	47.1	59.7	72.3	47.5
Other	9	14	41.9	58.9	63.1	53.0	56.4	7.1	0.0	---	---	41.9	58.9	63.1	53.0	56.4	50.2	63.0	75.8	---

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Number of FTEs	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Up to 99	8	14	42.1	48.9	56.4	48.6	51.2	28.6	28.6	3880	4008	44.3	50.6	56.4	50.0	52.4	---	---	---	---
100 - 199	27	76	53.2	58.7	69.5	58.8	60.0	30.3	17.1	4344	5175	53.6	58.9	70.2	60.6	61.3	46.3	56.9	67.5	44.3
200 - 299	23	57	55.1	58.4	70.8	59.2	57.7	57.9	40.4	2824	2815	55.3	58.6	70.8	60.2	58.9	49.0	60.4	71.8	52.0
300 - 499	39	94	45.0	53.0	58.3	53.3	53.0	71.3	59.6	2552	2455	45.7	55.0	60.2	54.7	54.6	47.2	59.2	71.2	51.7
500 - 999	72	134	47.5	55.8	61.3	54.5	53.5	53.7	46.3	2072	2409	48.9	56.7	61.7	55.7	54.8	40.5	52.9	65.3	41.7
1000 - 4999	118	740	44.2	52.0	58.9	52.8	53.1	46.9	39.6	2272	2758	45.7	53.4	59.8	53.7	54.2	41.2	53.4	65.6	45.8
5000+	262	1983	47.2	55.8	64.4	56.2	54.5	46.4	43.6	2350	968	47.6	56.3	64.6	57.0	54.9	46.5	57.4	68.3	47.1
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Gross Revenue (Millions)	# of Orgs	# of Incs	Base Rate					Bonus					Total Compensation					Pay Range			Hire-On
			25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Up to \$24.9	56	175	50.5	55.9	67.0	56.9	55.3	14.9	13.7	4624	3866	50.8	55.9	69.5	58.7	56.0	42.5	52.8	63.0	---	
\$25.0 - 49.9	29	57	42.8	54.0	68.0	54.3	55.1	54.4	31.6	3676	3723	42.8	58.4	68.6	55.2	56.3	48.8	60.9	72.9	---	
\$50.0 - 99.9	36	106	42.3	53.8	58.6	51.9	53.9	37.7	24.5	2151	2040	44.3	54.4	58.7	52.8	54.5	42.6	54.3	66.0	44.2	
\$100.0 - 249.9	78	158	47.6	55.2	61.3	55.4	53.4	69.6	57.0	2332	2382	48.7	56.7	63.4	56.7	54.9	43.6	55.5	67.4	48.7	
\$250.0 - 499.9	47	180	44.9	53.4	58.5	53.4	49.4	30.0	26.7	2729	2540	45.6	53.5	59.5	54.4	50.4	43.3	55.1	67.0	50.2	
\$500.0 - 999.9	57	313	41.6	50.9	58.8	51.1	47.2	47.0	36.4	2591	2674	42.0	53.2	60.2	52.4	48.7	39.4	51.7	63.9	40.6	
\$1000.0 - 4999.9	97	1311	45.9	51.4	58.8	53.2	51.9	70.6	69.9	1446	1044	46.3	51.8	59.1	54.0	52.4	43.6	56.1	68.7	47.7	
\$5000.0+	129	764	55.9	60.9	69.6	62.0	62.7	17.0	9.9	2998	2977	55.9	60.9	70.3	62.6	63.1	51.0	62.4	73.9	51.8	
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2	

Organization Type	# of Orgs	# of Incs	Base Rate					Bonus					Total Compensation					Pay Range			Hire-On
			25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Fiber Optic/Energy/Utility	30	58	54.8	61.3	72.1	61.8	66.8	32.8	20.7	2468	2443	55.2	62.1	72.1	62.7	67.4	47.2	59.9	72.5	46.8	
Industrial/Manufacturing	342	1579	48.9	56.5	64.5	56.8	58.0	38.6	31.3	2877	2983	50.2	57.7	65.3	58.1	59.0	46.2	57.4	68.6	46.0	
Government	32	134	37.0	38.5	48.6	43.8	43.9	9.0	0.7	---	---	37.0	38.5	48.6	43.9	43.9	34.8	43.8	52.9	44.3	

Other	138	122 6	45.8	52.2	60.2	52.5	50.8	65.7	64.1	1299	520	45.9	52.4	60.3	53.1	51.2	45.5	58.5	71.5	47.3
ALL	549	309 8	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Profit Status			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
For Profit	463	2614	47.3	55.1	61.9	55.6	54.9	54.0	49.0	2397	1595	47.8	56.3	63.5	56.6	55.7	46.2	58.0	69.8	45.6
Not-For-Profit	81	410	39.6	53.8	60.6	52.3	49.1	12.9	7.8	3134	2157	39.6	54.9	61.1	52.9	49.3	39.9	50.4	60.9	50.3
Government/Public Entity	5	74	62.2	65.3	76.2	65.3	62.1	1.4	1.4	---	---	62.2	65.3	76.2	65.9	62.4	47.9	61.4	74.8	---
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Sector Status			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Publicly Held	267	1772	44.7	52.9	60.2	53.0	52.1	58.2	55.9	2157	1242	45.1	53.2	60.4	53.8	52.6	41.4	53.2	65.1	44.8
Privately Held	282	1326	48.4	57.3	65.0	57.3	57.2	32.7	24.5	2744	2601	49.7	58.0	66.9	58.4	58.0	47.8	58.9	70.0	47.2
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Highest Education Level			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
High School/Equivalent	62	223	44.8	50.4	56.4	50.6	50.3	29.6	17.9	3015	2682	45.6	51.3	57.3	51.4	51.1	39.8	51.3	62.8	42.0
Associate's Degree	273	1934	45.9	55.5	61.3	54.8	52.7	55.7	53.2	2117	1190	46.2	55.9	62.1	55.7	53.2	43.2	54.6	66.1	47.2
Bachelor's Degree	183	951	47.8	56.5	64.9	56.6	56.6	29.3	21.8	2688	2667	48.4	57.2	65.5	57.6	57.4	47.7	59.1	70.6	45.3
Master's Degree	44	143	52.2	57.5	65.2	58.5	58.5	46.2	37.8	3697	3391	52.8	58.1	65.2	59.8	59.8	46.0	58.0	70.0	49.8

Specialty Type			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Aeronautical/Aerospace	5	42	45.7	53.9	58.9	51.3	51.9	4.8	0.0	---	---	45.7	53.9	58.9	51.3	51.9	---	---	---	---
Biochemical/Chemical	17	37	47.6	55.0	66.6	56.0	62.4	43.2	32.4	3047	2834	47.8	60.2	66.6	57.4	63.5	42.0	54.9	67.8	---
Durable/Non-Durable Manufacturing	204	643	46.4	55.4	61.3	54.5	55.6	67.2	52.3	3039	3150	48.3	56.8	63.5	56.2	57.0	40.0	51.7	63.4	44.8
Mechanical	12	72	46.3	51.0	59.1	53.8	51.6	31.9	27.8	1340	1505	46.5	51.8	60.2	54.3	52.1	---	---	---	51.0
Natural Resources/Utilities	30	82	57.3	61.1	72.1	63.5	63.3	24.4	11.0	3322	2480	57.7	61.1	73.3	64.4	63.7	51.3	63.6	75.8	57.1
Transportation	10	68	47.4	49.3	57.5	53.0	48.9	13.2	8.8	2015	2009	48.3	50.8	57.5	54.0	49.4	44.3	54.9	65.5	---
Other	169	1453	43.1	50.2	60.2	51.4	49.8	61.2	59.3	1228	720	43.7	51.0	60.2	51.8	50.3	42.9	54.9	67.0	47.4
ALL	549	3098	46.5	55.1	62.0	55.2	54.2	47.3	42.4	2450	1610	47.3	56.0	63.1	56.2	54.9	44.7	56.1	67.6	46.2

Bonus Eligible Position	
% of Organizations Reporting	
52.8	

Exempt/Non-Exempt Status	
Status	% of Organizations
Exempt	23.9
Non-Exempt	76.1

Union/Non-Union Status	
Status	% of Organizations
Union	4.4
Non-Union	95.6

Sign-On Bonus	
% of Organizations Reporting	

Sign-On Bonus	
# of Orgs Reporting	Flat \$ Amount (1000s)
---	---

Years of Experience	
Average Number of Years	
4.2	

Number of Hours Worked	
Average Hours Worked Per Week	
40.5	

Compensated for Overtime	
	% Reporting
Overtime Pay	81.8
Comp Time	0.0
Overtime Pay and Comp Time	0.0
Do not Compensate	18.2
Doesn't Apply	0.0

Billing Rates By Years of Experience	
Years of Experience	Billing Rate (\$hr)
Less than 1	---
1	---
2	---
3	---
4	---
5	---
6	---
7	---
8	---
9	---
10	---
11	---
12	---
13	---
14	---
15	---
16	---

17	---
18	---
19	---
More than 20	---

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