

# PAY SUMMARY DATA OVERVIEW

## GENERAL JOB INFORMATION

Below the job title, number, and description, you will find statewide summary data. This includes organization revenues, incentive pay, ranges, percentiles, and exemption and union status. Incentive pay may include any type of incentive, but must comprise more than 3% of pay to be reported. The percentiles include the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> from the reported statewide base pay information. A percentile shows the relative position of salaries among all those reported for a given job. For example, 75 percent of salaries are less than the amount indicated as the 75th percentile. Over time we have noted that hire-on rates are usually between the 10<sup>th</sup> and 25<sup>th</sup> percentiles, depending on pay practices of the employer and candidate experience. The median (50<sup>th</sup> percentile) is displayed when data is collected from a minimum of four organizations with four incumbents. The 10<sup>th</sup>, 25<sup>th</sup>, and 75<sup>th</sup> percentiles are displayed when data is collected from a minimum of five organizations with five incumbents. If the minimum sample requirements for percentiles are not satisfied, (---) are displayed.

The exempt/non-exempt status of positions contained in this survey are as reported by the survey participants. They should not be used for FLSA (Fair Labor Standards Act, the federal regulations governing exempt/nonexempt status for certain employee groups) classification purposes. Compdata Surveys will not be responsible for any decision made, or action taken, in reliance upon the classifications contained in this report.

## DETAIL SECTION

The detail section of each job report is presented by statewide, local recruiting area and industry specific breakouts. For some positions, regional data is also provided. Breakouts are presented by organization size in terms of FTEs. No data is presented if the minimum sample requirement of three organizations and three incumbents was not collected. Once the regional data is calculated, any subsequent data received is included only in the statewide data; it is not added to the regional data.

The detail section presents the following data for each breakout:

**No. of Organizations:** Number of organizations supplying data for each particular breakout.

**No. of Incumbents:** The actual number of employees in the reported position.

**Median:** The middle value in a distribution of data, above and below which an equal number of values lie. The median (50<sup>th</sup> percentile) is displayed when data is collected from a minimum of four organizations with four incumbents.

**Average Base Rate:** Gives each company equal weight regardless of the number of incumbents. It is the average rate for each organization totaled and divided by the number of organizations.

**Weighted Avg. Base Rate:** Gives weight to all the incumbents in the job. It is the average rate for each organization multiplied by the number of incumbents reported in the position by each organization, divided by the number of all reported incumbents.

**Weighted Avg. Total Comp:** The result of weighting the total average rate paid, including incentives that were more than 3% of the base rate. Total Comp is the same as Total Cash Compensation.

**Range Minimum:** The average reported range minimum in the formal salary range for the job.

**Range Maximum:** The average reported range maximum in the formal salary range for the job.

## MORE INFORMATION

Additional information on the survey such as Definition of Terms, Regional Participation Lists and Geographic Areas may be accessed on our website at [www.compdatasurveys.com](http://www.compdatasurveys.com).