In association with

Gallagher

CalChamber



2025

CALIFORNIA

COMPENSATION SURVEY

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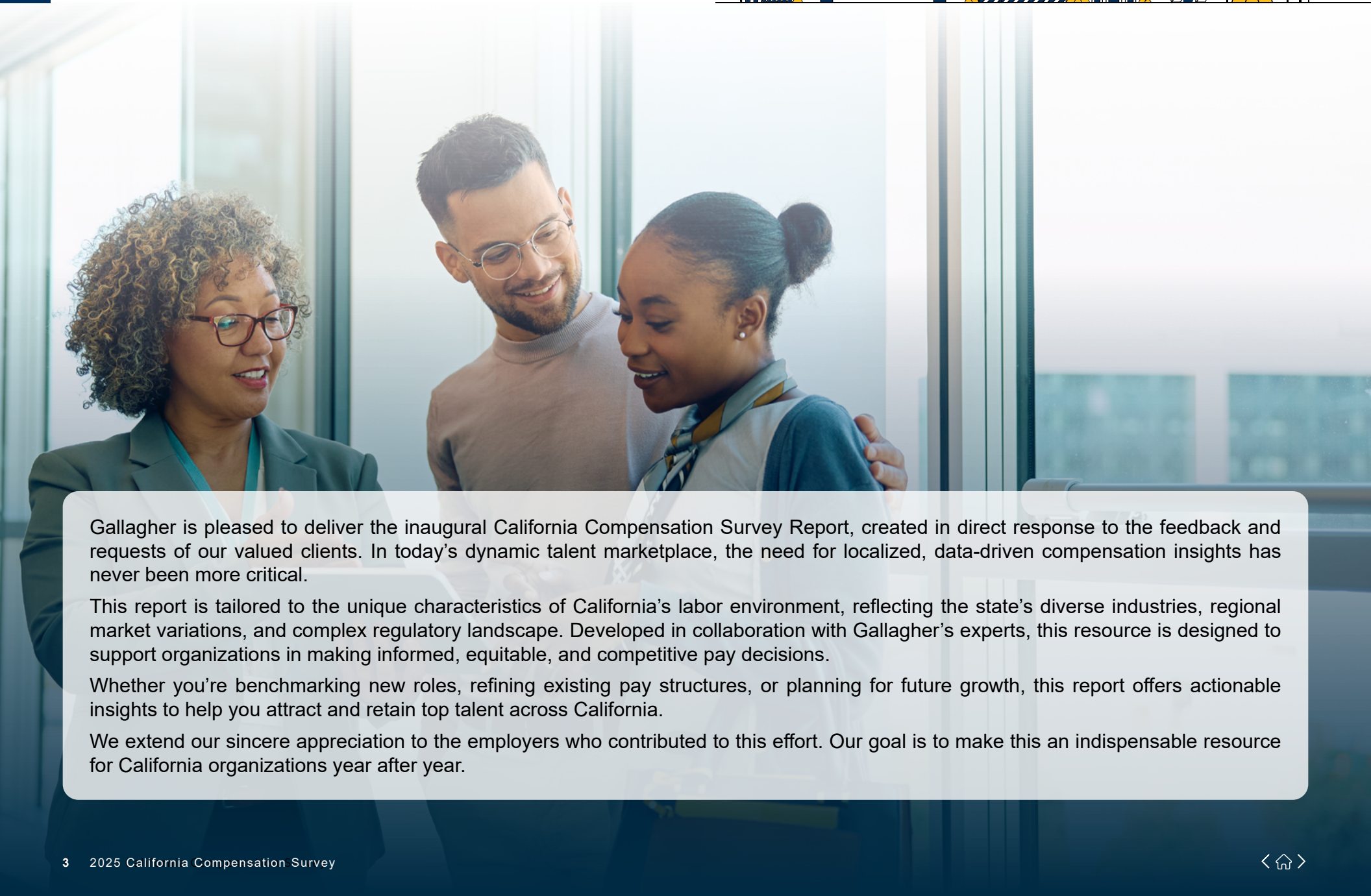
Participant List

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Introduction



Gallagher is pleased to deliver the inaugural California Compensation Survey Report, created in direct response to the feedback and requests of our valued clients. In today's dynamic talent marketplace, the need for localized, data-driven compensation insights has never been more critical.

This report is tailored to the unique characteristics of California's labor environment, reflecting the state's diverse industries, regional market variations, and complex regulatory landscape. Developed in collaboration with Gallagher's experts, this resource is designed to support organizations in making informed, equitable, and competitive pay decisions.

Whether you're benchmarking new roles, refining existing pay structures, or planning for future growth, this report offers actionable insights to help you attract and retain top talent across California.

We extend our sincere appreciation to the employers who contributed to this effort. Our goal is to make this an indispensable resource for California organizations year after year.

Survey Overview





The 2025 California Compensation Survey provides data effective July 1, 2025, on 177 positions that are prevalent in a wide variety of industries across California. Sources include more than 243 organizations and a total of 109,676 employees who matched these positions.

Survey Methodology

Survey participants submitted data online through Gallagher's secure website. All forms and spreadsheets were reviewed for completeness and reasonableness of the data prior to analysis. In addition, reporting was verified as needed through phone calls or email. The objective of the review process is to help ensure that reported rates reflect the actual pay practices of each participant. Decisions about inclusion or deletion of data are based on discussions with participants and the underlying causes for unusual results. Data testing adds another measure of verification, combining computer applications designed to spot unusual data with a detailed review by senior staff.

Participant cooperation and careful data preparation significantly contributes to the quality, reliability and timeliness of our surveys.

The survey data is effective July 1, 2025.

Survey Highlights

Number of participating organizations 243

Job positions surveyed 109,676

Compensation categories

Data presented by job title for annual salary, bonus eligibility, bonus payment, total cash and formal salary ranges

Breakouts

Full-time equivalent employees, region and industry

Available report formats

PDF with an option for Excel and an online tool for generating custom cuts

Growth in Salaries and Incentives



A tight labor market and ongoing competition for talent require employers to maintain sharp focus on pay equity and incentive effectiveness. Strategic adjustments will be key to sustaining workforce strength.

Salary planning continues to evolve in response to economic conditions, labor market dynamics, and heightened expectations around pay equity and transparency. While labor market inflation still influences compensation strategies, salary growth is beginning to moderate. Employers are shifting away from across-the-board increases and focusing on more targeted adjustments. However, many organizations still underestimate the importance of aligning these adjustments with their overall pay philosophy. The trend toward structured approaches to pay management is clear.

Participating organizations reported base pay increases of 3.0% to 4.7% in 2025, with projections for 2026 narrowing slightly to 3.0% to 4.4%. Salary structure adjustments showed similar moderation, moving from 3.0% to 4.2% in 2025 to an anticipated 2.9% to 3.2% in 2026.

As organizations refine their pay strategies, balancing competitiveness, cost effectiveness, and pay equity remains essential. Employers that prioritize pay equity and communicate policies and practices clearly will be best positioned to attract and retain talent in today's dynamic labor market.

Growth in Salaries and Incentives

Salary Increases

Fiscal 2025 Salary Increases

Executive	Median	Average
General	3.0%	3.4%
Merit	3.5%	3.6%
Total	3.5%	4.2%

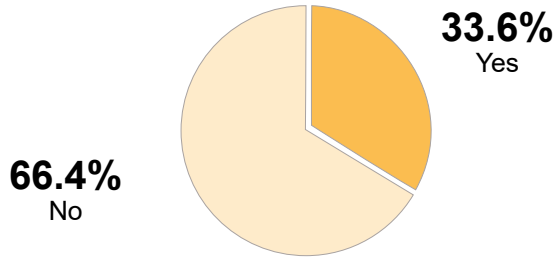
Non-Exempt	Median	Average
General	3.5%	3.6%
Merit	3.3%	3.5%
Total	4.0%	4.3%

Management	Median	Average
General	3.5%	3.7%
Merit	3.5%	3.6%
Total	3.5%	4.3%

Union	Median	Average
General	3.5%	4.1%
Merit	3.5%	4.3%
Total	3.8%	4.7%

Exempt	Median	Average
General	3.5%	3.6%
Merit	3.5%	3.6%
Total	4.0%	4.3%

Same Percentage Increase Applied to All Positions



Growth in Salaries and Incentives



Salary Increases

Fiscal 2026 Salary Increases

Executive	Median	Average
General	3.0%	3.5%
Merit	3.5%	3.4%
Total	3.8%	4.1%

Non-Exempt	Median	Average
General	3.1%	3.5%
Merit	3.0%	3.3%
Total	3.5%	4.0%

Management	Median	Average
General	3.0%	3.4%
Merit	3.0%	3.2%
Total	3.5%	3.9%

Union	Median	Average
General	3.5%	4.2%
Merit	4.4%	4.1%
Total	3.8%	4.4%

Exempt	Median	Average
General	3.0%	3.4%
Merit	3.0%	3.3%
Total	3.5%	4.1%

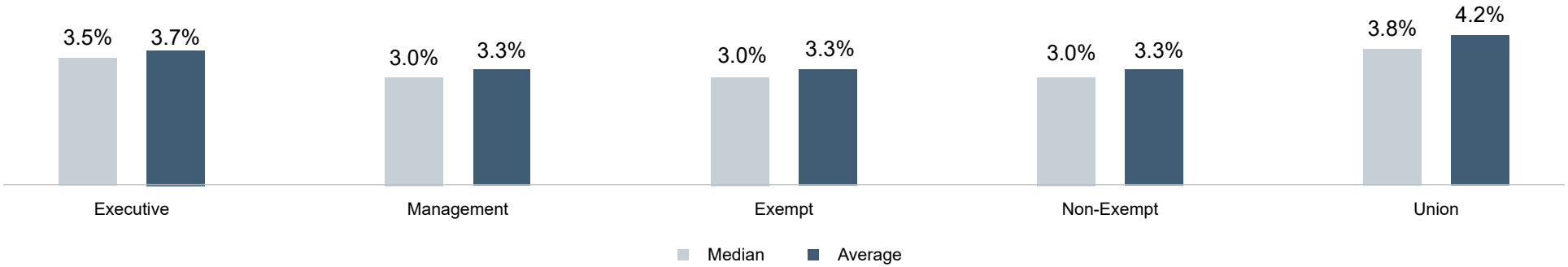
Growth in Salaries and Incentives

Salary structure adjustments in 2025 were reported in the 3.0% to 4.2% range, with projections for 2026 between 2.9% and 3.2%. These figures reflect a slight moderation year over year, indicating a continued trend toward incremental adjustments rather than significant shifts.

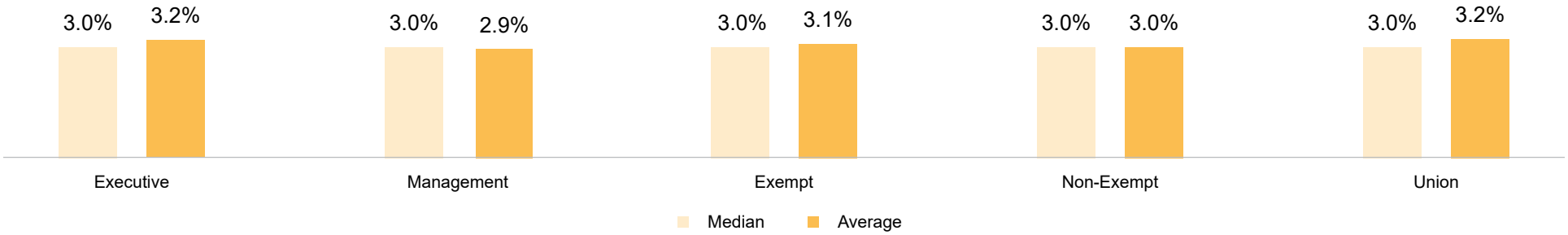
Organizations face increasing pressure to review and update salary structures more frequently. The practice of setting pay ranges and leaving them unchanged for years is no longer sustainable. Employers that fail to make regular adjustments risk falling significantly behind market trends, creating challenges in attracting and retaining talent. Uncompetitive salary ranges not only discourage qualified candidates from applying but also increase the likelihood of losing existing employees.

Salary Structures

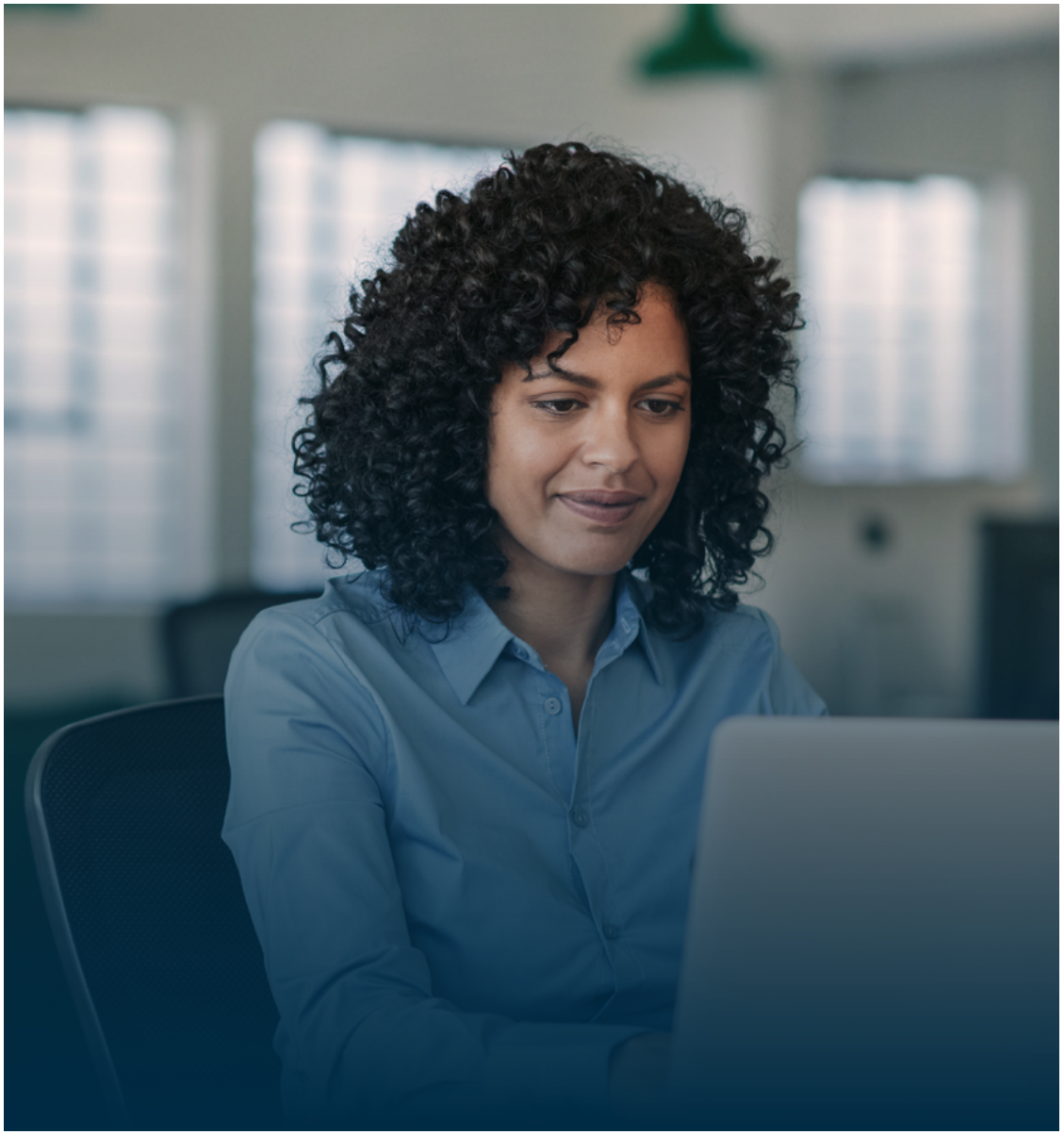
Fiscal 2025 Salary Structure Adjustments



Fiscal 2026 Salary Structure Adjustments



Growth in Salaries and Incentives



Turnover

Employee turnover remains a critical challenge for employers, with participating organizations reporting an average of 11.7% turnover for exempt employees and 18.5% for non-exempt employees over the past 12 months. Looking ahead, nearly one in four organizations anticipate higher turnover in the coming year, signaling continued volatility in workforce stability.

These figures underscore the importance of proactive retention strategies. Competitive pay practices, career development opportunities, and clear communication around organizational priorities will be essential to mitigate risk and maintain talent continuity in an increasingly dynamic labor market.

Exempt
11.7%

Non-exempt
18.5%

Almost
1 in 4 Expect higher turnover this year

Growth in Salaries and Incentives

Hiring & Retention Bonuses

Hiring and retention bonuses have become an important lever for organizations competing in a tight labor market. While not universal, over one-third of reporting organizations (36.7%) offer hiring or signing bonuses, signaling their role as a strategic tool for attracting talent. These bonuses are most often provided as a flat dollar amount (71.4%), rather than a percentage of salary, underscoring the preference for simplicity and clarity in upfront incentives.

Retention bonuses are less common but still notable, with 21.6% of organizations reporting their use. When offered, these bonuses typically take the form of a dollar amount (57.1%), though a significant portion are tied to salary percentages. Retention incentives are frequently used to reinforce commitment during critical periods or in roles where turnover risk is high.

Employers should be aware that California's legal landscape continues to evolve. Assembly Bill 692, set to take effect in January 2026, introduces tighter restrictions on repayment clauses tied to hiring bonuses. The law requires clear, separate agreements, adequate time for legal review, and repayment terms that are prorated and interest-free. These changes are prompting many organizations to reconsider how they structure upfront incentives, with some choosing to delay bonus payouts until after a retention period is met.

36.7%

Offer hiring bonuses

Bonus payment methodology

71.4%	28.6%
$ amount	% of salary

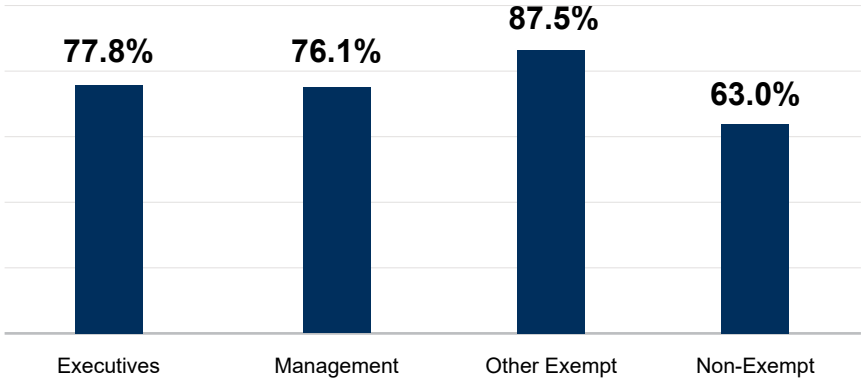
21.6%

Offer retention bonuses

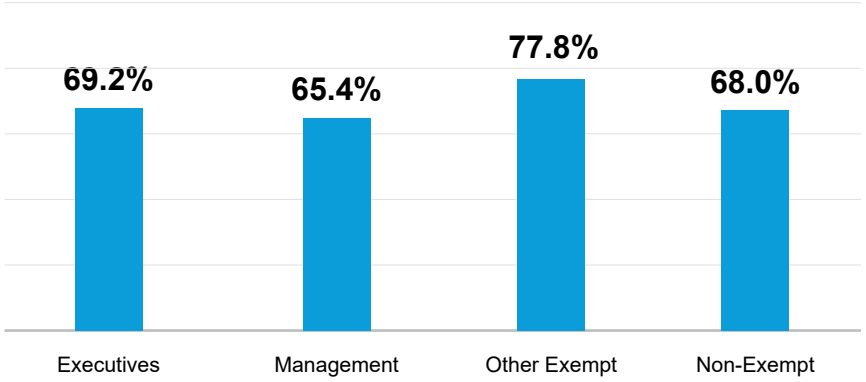
Bonus payment methodology

57.1%	42.9%
$ amount	% of salary

Groups eligible for hiring bonuses



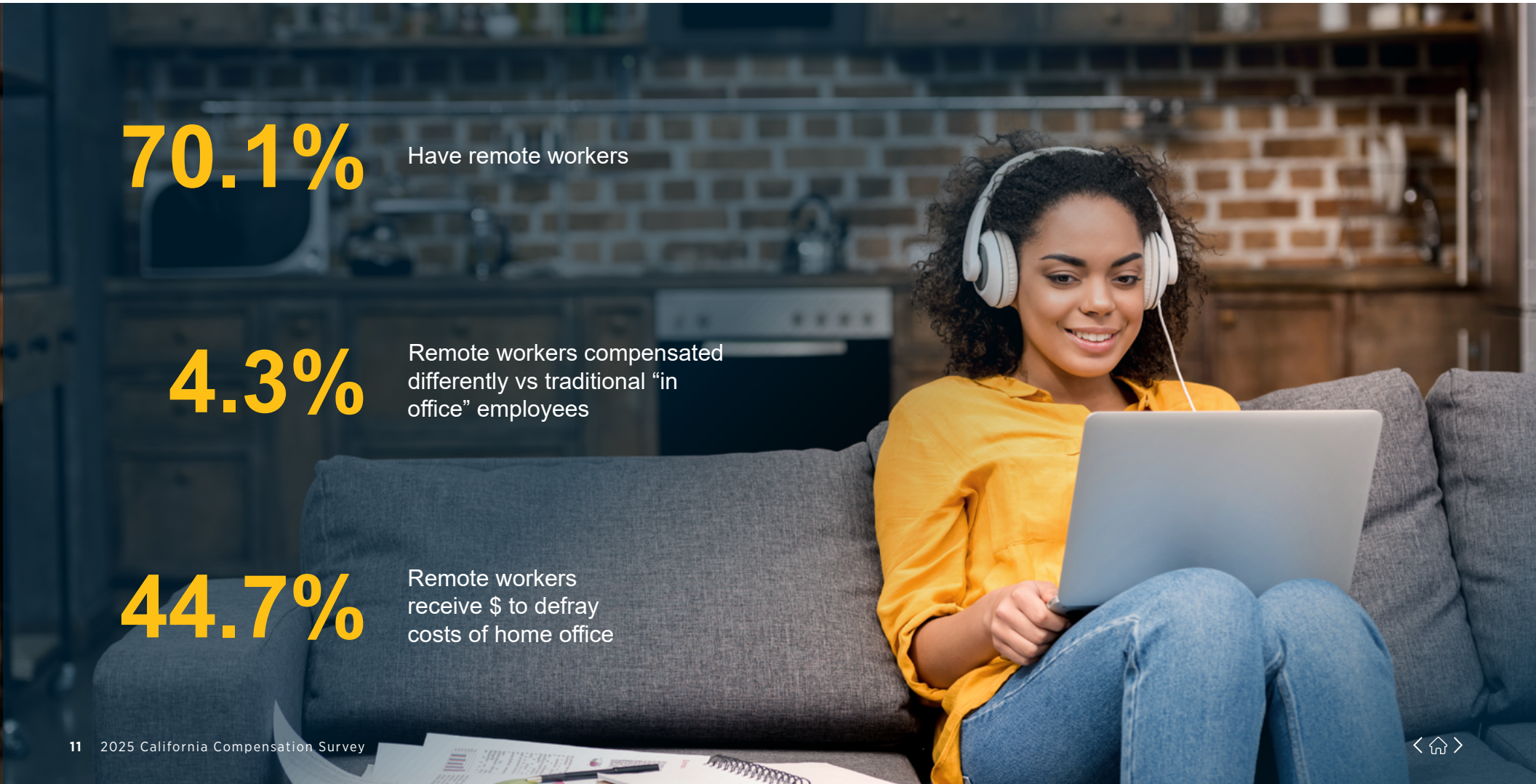
Groups eligible for retention bonuses



Remote Work

Remote work has become a permanent fixture in many industries, yet some employers continue to require employees to work on-site either full-time or part-time. While remote work is widely accepted and often a matter of personal choice, slightly more than half of employers do not reimburse home office expenses.

From a compensation perspective, differences between remote and on-site employees are rare. Fewer than ten percent of remote workers receive pay that differs from their in-office counterparts. In fact, 95.7% of employers report no variation in pay practices for remote roles, and none indicate plans to change this approach—reinforcing a trend toward uniform salary increases across all staff positions.



70.1% Have remote workers

4.3% Remote workers compensated differently vs traditional “in office” employees

44.7% Remote workers receive $ to defray costs of home office

Final Remarks

Wage and salary costs typically represent a significant portion of an organization's annual operating budget. Effective payroll management is essential for achieving cost savings while strengthening your ability to attract and retain talent.

Employers who take a proactive, innovative approach will discover practical solutions for enhancing the value of total rewards. This strategy not only supports workforce well-being and engagement but also builds long-term loyalty. A critical step is developing or updating customized base pay structures—frameworks that guide pay decisions and reflect both internal alignment and market indicators. Consistent use of these structures helps organizations achieve their compensation goals.

An effective compensation strategy combines competitive pay with comprehensive benefits and human resource initiatives that promote employee health, talent development, career progression, and financial security. When these strategies are grounded in good data, employers can make informed decisions that align with organizational goals and market realities. A data-centric approach ensures pay practices are competitive, equitable, and sustainable, positioning organizations to attract and retain top talent while driving long-term success.



About Cal Chamber





California Chamber of Commerce's mission is to serve as an advocate and resource for California employers and to engage in other activities, domestically and internationally, that enhance the California economy and make the state a better place to live, work and do business.

The California Chamber of Commerce (CalChamber) is committed to providing tools to help you develop a diverse workforce and maintain an equitable, inclusive and safe workplace for all employees. From recruiting practices and complying with California labor laws to pay and benefits, promotions, and all other aspects of employment for us, an environment of equity is of the utmost importance.

www.calchamber.com

800.331.8877



About Gallagher



Your Partner for Proactive People Strategies

Gallagher is a leading insurance brokerage, risk management, and consulting firm founded in 1927. Our global network provides services in more than 130 countries.

We understand the crucial connection between your employees' wellbeing and your organizational success. When employees enjoy their work, understand their benefits and connect with their community, it fosters positivity and increases engagement. This boosts retention, enhances customer interactions and drives overall prosperity so your organization thrives.

Our approach is driven by informed data, modern technology and the trust that comes along with the Gallagher name. No matter where this journey takes you and your organization, you can face the future with confidence.

The Compensation & Rewards Practice provides deep expertise and insights to help you achieve the business outcomes that matter most to you. Strengthen your employer-employee relationship by designing equitable, competitive and sustainable total rewards programs. Our unique approach combines data and analytics with industry-specialized experience to build trust with your workforce.

Gallagher's Employer Surveys and Benchmarking (ESB) team specializes in employer-level surveys that deliver benchmark data across benefits, compensation and broader HR-related topics that go far beyond the numbers. We turn complex market data into clear, actionable insights, backed by multinational capabilities and a proven track record of working with professional associations and affinity groups.



Compensation Data

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Chief Executive Officer (CEO)

Job Number: 1

The top executive in the organization. Has final responsibility to the Board of Directors and shareholders for growth and organizational performance. Responsible for formulating and directing long-term goals and strategies for ensuring highest return on investment.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	119	121	231,000	324,168	393,929	395,599	456,627	56%	168,564	460,504	335,000	294,892	468,837
FTEs													
Under 500 FTEs	97	98	203,073	300,000	324,730	327,310	402,700	56%	95,161	361,029	308,131	254,837	404,674
Over 500 FTEs	22	23	400,000	509,394	699,030	686,572	1,010,533	57%	440,153	899,099	533,250	458,449	730,838
California Regions													
Northern	10	10	179,728	262,458	303,927	303,927	480,408	50%		328,444	283,708	186,314	285,846
Bay Area	39	40	239,990	302,000	354,695	356,140	425,600	56%	102,208	391,385	309,600	278,798	403,926
Central Valley/Gold Country/High Sierra	19	19	196,000	308,131	474,333	474,333	423,770	39%	202,593	548,973	308,131	290,940	459,830
Desert/Imperial/Inland	16	16	232,500	415,827	449,547	449,547	596,250	69%	294,011	596,552	443,940	366,161	667,219
South Coast	36	36	247,527	381,264	399,376	399,376	476,679	62%	154,761	468,159	394,553	303,182	477,621

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chief Operating Officer (COO)

Job Number: 2

The top officer or vice president responsible for directing and coordinating the organization's activities according to the broad guidelines established by the Chief Executive Officer and Board of Directors. Responsible for short- and long-term objectives for financial performance, operations and human resources. Differs from CEO in scope of responsibility, authority, and decision-making capacity.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	83	90	188,765	257,075	289,179	288,935	339,674	56%	92,924	325,005	263,390	224,779	340,297
FTEs													
Under 500 FTEs	64	68	178,888	236,495	245,374	248,888	295,948	54%	58,035	265,324	247,717	198,770	305,217
Over 500 FTEs	19	22	280,000	375,003	436,733	412,717	535,600	61%	169,678	526,037	375,003	292,402	431,506
California Regions													
Northern	5	5	138,900	237,694	219,643	219,643	291,360	40%		234,643	237,694		
Bay Area	27	28	204,000	228,550	272,793	272,515	350,000	48%	78,063	298,814	265,000	251,325	348,573
Central Valley/Gold Country/High Sierra	15	16	172,817	209,590	303,226	295,075	250,000	43%	62,413	328,191	209,590	193,375	263,359
Desert/Imperial/Inland	10	10	276,695	368,500	396,720	396,720	538,935	78%	189,821	491,631	376,000	305,258	505,423
South Coast	28	31	178,801	279,259	272,560	277,003	341,278	63%	79,310	303,717	280,000	214,058	344,415

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chief Financial Officer (CFO)

Job Number: 3

The top financial executive in the organization. Responsible for directing and developing the organization's financial plans, policies, practices and relationships including accounting, credit, risk, investment and shareholders. Oversees accounting, internal audit, budget, tax, and treasury functions. May oversee other administrative departments. Incumbents with responsibility for accounting functions only should be matched to Controller.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	85	103	192,550	245,000	279,375	281,178	319,222	62%	77,773	315,058	255,840	205,397	310,999
FTEs													
Under 500 FTEs	67	72	180,819	226,720	239,390	243,721	290,835	62%	53,996	262,761	238,929	179,951	272,767
Over 500 FTEs	18	31	257,002	323,589	428,207		544,560	61%	146,725	509,721	348,735	276,646	418,049
California Regions													
Northern	8	8	196,671	232,032	239,891	239,891	303,522	50%		259,903	256,050	165,200	254,470
Bay Area	28	28	189,300	231,965	251,766	251,766	302,500	59%	56,280	277,896	231,965	200,704	268,852
Central Valley/Gold Country/High Sierra	14	16	198,643	247,500	343,576	338,279	401,611	62%	66,413	381,526	259,990	197,415	300,650
Desert/Imperial/Inland	10	14	251,500	345,033	381,526		489,378	80%	117,660	452,122	348,735	302,938	500,496
South Coast	28	37	176,414	249,987	252,127	258,776	297,484	64%	86,646	292,355	255,920	184,671	290,818

Additional national, industry and size data cuts are available in the Excel version of the survey.

Controller

Job Number: 4

Develops, implements and evaluates accounting policies, reporting procedures and accounting controls. Analyzes and interprets financial statements and reports for the guidance of top management. Maintains sound working relationships with banks or other credit sources. Participates with other members of management in planning and controlling organizational operations. Assures all required tax and information returns or reports are prepared in compliance with all laws and regulations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	66	95	153,551	177,052	182,619	184,064	216,805	70%	22,666	194,796	186,212	137,586	204,084
FTEs													
Under 500 FTEs	41	55	135,909	171,528	174,151	176,689	191,408	68%	20,526	184,665	173,469	133,206	195,305
Over 500 FTEs	25	40	166,024	205,000	196,507	194,203	228,368	74%	25,662	211,411	211,973	143,183	215,302
California Regions													
Northern	4	4											
Bay Area	26	28	135,909	175,440	195,247	196,257	241,622	71%	32,793	214,166	181,549	139,439	206,531
Central Valley/Gold Country/High Sierra	7	8	145,000	164,000	158,650	158,716	175,285	67%		164,739	164,000	144,290	216,293
Desert/Imperial/Inland	13	24	174,813	204,864	201,653	193,394	226,678	85%	27,345	218,481	210,000	154,139	227,982
South Coast	20	31	161,227	186,850	175,429	174,354	201,774	68%	25,938	190,376	188,581	126,544	200,493

Additional national, industry and size data cuts are available in the Excel version of the survey.

Financial Analyst

Job Number: 6

Prepares financial statements and reports. Conducts research and analysis to provide management with financial data and advice for their use in setting and realizing profit objectives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	44	110	81,577	88,671	88,739	88,566	94,956	71%	4,002	90,917	90,186	71,634	103,088
FTEs													
Under 500 FTEs	25	46	81,846	89,066	90,675	88,968	97,400	83%	3,660	92,963	91,550	72,890	100,508
Over 500 FTEs	19	64	76,497	85,460	86,191	88,277	92,352	56%	4,609	88,225	89,477	70,517	105,382
California Regions													
Northern	3	8											
Bay Area	17	28	83,357	89,066	91,890	89,135	95,018	71%	4,171	94,333	91,079	74,771	107,315
Central Valley/Gold Country/High Sierra	6	25	83,228	91,919	92,670		102,864	20%		92,670	91,919	76,448	109,657
Desert/Imperial/Inland	8	13	65,351	72,456	75,698		89,470	71%		77,832	77,834	62,788	98,262
South Coast	16	36	82,551	89,069	91,818	92,426	99,954	80%	4,235	94,727	90,783	73,462	105,306

Additional national, industry and size data cuts are available in the Excel version of the survey.

Financial Analyst - Senior

Job Number: 7

Prepares more complex financial statements and reports. Conducts research and analysis to provide management with definitive financial data and advice for their use in setting and realizing profit objectives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	51	156	99,463	112,965	125,986	128,485	149,032	70%	14,825	132,779	118,965	97,244	147,664
FTEs													
Under 500 FTEs	27	50	95,500	121,834	130,775	138,335	162,000	68%	13,093	137,078	121,834	101,836	151,812
Over 500 FTEs	24	106	99,920	110,259	120,599	123,839	136,823	71%	16,434	127,943	112,717	93,419	144,208
California Regions													
Northern	5	7	92,232	105,868	111,961		134,737			116,214	105,868		
Bay Area	16	30	99,585	130,841	129,807	128,436	156,778	73%	20,649	140,334	130,841	94,737	139,610
Central Valley/Gold Country/High Sierra	7	25	85,616	92,522	94,559		110,115	33%		94,559	92,522	77,359	106,212
Desert/Imperial/Inland	9	25	99,338	112,965	127,619	146,406	166,294	78%	12,037	134,306	118,965	102,355	155,196
South Coast	24	69	100,443	112,426	132,302	135,126	161,418	77%	10,795	138,842	116,091	101,570	159,045

Additional national, industry and size data cuts are available in the Excel version of the survey.

Financial Analyst - All Incumbents

Job Number: 7.5

Prepares financial statements and reports.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	70	266	90,819	100,062	111,150	111,977	122,489	69%	10,045	115,707	103,937	87,779	132,571
FTEs													
Under 500 FTEs	38	96	88,804	100,561	111,818	114,680	128,455	75%	7,035	115,683	101,898	88,929	132,508
Over 500 FTEs	32	170	91,833	100,008	110,357	110,451	120,300	62%	13,763	115,735	104,604	86,778	132,627
California Regions													
Northern	6	15	84,984	93,764	104,495		134,737	60%		108,039	93,764	78,121	108,436
Bay Area	26	58	88,804	95,018	109,336	109,463	130,967	72%	12,289	115,428	103,133	87,712	129,764
Central Valley/Gold Country/High Sierra	9	50	87,165	94,156	93,937		101,392	38%		93,937	94,156	78,923	111,312
Desert/Imperial/Inland	13	38	78,355	100,016	102,071	121,665	113,575	67%	8,177	105,846	103,987	84,121	126,784
South Coast	32	105	96,233	104,517	119,911	120,486	127,949	77%	8,770	125,410	105,095	91,350	141,865

Additional national, industry and size data cuts are available in the Excel version of the survey.

General Accounting Manager

Job Number: 8

Manages and coordinates the general ledger and financial reporting functions. Recommends and implements improved accounting procedures and reporting methods. Directs the preparation of special accounting studies and analyses. Prepares or directs preparation of tax or information returns or reports for governmental agencies, etc.

	# of Orgs	# of Incumbents	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	81	202	106,635	123,520	123,781	132,979	141,795	59%	10,564	128,306	129,350	98,941	142,410
FTEs													
Under 500 FTEs	54	107	105,394	116,295	121,152	130,838	137,891	53%	9,617	124,536	118,183	98,450	136,820
Over 500 FTEs	27	95	112,456	131,136	129,038	135,390	149,264	72%	11,564	135,845	134,056	99,602	149,935
California Regions													
Northern	4	6											
Bay Area	24	46	105,134	116,713	124,662	136,124	145,947	59%	13,097	129,530	123,278	104,750	141,805
Central Valley/Gold Country/High Sierra	16	31	96,116	113,812	118,438	113,177	141,072	47%	10,299	120,190	113,812	93,594	133,882
Desert/Imperial/Inland	14	27	98,675	116,442	116,800	116,038	133,648	64%	6,162	120,232	117,247	92,323	135,445
South Coast	33	92	107,965	130,000	124,624	144,832	141,072	66%	11,343	130,687	130,000	95,968	143,942

Additional national, industry and size data cuts are available in the Excel version of the survey.

Accountant

Job Number: 10

Performs general accounting duties in one or more assigned areas. Reviews general ledger entries to assure proper postings. Prepares financial statements and various regulation-required reports. Assists other departments in interpreting accounting charges or entries on statements.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	86	292	72,895	77,451	81,124	80,301	87,875	58%	3,274	82,357	78,297	66,124	92,603
FTEs													
Under 500 FTEs	53	149	72,215	77,250	80,912	81,558	88,369	57%	2,902	81,960	77,250	68,350	91,587
Over 500 FTEs	33	143	74,020	77,652	81,464	78,991	87,120	59%	3,794	82,993	78,936	63,253	93,915
California Regions													
Northern	8	15	76,981	81,006	83,101	82,785	88,525	20%		83,101	81,006	68,681	90,181
Bay Area	26	59	74,964	81,036	82,531	83,151	87,537	60%	3,712	84,142	82,168	67,869	91,514
Central Valley/Gold Country/High Sierra	16	53	73,608	75,030	82,773	78,133	87,598	47%	3,314	84,163	75,440	64,745	85,529
Desert/Imperial/Inland	16	42	70,760	75,717	81,539	82,696	88,214	57%	3,580	82,882	78,590	63,135	91,319
South Coast	31	123	72,478	78,000	81,923	78,747	89,250	69%	3,446	83,493	78,270	65,325	96,134

Additional national, industry and size data cuts are available in the Excel version of the survey.

Accountant - Senior

Job Number: 11

Responsible for assigned general accounting activities in general ledger, accounts payable or accounts receivable. Prepares operating statements or balance sheets. Confers with other departments to obtain or provide accounting data. Prepares regulation-required and special reports of an accounting nature.

	# of Orgs	# of Incs.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	94	270	86,863	99,671	100,785	101,612	112,635	62%	6,750	103,606	102,025	80,665	115,298
FTEs													
Under 500 FTEs	61	121	86,608	101,741	102,292	107,025	118,620	64%	7,186	105,239	102,372	84,103	115,545
Over 500 FTEs	33	149	89,548	99,350	98,000	97,216	108,375	57%	5,878	100,588	100,602	76,229	114,978
California Regions													
Northern	7	8	90,896	101,000	100,852	100,977	104,562	50%		102,380	102,372	83,692	110,601
Bay Area	33	73	91,176	103,111	107,943	105,913	117,991	65%	6,696	111,177	107,220	91,914	121,449
Central Valley/Gold Country/High Sierra	15	48	76,440	91,167	90,241		103,085	50%	3,858	91,784	94,016	74,273	111,138
Desert/Imperial/Inland	19	40	88,976	100,602	98,658	104,518	108,395	65%	6,882	101,918	101,828	75,257	112,348
South Coast	27	101	77,125	99,602	99,108	103,930	118,500	74%	7,660	102,526	99,602	77,690	118,948

Additional national, industry and size data cuts are available in the Excel version of the survey.

Accountant - All Incumbents

Job Number: 11.5

Performs general accounting duties in one or more assigned areas.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	119	562	80,080	88,413	92,262	90,539	103,301	60%	5,733	94,539	90,653	73,703	103,995
FTEs													
Under 500 FTEs	81	270	79,895	87,838	92,971	92,971	105,027	60%	5,848	95,164	89,538	75,834	102,867
Over 500 FTEs	38	292	80,790	88,634	90,753	88,291	102,516	59%	5,496	93,207	92,006	70,389	105,750
California Regions													
Northern	12	23	82,795	90,776	92,268	89,113	98,891	44%		93,160	90,776	74,627	98,756
Bay Area	39	132	81,120	94,131	98,041	95,739	108,882	65%	6,021	101,048	94,432	80,571	108,032
Central Valley/Gold Country/High Sierra	22	101	72,532	82,852	87,981		101,981	52%	3,739	89,656	82,852	71,152	99,602
Desert/Imperial/Inland	24	82	80,131	86,395	90,320	93,341	100,289	59%	5,548	92,863	88,770	70,127	102,353
South Coast	41	224	74,465	86,630	91,202	90,102	104,092	69%	6,325	93,746	88,710	71,184	104,701

Additional national, industry and size data cuts are available in the Excel version of the survey.

Accounting Clerk

Job Number: 12

Verifies and posts transactions to journals, ledgers and other records. Prepares statements, invoices and vouchers. May handle balancing and reconciliations. May specialize in one area of the accounting function.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	79	222	54,413	61,942	62,856	64,146	68,408	49%	2,110	63,674	62,093	51,879	70,464
FTEs													
Under 500 FTEs	54	88	54,095	60,982	62,415	64,363	68,365	50%	1,745	63,126	60,982	52,617	70,088
Over 500 FTEs	25	134	55,505	62,421	63,808	64,004	71,204	45%	3,004	64,858	62,421	50,538	71,147
California Regions													
Northern	7	11	49,525	58,042	56,825	56,650	59,280	20%		56,872	58,376	48,062	64,768
Bay Area	20	33	58,619	64,880	68,718	69,591	74,585	53%	1,582	69,351	64,880	57,470	73,862
Central Valley/Gold Country/High Sierra	17	31	54,246	62,421	63,634	61,077	68,536	29%	2,378	64,319	62,421	52,125	71,886
Desert/Imperial/Inland	13	83	53,162	58,711	61,591		71,043	55%	1,385	62,092	60,411	48,701	68,757
South Coast	30	64	53,082	62,400	61,873	63,850	69,514	62%	2,389	63,147	63,552	50,567	70,453

Additional national, industry and size data cuts are available in the Excel version of the survey.

Credit and Collections Clerk

Job Number: 13

Performs clerical duties related to credit and collection. Reviews and monitors credit sources, credit files, customer applications and delinquent accounts. Calls for information or sends standard forms to credit organizations, banks and loan associations. Maintains records and contacts customers regarding delinquent accounts and incomplete files.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	23	101	55,375	59,717	66,967	64,942	72,800	45%	2,200	67,618	62,447	53,491	74,069
FTEs													
Under 500 FTEs	12	30	55,726	59,169	71,116	75,213	78,724	55%	2,061	71,975	61,123	59,017	78,664
Over 500 FTEs	11	71	54,614	63,831	62,441	60,602	68,682	33%		62,866	63,831	47,351	68,962
California Regions													
Northern	1	2											
Bay Area	6	12	55,726	71,314	78,879	86,957	109,597	40%		79,462	71,314		
Central Valley/Gold Country/High Sierra	3	15											
Desert/Imperial/Inland	3	25											
South Coast	11	47	58,621	63,862	66,363		72,800	50%		66,975	63,862	53,778	79,316

Additional national, industry and size data cuts are available in the Excel version of the survey.

Internal Audit Manager

Job Number: 14

Develops, recommends and implements sound internal audit policies and procedures. Supervises audits to assure their completion in a timely manner and in accordance with audit programs. Reviews audit work papers of assigned personnel for conformity with scope and objectives of audit program. Reports audit findings and conclusions to management including recommendations for appropriate corrective action.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	37	127,571	149,998	155,537	147,597	185,036	92%	18,829	171,426	188,400	112,462	181,062
FTEs													
Under 500 FTEs	4	20											
Over 500 FTEs	9	17	110,486	148,910	147,859	135,481	173,180	100%	20,984	166,449	188,400	105,085	173,782
California Regions													
Bay Area	3	14											
Central Valley/Gold Country/High Sierra	2	3											
Desert/Imperial/Inland	4	9											
South Coast	6	11	114,711	147,968	145,286		173,180	100%	14,811	160,097	161,832	103,142	181,183

Additional national, industry and size data cuts are available in the Excel version of the survey.

Internal Auditor

Job Number: 16

Performs audit work independently, consistent with established audit procedures. Recommends when scope of audit should be expanded or reduced. Reports significant discrepancies or delinquencies to in-charge auditor or supervisor. Clearly documents work performed and conclusions reached.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	15	54	72,944	114,348	105,367	101,243	126,896	58%	8,175	108,601	114,348	84,700	124,052
FTEs													
Under 500 FTEs	8	19	71,380	106,379	108,809		131,086	29%		110,085	109,799	92,793	123,107
Over 500 FTEs	7	35	72,944	114,348	101,434	92,960	124,200	100%	7,769	106,906	114,348	76,606	124,996
California Regions													
Northern	1	1											
Bay Area	4	12											
Desert/Imperial/Inland	3	15											
South Coast	7	26	66,486	102,078	98,661	91,046	126,896	40%		100,333	102,078	80,029	125,340

Additional national, industry and size data cuts are available in the Excel version of the survey.

Compliance Officer

Job Number: 17

Works with management of assigned areas of responsibility to ensure that processes, quality and results are consistent with compliance goals and objectives, company polices and applicable state and federal regulations. Areas of assigned responsibility may include training and communication, reporting, compliance technology initiatives, client information privacy, field operations, market conduct practices, securities and insurance regulatory practices, money laundering and fraud prevention, complaints and investigations, or implementation of compliance policies and procedures. Tests and verifies, monitors and evaluates compliance results, analyzes issues, identifies opportunities and recommends improvements to company policies and processes.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	32	70	87,838	129,815	128,388	111,805	162,259	62%	9,662	132,304	129,815	96,682	137,492
FTEs													
Under 500 FTEs	19	30	92,485	144,200	135,652	130,815	171,500	53%	9,007	138,497	144,200	110,530	148,499
Over 500 FTEs	13	40	70,918	90,720	117,770		168,409	73%	10,224	123,253	93,038	76,539	121,481
California Regions													
Northern	2	2											
Bay Area	10	26	87,838	99,067	121,634	121,584	161,254	67%	13,336	129,635	101,462	92,748	124,559
Central Valley/Gold Country/High Sierra	5	12	62,100	151,155	116,092		152,554			116,204	151,155	95,406	135,508
Desert/Imperial/Inland	6	17	77,300	111,194	122,548		179,151			125,963	116,809	92,555	145,267
South Coast	12	13	78,263	115,340	128,182	124,449	185,483	60%	5,419	130,440	115,340	86,953	125,515

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chief Human Resources Officer

Job Number: 18

Responsible for all Human Resources functions in the organization. Participates with other top management in defining and planning for long-range organizational goals. Develops and recommends to top management specific human resources policies and programs for the organization. Implements and coordinates human resources programs uniformly throughout the organization. Provides staff support to line managers and top management to strengthen reporting relationships and staffing of the organization. Recognizes potential employee relations problems and takes or recommends necessary corrective action. Maintains current knowledge and understanding of employment law issues and government rules and regulations regarding human resources.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	70	87	160,722	206,279	229,108	219,299	269,869	67%	55,554	258,307	217,475	179,772	266,011
FTEs													
Under 500 FTEs	50	53	150,475	182,719	198,697	199,001	243,194	70%	33,163	216,493	185,523	161,914	245,306
Over 500 FTEs	20	34	225,001	293,720	305,134		378,321	61%	116,009	362,841	293,720	224,417	317,772
California Regions													
Northern	6	6	115,000	183,315	206,521	206,521	321,248	60%		231,050	199,403		
Bay Area	24	35	172,486	210,090	238,198	219,669	288,096	68%	89,039	286,301	231,470	174,284	247,945
Central Valley/Gold Country/High Sierra	12	12	157,740	169,706	230,271	230,271	300,001	64%	14,425	237,483	169,706	175,081	278,342
Desert/Imperial/Inland	6	7	167,823	257,484	269,932	258,719	384,490	50%		301,357	257,484		
South Coast	24	27	149,378	190,272	209,200	206,563	246,788	77%	31,714	228,788	193,076	170,714	265,436

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Human Resources (2nd in charge)

Job Number: 19

Develops short-range and long-range human resources initiatives. Oversees the human resources program to include employment, retirement, HRIS, training, compensation, benefits, etc. Determines organizational needs and works with top management in developing strategies for the organization's human resources functions. Maintains current knowledge and understanding of employment law issues and government rules and regulations regarding human resources. Reports to the top HR Executive. Note: Do not match Director of Compensation and/or Benefits to this job.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	70	102	121,076	160,153	166,402	174,346	196,501	64%	22,514	177,115	161,773	132,752	195,798
FTEs													
Under 500 FTEs	45	49	113,663	135,000	146,204	145,092	173,680	57%	12,610	151,808	137,448	123,861	177,263
Over 500 FTEs	25	53	169,202	188,167	202,759	201,392	228,616	75%	34,895	222,667	207,522	147,994	227,574
California Regions													
Northern	2	2											
Bay Area	22	31	113,957	160,000	163,171	178,081	205,762	57%	21,823	173,936	160,000	127,965	186,226
Central Valley/Gold Country/High Sierra	12	19	104,540	121,722	136,015		159,828	36%		137,784	121,722	115,916	166,737
Desert/Imperial/Inland	13	20	130,540	171,700	184,790	181,238	214,396	77%	38,495	203,471	208,704	141,065	215,501
South Coast	25	30	132,900	170,560	178,270	185,010	217,616	75%	21,641	190,972	170,560	137,908	206,383

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Compensation and/or Benefits

Job Number: 20

Develops, directs and evaluates the implementation of organization policies and procedures concerning the compensation and/or benefit levels of all employees. With the guidance of, and for the review of top management, develops new or improved wage/salary programs and/or employee benefit packages. As Director of Compensation, personally handles the administration of salaries for top management. Maintains current knowledge and understanding of employment law issues and governmental rules and regulations regarding the areas of compensation and/or benefits. With top management, participates in the planning and designing of organizational operations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	18	24	172,481	198,482	206,081	218,727	225,159	76%	32,456	219,339	211,525	148,202	225,531
FTEs													
Under 500 FTEs	6	9	129,980	173,543	181,583		241,226	60%		191,758	182,043		
Over 500 FTEs	12	15	178,753	210,736	218,330	219,777	225,159	83%	38,509	233,130	215,798	145,501	230,980
California Regions													
Northern	1	1											
Bay Area	6	10	153,421	202,353	205,706		261,345	83%	40,074	230,193	236,067		
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	6	8	173,728	206,865	201,917	206,659	225,159	100%		207,260	211,525	155,030	238,057
South Coast	4	4											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Compensation Manager

Job Number: 21

Develops and recommends policies and procedures concerning the compensation of all employees. Develops and implements new or improved wage/salary programs. Personally handles the administration of compensation for top management. Initiates periodic changes in salary structure for all employee groups. Maintains a basic knowledge of employment law rules and regulations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	10	11	123,561	139,679	154,471	151,658	159,557	78%	15,717	162,330	149,706	129,400	181,619
FTEs													
Under 500 FTEs	2	2											
Over 500 FTEs	8	9	125,054	139,679	139,529	137,750	151,323	86%	15,717	149,352	149,706	109,353	165,786
California Regions													
Bay Area	3	3											
Desert/Imperial/Inland	5	5	125,054	137,948	138,557	138,557	152,363	80%		153,574	154,502	111,255	163,917
South Coast	2	3											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Compensation Analyst/Specialist

Job Number: 22

Administers salaries of nonexempt, exempt or technical employees within established guidelines. Recommends changes to existing salary programs as organization and competitive conditions justify. Conducts surveys on compensation levels and research studies on compensation programs for possible organization application. Develops and implements performance review programs for designated employee groups.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	6	9	78,878	89,377	90,604	91,372	103,557	40%		92,150	90,662	73,515	110,213
FTEs													
Under 500 FTEs	1	1											
Over 500 FTEs	5	8	80,402	95,000	92,583		103,557			94,439	95,000	73,077	115,114
California Regions													
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	2	4											
South Coast	2	3											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Compensation Analyst/Specialist - Senior

Job Number: 23

Administers salaries of nonexempt, exempt, executive or technical employees within established guidelines. Recommends changes to existing salary programs and policies as organization and competitive conditions justify. Conducts surveys on compensation levels and research studies on compensation programs for possible organization application. Develops and implements performance review programs for designated employee groups. Assists in developing and implementing new policies/procedures. May concentrate in specific areas such as sales, incentive compensation or executive compensation.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	10	14	109,209	117,751	122,818		138,648	44%		126,273	125,869	87,487	136,341
FTEs													
Over 500 FTEs	10	14	109,209	117,751	122,818		138,648	44%		126,273	125,869	87,487	136,341
California Regions													
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	3	3											
Desert/Imperial/Inland	4	8											
South Coast	1	1											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Compensation Analyst/Specialist - All Incumbents

Job Number: 23.5

Administers salaries of nonexempt, exempt or technical employees within established guidelines.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	12	23	99,174	112,034	111,308		118,344	45%	6,063	113,834	114,103	83,067	125,948
FTEs													
Under 500 FTEs	1	1											
Over 500 FTEs	11	22	102,710	114,067	114,090		120,954	40%		116,845	114,138	83,736	129,607
California Regions													
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	4	5											
Desert/Imperial/Inland	4	12											
South Coast	2	4											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Benefits Manager

Job Number: 24

Responsible for the administration of employee benefits in all company operations. As needed, provides special guidance and assistance to all locations on various employee benefit plans. Surveys industry and/or community to determine company's competitive position in employee benefits. Develops cost control procedures to assure maximum coverage at the least possible cost to the company and employee.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	18	20	106,507	115,149	116,876	117,515	132,989	67%	7,164	120,856	123,254	95,736	143,372
FTEs													
Under 500 FTEs	5	5	104,084	111,000	115,418	115,418	128,961	40%		118,418	115,000	98,555	140,180
Over 500 FTEs	13	15	106,507	118,961	117,437	118,214	132,989	80%	7,081	121,794	125,661	94,561	144,702
California Regions													
Northern	1	1											
Bay Area	3	4											
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	4	4											
South Coast	6	7	104,084	113,324	115,790	115,770	129,962	80%		120,073	123,254	91,682	147,884

Additional national, industry and size data cuts are available in the Excel version of the survey.

Benefits Analyst/Specialist

Job Number: 25

Administers benefits of nonexempt, exempt, or technical employees within established guidelines. Recommends changes to existing benefits programs as organization and competitive conditions justify. Conducts surveys on benefit levels and research studies on benefit programs for possible organization application. Develops and implements performance review programs for designated employee groups.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	22	31	67,257	74,850	77,561	73,959	82,130	47%	1,222	78,061	75,731	64,062	92,526
FTEs													
Under 500 FTEs	5	6	55,853	65,874	72,471	70,916	92,389	40%		72,971	65,874	60,613	81,039
Over 500 FTEs	17	25	73,150	76,443	79,058	74,690	82,130	50%	1,214	79,558	77,041	65,212	96,355
California Regions													
Northern	1	1											
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	3	4											
Desert/Imperial/Inland	7	9	74,677	75,019	80,332	79,151	87,550	40%		80,332	75,019	69,914	94,983
South Coast	10	15	56,269	76,210	77,474	73,588	97,927	67%	1,862	78,591	77,980	62,228	92,598

Additional national, industry and size data cuts are available in the Excel version of the survey.

Benefits Analyst/Specialist - Senior

Job Number: 26

Administers benefits of nonexempt, exempt, executive or technical employees within established guidelines. Recommends changes to existing benefits programs and policies as organization and competitive conditions justify. Conducts surveys on benefits levels and research studies on benefits programs for possible organization application. Assists in developing and implementing new policies/procedures.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	15	72,800	91,350	93,323	94,752	118,899	50%		94,693	93,687	75,630	109,071
FTEs													
Under 500 FTEs	4	7											
Over 500 FTEs	3	8											
California Regions													
Central Valley/Gold Country/High Sierra	2	3											
Desert/Imperial/Inland	2	6											
South Coast	3	6											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Benefits Analyst/Specialist - All Incumbents

Job Number: 26.5

Administers benefits of nonexempt, exempt, or technical employees within established guidelines.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	26	46	67,499	76,925	80,520	80,739	90,977	48%	2,372	81,280	77,224	66,238	96,482
FTEs													
Under 500 FTEs	7	13	65,874	66,359	73,383	72,840	90,605	43%		74,085	69,333	63,088	82,677
Over 500 FTEs	19	33	73,500	78,603	83,149	83,851	91,350	50%	2,646	83,930	78,603	67,534	102,166
California Regions													
Northern	1	1											
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	5	7	60,466	72,800	80,647	82,456	104,752	20%		80,917	72,800	67,089	90,883
Desert/Imperial/Inland	8	15	74,679	83,077	84,910		95,990	50%		85,702	83,077	71,399	103,856
South Coast	11	21	66,082	73,500	75,951	73,078	85,000	70%	1,941	77,186	77,041	61,115	91,073

Additional national, industry and size data cuts are available in the Excel version of the survey.

Human Resources Generalist

Job Number: 27

Provides support for the day-to-day operations of the Human Resource office including the administration of policies, procedures and programs in several or all of the following areas: HRIS, employee/labor relations, training and development, benefits, compensation, organizational development, and employment including recruiting/staffing logistics and employee safety, welfare, wellness and health.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	86	265	75,422	86,860	90,032	93,739	99,410	57%	3,990	91,667	87,672	74,284	107,987
FTEs													
Under 500 FTEs	56	80	74,800	85,109	87,975	88,860	97,576	54%	3,663	89,348	86,265	74,449	104,584
Over 500 FTEs	30	185	77,753	90,723	93,873	95,849	103,171	64%	4,447	95,994	91,465	74,034	113,151
California Regions													
Northern	6	14	75,774	86,387	85,825		95,315			86,619	86,387	69,049	102,989
Bay Area	27	49	81,000	89,208	92,830	92,640	99,118	58%	4,362	94,228	90,173	76,585	104,301
Central Valley/Gold Country/High Sierra	13	40	68,120	77,542	79,014		88,958	50%	1,126	79,406	79,292	72,676	109,717
Desert/Imperial/Inland	21	56	74,573	88,442	91,991	96,244	103,937	78%	3,590	94,040	88,638	75,455	115,791
South Coast	33	106	78,321	93,218	93,170	96,192	103,563	57%	4,116	95,138	93,330	73,866	109,448

Additional national, industry and size data cuts are available in the Excel version of the survey.

Human Resources Assistant/Coordinator

Job Number: 28

Mid-level nonexempt job. Responsibilities may be in one or more areas within the Human Resources department. Instructs and assists employees in the completion of forms, such as for insurance, unemployment, worker's compensation, etc. Answers questions from employees regarding personnel issues. Maintains employee files and accurate records of vacations, sick leave and other absences. Assists in the completion of salary and benefit/policy surveys as assigned. Performs assignments in the areas of staffing, salary administration, employee benefits, employment activities and special projects as directed.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	65	121	54,964	62,400	62,836	61,732	68,645	55%	1,658	63,546	62,400	52,441	72,554
FTEs													
Under 500 FTEs	38	44	53,591	62,398	63,175	62,498	69,638	62%	1,675	63,968	62,400	54,192	70,713
Over 500 FTEs	27	77	54,746	63,211	62,359	61,295	66,857	46%	1,628	62,952	63,211	50,626	74,464
California Regions													
Northern	8	12	56,566	67,267	63,070	63,050	69,430	50%		63,360	67,667	52,190	69,479
Bay Area	17	26	57,845	62,400	63,828		69,716	44%	2,502	64,703	62,400	51,989	73,074
Central Valley/Gold Country/High Sierra	13	31	53,618	61,880	61,209	59,366	65,343	50%	1,050	61,668	61,880	51,028	74,819
Desert/Imperial/Inland	11	14	53,496	66,063	63,691	62,404	71,739	67%		64,196	66,815	49,429	70,748
South Coast	27	38	54,746	60,016	61,951	62,769	67,726	63%	1,559	62,817	62,130	52,231	74,577

Additional national, industry and size data cuts are available in the Excel version of the survey.

HRIS Manager

Job Number: 29

Responsible for the organization's HRIS function. Identifies user needs and monitors progress toward objectives. Defines system maintenance requirements and authorizes enhancements to existing systems to improve departmental efficiency. Is the main liaison with all departments regarding HRIS issues. Works with Corporate IS to manage the continuous processing, handling and storage of human resources data. Ensures that HRIS upgrade information is communicated to human resources department employees. Establishes HRIS standards.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	18	22	100,325	124,307	121,928	121,998	145,841	71%	8,999	126,858	129,432	94,102	138,436
FTEs													
Under 500 FTEs	6	6	79,685	116,306	106,766	106,766	124,307	60%		109,743	118,306		
Over 500 FTEs	12	16	113,450	135,207	129,509	127,710	149,481	78%	10,304	135,415	135,207	99,004	148,143
California Regions													
Northern	3	4											
Bay Area	3	4											
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	4	5											
South Coast	7	8	117,450	127,000	126,690	130,133	152,880	80%		131,570	127,000	89,753	142,540

Additional national, industry and size data cuts are available in the Excel version of the survey.

HRIS Analyst/Specialist

Job Number: 30

Coordinates systems planning, development and implementation for HRIS, including identifying user needs and monitoring progress toward objectives. Defines system maintenance requirements and coordinates enhancements to existing systems to ensure and improve departmental efficiency. Coordinates operations and acts as liaison with Corporate IS to oversee the continuous processing, handling and storage of human resources data. Implements directed HRIS standards to ensure integrity of HRIS data.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	30	83,071	92,643	97,360	101,787	122,937	64%	5,565	99,979	92,643	80,689	118,970
FTEs													
Under 500 FTEs	4	4											
Over 500 FTEs	13	26	83,071	86,951	98,346	102,962	128,103	70%	6,919	101,540	86,951	80,415	122,818
California Regions													
Northern	1	1											
Bay Area	4	5											
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	6	18	67,231	85,436	93,590		128,103			96,854	85,436	71,327	107,098
South Coast	2	2											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Payroll Manager

Job Number: 33

Responsible for the organization's payroll function. Recommends and initiates practices to improve payroll processes. Oversees the processing, auditing and distribution of payroll. May develop and implement payroll policies and procedures. Responds to management's requests and special projects (i.e., executive bonus runs, year-end planning, etc.). Acts as liaison with various areas (i.e., HRIS, accounting, and other HR staff).

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	32	33	95,366	115,463	114,607	114,759	126,161	55%	10,976	119,066	117,496	89,830	131,509
FTEs													
Under 500 FTEs	12	12	85,477	94,036	94,888	94,888	110,674	36%		97,502	97,099	74,682	103,636
Over 500 FTEs	20	21	115,180	124,304	126,438	126,114	133,480	67%	12,370	132,005	129,220	95,720	142,349
California Regions													
Northern	4	4											
Bay Area	10	10	95,366	111,421	107,179	107,179	124,610	56%		108,979	111,421	86,529	122,793
Central Valley/Gold Country/High Sierra	6	6	76,329	88,177	94,587	94,587	119,257	20%		94,587	88,177	80,481	106,948
Desert/Imperial/Inland	7	8	119,631	126,274	132,177	130,609	138,203	71%		140,934	134,757	92,556	139,620
South Coast	5	5	87,500	105,851	118,330	118,330	155,400	60%		129,407	105,851		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Payroll Supervisor

Job Number: 34

Supervises the day-to-day activities of payroll staff to ensure that all practices are in compliance with company policy and federal and state regulations. Ensures proper audits and procedures are in place. Plans out work routines so that audits are done on a regular basis. Continues on an on-going basis to review audit practices and procedures to identify new audits needed or revisions to be made on procedures. Processes, audits and distributes payroll. Works with other payroll staff on resolving on-going clean-up of data.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	16	18	87,148	93,133	98,278	98,848	111,947	64%	3,386	99,964	96,177	78,637	113,052
FTEs													
Under 500 FTEs	3	3											
Over 500 FTEs	13	15	82,893	91,800	96,647	97,548	112,092	55%	4,121	98,540	93,318	78,730	113,466
California Regions													
Bay Area	6	7	82,893	91,708	92,878	92,697	104,032	83%		94,554	93,208	77,266	108,950
Desert/Imperial/Inland	6	6	74,351	98,838	102,374	102,374	133,935			105,175	106,388	80,083	114,649
South Coast	4	5											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Payroll Clerk

Job Number: 35

Computes salary due to each employee and prepares payroll, keeps a complete record of earnings, deductions, etc., about each employee, prepares detailed records of employee payroll and payroll taxes as required by law. Reviews time records each pay period to assure accurate recording of hours worked, paid time off, and other compensable time such as on-call and/or shift differential. Processes payroll checks using check signer, sorts and distributes checks. May assist with preparation and completion of payroll reconciliation, W2 forms, group insurance billings, and wage data for unemployment and worker's compensation.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	39	80	62,379	72,800	72,833	76,672	81,000	44%	2,004	73,550	72,800	58,532	82,992
FTEs													
Under 500 FTEs	17	20	62,264	72,800	71,460	72,543	78,104	47%	1,725	72,170	72,800	59,594	86,132
Over 500 FTEs	22	60	61,318	73,303	73,894	78,048	85,620	42%	2,283	74,615	73,303	57,976	81,348
California Regions													
Northern	4	7											
Bay Area	9	17	70,201	80,145	83,310	81,654	90,092	43%		83,652	80,145	69,246	88,698
Central Valley/Gold Country/High Sierra	7	8	60,168	64,293	69,634	70,186	74,048	43%		69,940	64,293	57,493	86,790
Desert/Imperial/Inland	9	27	58,575	77,002	73,519		85,620	50%		74,836	77,002	56,269	82,122
South Coast	14	21	61,724	66,186	69,670	71,885	78,356	43%	1,907	70,487	67,016	56,000	83,012

Additional national, industry and size data cuts are available in the Excel version of the survey.

Employment Specialist

Job Number: 36

Independently utilizes various recruiting sources to obtain adequate numbers of applicants for vacant positions. Evaluates candidates through interviewing and other selection techniques. Participates in decisions with supervisor and other department heads concerning promotion, transfer and employment. Orients new employees in organizational and human resources policies.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	24	90	71,604	81,059	84,335	88,714	93,447	59%	4,085	86,035	82,059	65,420	96,976
FTEs													
Under 500 FTEs	6	6	73,694	77,488	84,328	84,328	101,801	83%		86,828	78,622		
Over 500 FTEs	18	84	68,418	83,959	84,337	89,027	95,958	50%	3,741	85,770	85,227	65,336	97,227
California Regions													
Northern	1	1											
Bay Area	11	21	72,509	83,000	85,645	90,727	93,797	55%		86,911	83,000	64,495	91,722
Central Valley/Gold Country/High Sierra	4	16											
Desert/Imperial/Inland	6	33	74,932	82,900	87,186		103,725	60%		89,211	88,128	69,674	106,127
South Coast	7	19	68,564	82,118	80,518	81,731	90,311	67%		81,339	82,118	60,067	95,141

Additional national, industry and size data cuts are available in the Excel version of the survey.

Employment Specialist - Senior

Job Number: 37

Independently utilizes various recruiting sources to obtain adequate numbers of applicants for vacant positions. Evaluates candidates through interviewing and other selection techniques. Participates in decisions with supervisor and other department heads concerning promotion, transfer and employment. Orients new employees in organizational and human resources policies.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	28	95	99,630	114,863	119,823		133,782	65%	10,418	125,392	118,540	90,887	135,559
FTEs													
Under 500 FTEs	10	13	99,646	123,317	122,509	130,653	133,782	50%		128,774	123,317	96,627	132,519
Over 500 FTEs	18	82	91,010	113,040	118,330		136,308	75%	8,511	123,513	116,216	88,524	136,810
California Regions													
Northern	2	3											
Bay Area	8	13	99,646	113,316	119,568		122,087	63%		122,524	114,863	92,064	138,539
Central Valley/Gold Country/High Sierra	4	33											
Desert/Imperial/Inland	5	14	111,593	125,140	133,294		159,073			139,866	128,388	97,919	146,532
South Coast	12	32	107,431	118,356	120,517	114,278	134,039	73%	11,409	127,984	120,802	89,225	136,539

Additional national, industry and size data cuts are available in the Excel version of the survey.

Employment Specialist - All Incumbents

Job Number: 37.5

Independently utilizes various recruiting sources to obtain adequate numbers of applicants for vacant positions.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	40	185	79,832	100,406	103,284	101,999	120,116	58%	7,620	106,787	103,093	80,717	117,950
FTEs													
Under 500 FTEs	15	19	79,664	104,291	106,917	116,024	127,301	60%	10,708	111,201	104,291	89,851	124,148
Over 500 FTEs	25	166	79,481	96,807	101,104		114,208	57%	6,194	104,139	101,926	77,429	115,718
California Regions													
Northern	3	4											
Bay Area	15	34	74,880	91,664	94,434		106,239	53%	3,741	95,581	91,930	72,485	104,351
Central Valley/Gold Country/High Sierra	6	49	61,298	82,958	87,955		119,608	33%		91,263	82,958		
Desert/Imperial/Inland	9	47	79,832	96,807	107,619		128,250	63%	6,390	111,170	101,926	83,781	122,376
South Coast	15	51	83,966	110,196	109,718	102,153	124,800	64%	9,568	115,124	110,603	81,718	124,598

Additional national, industry and size data cuts are available in the Excel version of the survey.

Recruitment Assistant

Job Number: 38

Provides support to assigned recruitment team for entire application, record maintenance and hiring processes from the candidates' initial contact with the Recruitment Office to completion of hire, ensuring all individuals who contact the office are treated with respect and dignity; receive swift attention and closure to requests.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	24	44	60,018	69,519	70,563	70,662	77,027	65%	2,524	71,509	70,461	57,033	81,598
FTEs													
Under 500 FTEs	9	9	57,075	63,440	66,228	66,228	74,156	50%		66,255	63,440	51,884	69,942
Over 500 FTEs	15	35	62,317	70,533	73,164	71,802	77,418	75%	2,808	74,662	70,533	58,750	85,483
California Regions													
Northern	2	3											
Bay Area	5	6	57,075	73,000	69,393	71,677	79,908	80%		70,004	73,000		
Central Valley/Gold Country/High Sierra	3	3											
Desert/Imperial/Inland	9	25	59,549	68,546	66,045		71,032	100%		67,257	70,432	54,691	77,048
South Coast	5	7	58,542	77,333	82,284		108,501	60%		84,035	78,733		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Training Manager

Job Number: 39

Plans, directs and may personally conduct supervisory training programs. Utilizes all training resources both inside and outside the organization to ensure training professionals are equipped to educate employees. Develops training manuals and other training aids. Continually analyzes the organization's training needs and recommends additions and improvements.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	26	43	92,831	108,962	116,071	113,051	127,647	60%	14,335	121,033	112,682	94,954	139,659
FTEs													
Under 500 FTEs	13	15	106,374	118,811	126,456	122,536	134,327	64%	11,373	130,830	118,811	109,106	151,277
Over 500 FTEs	13	28	90,320	103,435	105,686	107,970	117,370	56%		111,236	103,435	84,340	130,945
California Regions													
Bay Area	4	5											
Central Valley/Gold Country/High Sierra	5	5	107,624	116,002	122,098	122,098	139,620			131,592	116,002		
Desert/Imperial/Inland	6	16	68,984	89,895	95,541		127,744			99,334	89,895	75,952	113,822
South Coast	13	17	98,994	118,738	125,900	121,645	132,682	70%	11,758	130,422	118,738	104,639	154,737

Additional national, industry and size data cuts are available in the Excel version of the survey.

Training Specialist

Job Number: 40

Coordinates and conducts training programs for a variety of positions. Works with department heads and managers to organize and administer educational programs for employees in different functional areas. May conduct employee orientation. Maintains records and monitors effectiveness of training programs.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	42	173	73,697	80,499	84,343	75,814	95,198	63%	4,693	85,679	81,792	69,587	99,843
FTEs													
Under 500 FTEs	19	47	76,274	89,897	89,819	82,905	96,242	60%	1,957	90,334	89,897	75,521	104,705
Over 500 FTEs	23	126	73,346	77,592	79,819		85,280	65%	5,833	81,834	79,879	65,272	96,308
California Regions													
Northern	2	2											
Bay Area	11	69	71,992	76,274	84,923		91,160	70%	2,919	86,250	76,274	76,212	105,976
Central Valley/Gold Country/High Sierra	10	12	72,326	84,009	86,421	89,245	102,321	33%		87,118	85,156	69,718	95,745
Desert/Imperial/Inland	11	32	73,346	83,160	82,459		92,000	70%	7,235	85,034	84,643	64,107	95,307
South Coast	14	58	70,516	78,834	82,783	76,710	95,024	64%	3,932	83,977	80,455	67,693	101,500

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chief Legal Officer / General Counsel

Job Number: 41

Ensures that all policies, procedures, programs, and contracts of the organization and its affiliates are in compliance with laws and regulations. Represents the organization and its affiliates to courts, government agencies, and other organizations with regard to complex legal problems and issues. Manages all retained outside counsel and litigation affecting the organization. Participates in negotiations with outside contractors and organizations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	29	33	232,334	318,250	347,167	328,887	401,825	74%	135,320	421,826	354,253	235,776	361,426
FTEs													
Under 500 FTEs	13	17	201,078	237,795	282,325	262,098	397,125	67%	87,613	322,762	266,677	206,089	305,029
Over 500 FTEs	16	16	266,251	332,467	399,851	399,851	454,675	80%	163,945	502,316	360,935	260,896	409,147
California Regions													
Bay Area	8	11	211,804	319,233	298,457		364,859	75%	179,114	410,404	378,613	193,863	294,214
Central Valley/Gold Country/High Sierra	8	8	221,471	269,590	350,730	350,730	357,635	71%		387,593	283,358	219,351	323,842
Desert/Imperial/Inland	8	8	313,808	395,028	434,155	434,155	488,625	71%		545,440	437,828	290,350	444,410
South Coast	5	6	182,178	242,500	280,221	271,518	397,125	80%		297,094	285,331	224,280	365,080

Additional national, industry and size data cuts are available in the Excel version of the survey.

Attorney

Job Number: 42

Renders opinions on legal questions regarding law of contracts, lease provisions, interpretation of various tax laws, etc. Provides liaison with outside counsel engaged for specific purposes such as patents, trademarks, disputes in and out of court, and in instances when local counsel is required. Examines and/or investigates claims and affects settlements within prescribed authorized limits. May represent organization in litigation involving relatively less important matters.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	27	106	138,759	180,000	218,998		252,917	70%	20,469	228,631	201,627	139,324	209,642
FTEs													
Under 500 FTEs	12	36	128,389	148,582	202,758	165,321	188,636	33%		206,101	148,582	117,087	170,603
Over 500 FTEs	15	70	144,200	204,644	231,990		262,704	93%	22,598	246,654	207,134	157,518	241,583
California Regions													
Bay Area	10	36	136,417	194,202	285,397		467,563	56%		292,783	203,548	127,685	185,455
Central Valley/Gold Country/High Sierra	1	6											
Desert/Imperial/Inland	7	13	130,330	174,124	192,998	232,743	262,996	83%		205,586	188,174	172,907	261,274
South Coast	12	51	158,641	181,339	207,093		238,459	73%	16,808	217,798	202,573	130,161	201,815

Additional national, industry and size data cuts are available in the Excel version of the survey.

Legal Secretary

Job Number: 43

Intermediate-level job. Performs legal secretarial work requiring knowledge of legal terminology and an understanding of legal processes and procedures. Position responsibilities include a variety of clerical assignments, maintenance of files and law library, and making travel arrangements. Works somewhat independently and deals with information that is often of a confidential nature. Uses a personal computer to produce reports, documents (such as contracts, briefs and other legal materials), letters, etc. Works for one (or more) attorney(s).

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	11	53	56,139	80,000	79,195	99,115	103,140	67%	2,784	80,460	81,685	60,310	91,781
FTEs													
Under 500 FTEs	6	6	54,090	65,033	68,703	68,703	86,985	60%		69,254	65,751		
Over 500 FTEs	5	47	72,946	103,140	91,785		104,948			93,908	105,081		
California Regions													
Bay Area	6	23	68,070	98,097	90,894		106,514	80%		92,092	98,741		
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	2	2											
South Coast	5	27	64,940	96,155	87,062		104,638	60%		88,379	99,790		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Paralegal

Job Number: 45

Assists General Counsel, Corporate or outside attorneys in their furnishings of legal service for the organization. Conducts research. Drafts specific legal documents and correspondence. Collects, organizes and analyzes information. Completes assigned projects as directed.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	21	60	79,497	90,930	99,782	106,548	112,653	68%	6,288	102,713	90,930	77,252	112,646
FTEs													
Under 500 FTEs	8	14	77,695	86,033	93,790		102,965	43%		97,775	86,033	82,960	107,875
Over 500 FTEs	13	46	81,156	103,084	103,470	111,120	125,659	83%	3,874	105,753	109,450	74,658	114,814
California Regions													
Bay Area	8	19	91,270	108,170	112,622		115,286	100%	5,826	116,263	112,056		
Central Valley/Gold Country/High Sierra	3	9											
Desert/Imperial/Inland	6	7	71,750	114,948	110,413	115,138	144,542	80%		114,625	114,948	83,675	122,304
South Coast	8	25	88,962	96,775	98,871	110,266	106,036	75%	3,612	101,412	102,163	70,917	108,405

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President Marketing

Job Number: 47

The top marketing executive in the organization. Responsible for all of the marketing functions of the organization including, development, implementation, maintenance, evaluation and reporting for the marketing initiatives. Develops short- and long-term marketing objectives, designs and implements programs. May include responsibility for field support and international efforts.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	33	43	198,054	250,000	241,923	242,954	293,884	63%	45,928	263,122	267,836	180,879	277,670
FTEs													
Under 500 FTEs	22	25	153,133	213,037	224,046	225,539	283,492	60%	30,946	238,383	235,917	166,888	250,181
Over 500 FTEs	11	18	250,000	262,566	277,677	267,141	308,010	70%	73,395	312,601	300,019	212,858	340,501
California Regions													
Bay Area	11	12	230,006	291,983	281,938	283,093	308,040	60%		305,215	291,983	193,103	269,559
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	5	7	188,775	232,570	225,707		259,208			241,389	250,000		
South Coast	15	22	146,160	214,240	219,573	227,217	266,276	71%	41,982	243,813	260,000	174,917	272,837

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Marketing

Job Number: 48

Develops and directs short-range and long-range marketing plans and strategies of the organization according to business objectives. Identifies appropriate markets, market needs and opportunities. Directs the implementation of marketing efforts including promotions, market research, advertising, and public relations. Responsible for compliance with laws, regulations and guidelines with respect to advertising and marketing functions.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	56	123	129,189	152,500	156,432	170,468	181,976	62%	20,598	166,363	154,747	127,273	192,034
FTEs													
Under 500 FTEs	40	78	124,900	150,171	155,230	170,496	196,438	56%	20,030	163,743	151,170	130,072	187,458
Over 500 FTEs	16	45	142,655	156,683	159,438	170,420	175,088	75%	21,563	172,914	164,193	122,275	200,204
California Regions													
Northern	4	4											
Bay Area	20	35	142,164	157,720	165,915		208,820	47%	26,288	176,430	162,326	154,846	217,695
Central Valley/Gold Country/High Sierra	5	10	132,302	150,341	148,378		163,472			148,378	150,341		
Desert/Imperial/Inland	9	19	145,533	153,704	166,813	175,938	176,370	78%	37,446	187,616	164,925	125,374	197,370
South Coast	19	55	120,000	137,410	143,836	159,716	173,973	67%	12,475	150,402	137,410	113,678	181,314

Additional national, industry and size data cuts are available in the Excel version of the survey.

Marketing Manager

Job Number: 49

Plans, implements and evaluates marketing programs or projects that support organizational marketing goals and objectives including specific strategies for the organization's products or services. Coordinates and manages some or all of the following programs: promotions, market research, advertising, sales and public relations. Works with executives and other managers to determine marketing needs. Prioritizes, forecasts, schedules and coordinates resources required for assigned programs and projects. Maintains current knowledge of laws, regulations and guidelines with respect to advertising and marketing functions.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	53	222	84,174	104,000	108,272		137,068	66%	10,907	112,860	104,000	90,239	128,362
FTEs													
Under 500 FTEs	36	144	80,504	94,101	101,177		121,660	65%	8,661	104,626	94,101	86,660	116,330
Over 500 FTEs	17	78	105,212	122,596	123,296		142,839	69%	14,276	130,297	141,483	96,054	147,914
California Regions													
Northern	3	3											
Bay Area	19	30	92,030	109,200	113,253	121,392	142,154	65%	10,459	118,454	109,990	106,699	139,911
Central Valley/Gold Country/High Sierra	7	11	69,680	87,360	86,759		96,963	50%		90,294	87,360	76,601	112,834
Desert/Imperial/Inland	13	36	96,725	124,800	124,697	148,753	155,867	73%	20,881	134,050	139,045	92,722	138,941
South Coast	22	142	82,088	104,541	110,621		137,415	71%	12,161	117,255	105,254	86,024	127,086

Additional national, industry and size data cuts are available in the Excel version of the survey.

Marketing Communications Specialist

Job Number: 50

Writes, edits and designs marketing materials for assigned products/services. May assist in the development of marketing plans. Creates, proofs and processes brochures, documents, manuals and forms using PC desktop publishing software. Works with outside vendors, as necessary, for materials completion.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	54	129	65,954	77,021	77,917	85,085	87,340	63%	5,112	79,969	78,441	63,634	88,160
FTEs													
Under 500 FTEs	31	63	61,006	73,189	76,255	77,163	87,006	68%	5,544	78,661	74,880	63,394	81,484
Over 500 FTEs	23	66	71,219	80,372	80,156	92,647	87,673	56%	4,441	81,732	80,372	63,896	95,471
California Regions													
Northern	3	3											
Bay Area	14	21	74,286	88,503	91,716	89,908	110,449	75%	9,966	95,275	91,803	73,944	96,864
Central Valley/Gold Country/High Sierra	5	7	58,001	63,638	67,963	69,223	80,088			67,963	63,638		
Desert/Imperial/Inland	14	17	59,062	78,126	74,063	75,001	88,614	58%	2,658	75,203	79,220	59,205	81,217
South Coast	25	81	65,008	75,000	77,911	87,836	86,468	67%	4,463	80,111	77,300	64,286	92,931

Additional national, industry and size data cuts are available in the Excel version of the survey.

Market Research Analyst

Job Number: 52

Plans, designs and conducts market studies for product groups or marketing regions. Makes field studies of customer preferences or reactions to present or potential products or services. Applies sophisticated statistical methods for determining market samples and the significance of information obtained. Analyzes data developed and presents findings with recommendations for actions to be taken. May assist with pricing and/or product development.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	20	77	78,446	95,990	98,138	103,567	120,390	67%	16,028	106,963	100,098	77,311	112,530
FTEs													
Under 500 FTEs	10	20	68,640	83,140	94,682	94,773	123,440	67%	19,862	106,570	98,915	80,327	104,391
Over 500 FTEs	10	57	82,065	97,669	101,594		124,209	67%	12,194	107,356	100,098	74,897	119,042
California Regions													
Bay Area	9	22	87,652	109,223	110,077		136,959	63%	7,236	114,065	110,412	89,568	125,139
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	7	13	68,640	81,020	83,682	86,123	97,388	67%		92,272	97,388	63,363	97,539
South Coast	9	41	73,040	85,259	91,645		111,193	67%	32,339	108,903	107,435	71,741	109,281

Additional national, industry and size data cuts are available in the Excel version of the survey.

Social Media Coordinator

Job Number: 53

Writes blogs, editorials, news releases and other web content on social media channels and online communities. Researches social media channels that are appropriate for the business and engages in social media efforts.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	29	80	59,673	64,896	70,004		77,255	54%	3,261	71,537	66,318	59,827	86,168
FTEs													
Under 500 FTEs	23	34	54,106	62,026	68,092	64,836	77,500	48%	2,507	69,182	63,776	58,793	83,130
Over 500 FTEs	6	46	62,596	71,466	77,333		97,938	80%		80,564	73,044	62,927	95,283
California Regions													
Bay Area	4	6											
Central Valley/Gold Country/High Sierra	5	5	53,092	60,320	64,103	64,103	77,006	40%		64,253	60,320		
Desert/Imperial/Inland	8	13	61,048	65,420	67,536		72,053	57%		68,681	66,706	55,568	86,220
South Coast	12	56	57,525	67,579	69,204		77,469	55%	2,248	70,515	69,961	60,599	85,723

Additional national, industry and size data cuts are available in the Excel version of the survey.

Communications Manager

Job Number: 54

Plans, supervises and controls the publication of company magazines, newsletters and bulletins. Assigns or directly researches and writes feature articles and notices to be included in publications. Directs the creation of art work, photographs, layout, and other elements of publications. Authorizes and coordinates the use of vendors for communication related services. Monitors the work performance of department personnel and prioritizes assignments. Reviews prepared materials for style, accuracy and effectiveness.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	38	95	91,792	115,613	122,143	115,985	141,745	53%	9,384	126,094	117,768	100,938	146,204
FTEs													
Under 500 FTEs	23	59	90,000	111,826	121,356		130,569	45%	5,024	123,104	111,826	110,839	151,015
Over 500 FTEs	15	36	93,891	134,901	123,349		144,594	64%	13,744	130,679	135,495	90,377	141,073
California Regions													
Northern	3	3											
Bay Area	18	37	91,792	121,624	127,168		150,489	56%	5,687	130,011	123,779	107,909	155,697
Central Valley/Gold Country/High Sierra	5	5	91,941	111,826	109,082	109,082	124,851			109,082	111,826		
Desert/Imperial/Inland	5	11	68,180	92,500	92,969		117,994			99,863	92,500		
South Coast	12	39	93,552	126,984	126,147		143,740	55%	8,999	130,646	128,711	106,614	155,359

Additional national, industry and size data cuts are available in the Excel version of the survey.

Communications Specialist

Job Number: 55

Edits and publishes all or sections of company magazines, newsletter or bulletins.. Researches and writes feature articles and short notices to be included in publications. Directs all or sections of the creation of art work, photographs, layout and other elements of publications. May have responsibility for special project communications, such as employee benefits, employee activities, charitable activities and employee recognition. Coordinates communications work sent to outside printers and participates in making decisions regarding selection of vendors for communication related services.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	25	55	64,354	79,976	85,180	99,524	98,676	55%	3,534	86,593	79,976	72,252	97,094
FTEs													
Under 500 FTEs	15	39	62,400	74,360	86,348	107,106	101,887	50%	2,030	87,025	74,360	74,680	95,486
Over 500 FTEs	10	16	64,354	88,547	83,428		99,483	63%	5,037	85,946	89,377	68,475	99,594
California Regions													
Northern	1	1											
Bay Area	11	26	74,360	91,395	103,190		107,842	60%	3,085	104,592	91,395	91,092	119,653
Central Valley/Gold Country/High Sierra	5	13	47,840	63,895	60,618		71,757	20%		60,698	63,895	53,979	69,785
Desert/Imperial/Inland	4	4											
South Coast	5	11	55,633	67,800	71,009	72,512	87,989			72,511	69,584	62,312	85,599

Additional national, industry and size data cuts are available in the Excel version of the survey.

Graphic Artist

Job Number: 56

Conceives and develops graphic layout ideas for proposed finished art. Counsels clients in graphic art development. Develops and directs illustrations, lettering, key line, etc. Creates themes, look and positioning of publications and collateral work. Plans and directs photography as part of assignments. Assists in the supervision of printing production and proofing. Evaluates and recommends the use of new graphic arts developments. Manages project workflow to ensure high productivity and that projects are completed on time.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	36	102	71,076	90,621	92,066	91,101	109,000	74%	3,612	93,658	91,023	70,110	102,723
FTEs													
Under 500 FTEs	23	59	76,718	92,500	98,438	95,754	116,699	81%	2,999	99,692	92,500	74,487	105,484
Over 500 FTEs	13	43	64,189	80,802	80,792	84,717	95,332	60%	4,838	82,981	80,802	64,386	99,113
California Regions													
Bay Area	8	22	77,325	109,000	109,566	106,138	136,261	83%		110,649	112,310	85,535	115,402
Central Valley/Gold Country/High Sierra	7	9	62,338	76,718	80,180	79,410	108,151	67%		80,565	76,718	62,281	86,098
Desert/Imperial/Inland	8	17	76,284	98,036	94,085		112,810	57%		95,994	98,986	71,402	105,927
South Coast	14	54	70,890	90,621	87,867	90,912	98,341	85%	3,679	90,194	91,023	69,036	106,572

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President of Sales

Job Number: 57

Responsible for all sales functions in the organization. Formulates and evaluates the implementation of sales policies, objectives, procedures and plans. Participates with other top management in defining and planning for long-range organizational goals.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	29	40	207,701	225,000	244,044	239,296	289,296	81%	77,037	289,203	231,000	190,715	294,791
FTEs													
Under 500 FTEs	19	23	185,640	221,450	247,003	247,326	286,204	83%	66,655	292,609	275,628	194,866	289,968
Over 500 FTEs	10	17	208,750	227,911	238,422		300,694	75%		282,733	227,911	184,488	302,025
California Regions													
Bay Area	11	13	220,000	280,000	289,332	288,851	345,134	91%	150,383	385,030	384,800	213,726	316,638
Central Valley/Gold Country/High Sierra	2	3											
Desert/Imperial/Inland	5	7	197,500	230,821	234,066		272,254			250,523	230,821		
South Coast	11	17	207,500	220,000	229,070		284,968	80%	24,223	244,485	228,247	184,479	304,039

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Sales

Job Number: 58

Develops short-range and long-range sales initiatives. Determines organizational sales needs and works with top management in developing a sales strategy for the organization's products and/or services. Directs training programs for sales staff.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	35	82	125,000	170,000	164,987	164,699	202,467	76%	36,096	185,124	175,000	140,123	203,316
FTEs													
Under 500 FTEs	23	47	112,113	150,000	155,143	154,467	202,467	68%	34,662	174,666	154,767	140,854	197,745
Over 500 FTEs	12	35	161,500	173,306	183,855	178,440	206,104	91%	38,761	205,167	179,812	139,150	210,745
California Regions													
Northern	1	1											
Bay Area	16	33	127,596	167,176	175,211	156,587	218,023	80%	53,031	208,258	201,728	154,525	216,523
Central Valley/Gold Country/High Sierra	5	6	106,982	180,000	166,286	160,882	218,734			170,566	180,000		
Desert/Imperial/Inland	8	13	129,500	162,831	167,392		192,086	100%	28,773	188,971	188,506	139,780	200,610
South Coast	14	29	132,151	158,558	165,091	171,826	193,083	69%	32,616	183,728	162,383	132,736	194,617

Additional national, industry and size data cuts are available in the Excel version of the survey.

Outside Sales Representative

Job Number: 59

Sells a specific line or lines of products or services through direct, face-to-face contact. May be restricted to a specific territory or dollar amount. Is typically responsible for finding and developing new clients. Negotiates price, delivery, contracts, and warranty terms. Requires extensive knowledge of the organization's policies, products and/or services.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	52	440	69,229	92,927	95,973	84,567	121,936	70%	13,634	102,184	94,272	75,208	115,644
FTEs													
Under 500 FTEs	32	181	73,967	96,224	103,302	92,626	131,318	71%	11,470	108,633	96,224	86,767	127,101
Over 500 FTEs	20	259	65,703	88,114	84,248	78,935	97,449	67%	17,241	91,866	92,878	63,648	104,188
California Regions													
Northern	9	22	66,820	73,899	87,021		120,349	75%	21,448	98,937	90,000	60,963	84,802
Bay Area	20	122	66,053	84,185	93,921	81,132	119,934	71%	26,437	107,116	105,868	68,782	105,885
Central Valley/Gold Country/High Sierra	18	51	64,251	79,807	86,802	76,705	90,037	71%	9,257	90,905	83,465	62,842	99,205
Desert/Imperial/Inland	20	85	56,508	79,063	79,950	83,519	96,492	47%	24,821	87,354	84,729	64,672	102,858
South Coast	26	160	67,293	90,188	96,480	86,721	121,936	78%	14,994	103,751	96,224	73,952	116,347

Additional national, industry and size data cuts are available in the Excel version of the survey.

Customer Service Representative

Job Number: 60

Corresponds in person, or by telephone, with customers concerning requests for information regarding service or product availability, delivery, pricing, billing, status of accounts or other matters in a manner that will maintain good customer relations. Has contacts with other departments and locations within the organization, as necessary, to obtain and provide information. Completes necessary records to document inquiries. The primary focus of this position is the gathering and exchange of information. Authority to take action is limited to established policy. Refers more difficult quality, service or application questions to higher level customer service staff or other appropriate internal staff. Handles necessary documents to complete inquiries. Typically, work is performed using a personal computer.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	84	3788	48,226	54,119	55,908		61,305	54%	3,438	57,176	55,151	46,987	64,268
FTEs													
Under 500 FTEs	55	776	48,490	57,808	58,400		66,895	58%	3,540	60,078	58,136	49,767	65,784
Over 500 FTEs	29	3012	46,099	50,565	51,181		56,481	46%	3,163	51,673	51,242	42,174	61,644
California Regions													
Northern	9	138	41,752	48,880	50,114		57,172	25%		50,283	48,880	41,283	53,749
Bay Area	26	627	50,634	58,336	58,935		69,255	54%	7,911	61,975	59,311	49,688	68,582
Central Valley/Gold Country/High Sierra	24	867	43,601	50,250	52,685		63,244	39%	447	52,827	50,588	46,261	61,079
Desert/Imperial/Inland	27	976	46,800	55,105	53,994		59,894	48%	3,380	54,608	55,550	44,255	63,105
South Coast	42	1180	46,958	52,432	55,234		59,684	55%	1,942	56,100	53,821	44,746	64,508

Additional national, industry and size data cuts are available in the Excel version of the survey.

Customer Service Representative - Senior

Job Number: 61

Senior-level customer service job, requiring technical knowledge of product or services. Has frequent contact with customers to provide or clarify information concerning service, products, pricing, billing, status of accounts, quality or warranty/remedy questions. Responds to technical product or service application inquiries, complaints or requests for special consideration or remedies. Has authority, within guidelines, to make changes to pricing, authorize returns, or waive fees in order to ensure customer satisfaction. May provide work direction to non-technical customer service personnel.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	51	559	56,470	65,021	67,743	62,123	75,312	54%	3,288	68,764	66,361	54,755	78,685
FTEs													
Under 500 FTEs	29	189	57,364	68,700	71,554	64,926	76,648	52%	1,645	72,300	68,700	59,334	81,928
Over 500 FTEs	22	370	52,567	60,258	62,720	60,692	67,275	58%	5,588	64,103	61,566	48,730	74,417
California Regions													
Northern	3	7											
Bay Area	12	62	61,240	76,648	79,596		98,549	55%	9,426	82,365	76,648	67,950	100,156
Central Valley/Gold Country/High Sierra	15	103	51,740	63,611	63,927	57,736	75,000	36%		64,234	63,611	51,619	69,373
Desert/Imperial/Inland	18	163	54,149	67,479	67,767		78,824	63%	4,225	68,513	68,405	51,788	75,188
South Coast	25	224	57,097	63,752	67,205	61,213	70,011	67%	4,848	68,943	63,752	55,128	80,505

Additional national, industry and size data cuts are available in the Excel version of the survey.

Customer Service Representative - All Incumbents

Job Number: 61.5

Corresponds in person, or by telephone, with customers concerning requests for information regarding service or product availability, delivery, pricing, billing, status of accounts or other matters in a manner that will maintain good customer relations. Has contacts with other departments and locations within the organization, as necessary, to obtain and provide information. Completes necessary records to document inquiries. The primary focus of this position is the gathering and exchange of information. Authority to take action is limited to established policy. Refers more difficult quality, service or application questions to higher level customer service staff or other appropriate internal staff.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	92	4347	50,418	56,957	59,821		65,116	58%	3,683	61,170	57,667	49,750	69,046
FTEs													
Under 500 FTEs	61	965	51,451	59,720	62,999		71,600	59%	3,526	64,693	60,236	53,247	71,551
Over 500 FTEs	31	3382	48,465	53,380	53,568		59,798	56%	4,059	54,238	53,941	43,273	64,409
California Regions													
Northern	10	145	43,444	51,570	52,646		64,435	22%		52,798	51,570	44,965	56,587
Bay Area	28	689	53,071	59,745	64,732		74,578	58%	8,552	68,075	60,508	54,689	78,743
Central Valley/Gold Country/High Sierra	28	970	46,316	54,283	55,933		65,951	41%	863	56,200	54,441	48,505	64,363
Desert/Imperial/Inland	29	1139	48,734	57,418	58,296		65,629	56%	3,301	58,935	58,263	47,047	67,829
South Coast	47	1404	48,894	55,004	58,972		62,379	62%	3,639	59,921	57,189	47,828	68,548

Additional national, industry and size data cuts are available in the Excel version of the survey.

Customer Service Supervisor

Job Number: 62

Supervises daily activities of customer service staff. Has frequent contact with major customers to obtain, provide or clarify information concerning account status, services, product application, warranty satisfaction, adjustments or return authorization. Has authority to make changes to pricing or waive fees in order to ensure customer satisfaction. Contacts appropriate service, production, sales, quality and other departments to ensure prompt and continuous communication of information for use or consideration by each respective department. Assists Customer Service Manager in implementing departmental policy and procedure.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	48	359	70,084	75,765	79,625		90,808	67%	4,706	81,857	78,090	66,561	96,871
FTEs													
Under 500 FTEs	31	61	69,510	76,544	81,829	77,318	93,111	69%	4,817	84,315	78,424	69,971	97,989
Over 500 FTEs	17	298	69,875	74,069	75,605		83,538	64%	4,484	77,375	74,567	61,747	95,292
California Regions													
Northern	4	18											
Bay Area	10	41	64,395	80,929	78,282		91,291	56%		79,103	81,253	69,273	94,467
Central Valley/Gold Country/High Sierra	10	58	48,317	63,527	69,420		99,951	67%	1,633	70,399	63,527	59,959	83,752
Desert/Imperial/Inland	11	117	71,492	81,726	82,039		95,992	70%	4,386	83,992	84,143	61,925	97,420
South Coast	22	125	68,371	74,475	77,235		85,125	60%	6,598	80,192	75,480	64,874	98,833

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President of Engineering

Job Number: 63

Plans, analyzes and evaluates engineering programs, plans and procedures. Reviews recommendations for methods and equipment for development of projects. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	36	176,366	216,838	228,975	241,347	278,536	81%	79,721	275,821	217,005	175,615	254,695
FTEs													
Under 500 FTEs	11	20	175,024	194,251	213,429		265,000	80%	31,833	230,793	214,072	179,923	252,774
Over 500 FTEs	6	16	174,047	260,923	257,476		337,457	83%		358,373	276,342		
California Regions													
Bay Area	7	13	239,775	275,000	275,527		326,915	86%	124,784	382,485	314,000		
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	4	8											
South Coast	6	14	153,186	195,890	195,832		238,419	100%		204,447	215,297	165,259	231,102

Additional national, industry and size data cuts are available in the Excel version of the survey.

Mechanical Engineer

Job Number: 64

Prepares and directs the mechanical design of products in accordance with design proposals using alternative approaches with some originality and moderate technical risk. Designs and analyzes machine assemblies, provides technical assistance in resolving critical equipment problems in the manufacturing process, prepares mechanical engineering specifications, and works with outside vendors to obtain necessary materials for product design.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	14	111	75,874	106,913	116,376		154,195	75%	9,481	119,877	107,260	88,738	124,096
FTEs													
Under 500 FTEs	5	10	82,660	105,000	115,220		152,889			117,759	105,000	96,773	127,056
Over 500 FTEs	9	101	72,274	108,826	117,019		154,195	75%	10,735	121,054	109,520	82,999	121,982
California Regions													
Bay Area	5	11	67,727	183,750	142,024		195,458			148,482	189,654		
Desert/Imperial/Inland	5	31	72,461	89,146	97,035		125,554			97,161	89,342		
South Coast	6	69	90,200	115,427	111,838		129,887	83%		115,157	115,774	92,672	133,981

Additional national, industry and size data cuts are available in the Excel version of the survey.

Electrical Engineer

Job Number: 65

Under general supervision, performs a wide range of engineering work that is fairly difficult in nature. Duties include designing, planning and overseeing manufacture, construction, installation, operation and the maintenance of electric or electronic components, equipment, systems and machinery. Works closely with other engineering fields to increase production quality, efficiency and/or volume.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	12	59	120,951	137,610	132,359		163,004	50%		136,468	143,214	96,657	154,616
FTEs													
Under 500 FTEs	7	13	133,271	148,740	148,723	148,023	169,415	50%		151,536	148,740	111,086	188,704
Over 500 FTEs	5	46	61,610	120,103	109,450		151,965			115,373	120,707		
California Regions													
Bay Area	2	4											
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	6	44	94,430	134,098	129,202		159,078			132,484	140,528	90,330	168,696
South Coast	3	10											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Manufacturing Engineer

Job Number: 67

Performs various manufacturing engineering assignments under limited supervision with only a general outline of objectives. Plans and develops work program and project cost estimates for approval by immediate supervisor and secures prior approval for subsequent changes or departures from approved plans or estimates. Works on projects involving the location of equipment, determination of work flow, analysis of production and processing steps, planning and scheduling of production, cost reduction and cost control problems, etc. Participates in conversion to new methods, systems, etc., to assure implementation as planned.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	20	101	80,000	102,985	101,471		120,328	56%	11,298	105,708	103,849	76,883	111,290
FTEs													
Under 500 FTEs	11	23	85,876	102,050	103,278		124,800	60%	14,945	110,071	103,581	81,203	117,248
Over 500 FTEs	9	78	74,164	105,838	99,263		125,089	50%		100,376	106,669	70,712	102,780
California Regions													
Northern	1	1											
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	2	4											
Desert/Imperial/Inland	7	45	76,050	103,921	97,637		115,856	50%		98,383	104,117	76,544	115,930
South Coast	10	49	80,000	98,525	100,747		120,000	67%		102,409	99,367	77,385	113,503

Additional national, industry and size data cuts are available in the Excel version of the survey.

Drafter/Designer (CAD)

Job Number: 68

Follow established drafting standards and principles to prepare layouts and drawings (for example of machinery, equipment, or structures) from engineering specifications. Use Computer Aided Design (CAD) and associated peripheral equipment and software or manual drafting techniques to perform scaling dimensioning, or line locating. Combine details from sketches, drawings, and blueprints to make required calculations. Detail, redraw, letter, and trace drawings on components, assemblies, and engineering change orders. Interpret data, instructions, and specifications (for example previous drawings, layouts, sketches, notes, and verbal instructions) to prepare accurate drawings

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	69	69,244	75,557	80,609	85,750	95,282	71%	4,506	82,371	80,879	65,561	96,841
FTEs													
Under 500 FTEs	6	10	69,527	81,386	84,724	83,392	103,259	100%		87,726	84,125	73,202	109,785
Over 500 FTEs	13	59	64,980	73,602	78,710	86,149	96,725	58%	4,508	79,900	75,557	61,740	90,370
California Regions													
Bay Area	5	15	68,797	83,000	85,452	90,669	103,333			87,145	83,000	68,469	87,774
Central Valley/Gold Country/High Sierra	6	7	52,000	67,858	68,765	72,771	86,438	50%		70,459	68,394	61,805	89,512
Desert/Imperial/Inland	8	18	74,385	80,602	88,337	89,044	106,330	57%		89,847	82,756	63,164	100,653
South Coast	7	29	73,760	87,193	89,113	84,293	104,517	86%	3,028	90,563	87,193	68,967	104,917

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President Manufacturing

Job Number: 69

The top manufacturing executive in the organization. Responsible for all of the durable and/or non-durable goods manufacturing functions of the organization including, development, implementation, maintenance, evaluation and reporting for all of the manufacturing processes.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	20	136,700	221,096	212,774	213,167	285,252	75%	52,921	245,340	221,096	161,216	241,702
FTEs													
Under 500 FTEs	8	9	120,850	150,500	162,660	154,732	198,630	86%	16,152	172,754	159,101	113,986	150,290
Over 500 FTEs	5	11	244,773	300,500	292,956		337,368	60%		361,478	362,408	208,445	333,113
California Regions													
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	3	4											
South Coast	8	12	142,200	203,947	215,762	229,294	285,252	71%		247,487	203,947	157,227	244,454

Additional national, industry and size data cuts are available in the Excel version of the survey.

Manufacturing Manager

Job Number: 70

Develops plant policies consistent with company policies and objectives. Coordinates manufacturing schedules based on sales levels and production capacity. Develops and maintains plant budgets. Oversees utilization and maintenance of buildings and equipment, and directs facilities changes and equipment acquisitions. Participates in the conduct of industrial and labor relations, including union negotiations where applicable.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	41	72,655	125,000	118,816	120,468	142,980	73%	12,755	126,066	131,501	88,847	126,297
FTEs													
Under 500 FTEs	9	15	72,655	120,000	112,581	105,145	138,832	88%	2,236	114,072	120,000	94,995	127,480
Over 500 FTEs	8	26	83,126	134,448	125,831		148,649	57%		139,561	138,538	82,698	125,113
California Regions													
Bay Area	5	8	83,408	120,000	129,880		181,292			143,212	120,000		
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	7	11	72,509	99,446	119,017		171,355	83%	5,842	123,190	101,865	91,346	142,843
South Coast	4	18											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Production Supervisor

Job Number: 72

Reviews production orders and ensures that production schedules are met. Organizes and assigns work, and supervises and assists employees in daily work performance. Anticipates production and personnel problems and resolves problems to minimize their effect on production. Maintains good housekeeping and enforces safe work practices.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	26	126	61,710	82,592	84,008	82,447	105,892	72%	6,431	87,298	84,811	66,680	99,501
FTEs													
Under 500 FTEs	15	46	57,190	82,850	81,460		95,000	73%	4,496	84,110	82,850	63,791	89,700
Over 500 FTEs	11	80	68,230	81,202	87,483	88,385	112,472	70%	9,334	91,645	84,861	70,212	111,480
California Regions													
Northern	2	2											
Bay Area	6	10	67,330	97,217	98,461	105,586	130,836	50%		101,126	100,356		
Central Valley/Gold Country/High Sierra	5	11	55,526	82,194	79,589		102,350	60%		83,382	89,423	69,037	95,997
Desert/Imperial/Inland	10	59	61,645	77,296	82,891	71,718	106,065	89%	5,751	85,970	83,338	66,078	104,067
South Coast	10	44	60,779	82,767	85,277	92,024	111,293	80%	7,943	90,130	86,531	68,946	105,908

Additional national, industry and size data cuts are available in the Excel version of the survey.

Machine Maintenance Mechanic

Job Number: 73

Performs skilled duties in the repair of manufacturing machines and controls. Tears down, repairs and rebuilds machines and equipment. Installs new machinery, fixtures and necessary hookups. May design and build machine guards, shields, and related attachments. May perform facilities maintenance involving welding, plumbing, painting, carpentry, and other skilled level maintenance duties.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	25	164	58,782	68,827	72,941	65,412	75,195	45%	14,341	78,104	69,342	58,122	84,198
FTEs													
Under 500 FTEs	7	26	52,000	68,640	65,334		75,192	57%		68,474	69,342	57,687	78,997
Over 500 FTEs	18	138	60,906	69,254	75,900	66,803	76,491	40%	21,419	81,849	69,254	58,277	86,055
California Regions													
Northern	1	1											
Bay Area	6	13	67,132	76,800	95,496	84,975	142,555	67%		112,911	80,068		
Central Valley/Gold Country/High Sierra	8	32	52,078	61,086	62,690	60,856	68,803	50%		64,050	61,463	53,642	75,570
Desert/Imperial/Inland	10	61	51,950	64,887	64,528	60,341	70,619	25%		65,494	64,887	51,482	72,067
South Coast	9	57	55,945	73,931	68,089	68,768	76,007	33%		68,901	73,931	54,074	77,249

Additional national, industry and size data cuts are available in the Excel version of the survey.

Machine Operator

Job Number: 74

Sets up and operates machines and related equipment used in production process. Work may be performed on a number of different machines. Operations may be somewhat repetitive. Responsible for detecting products that do not meet quality standards and corrects machine malfunctions.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	569	45,526	49,856	54,959	54,857	62,789	50%	1,598	55,657	49,856	44,066	62,754
FTEs													
Under 500 FTEs	9	142	41,957	56,713	55,112		62,595	78%	1,850	56,428	60,038	44,753	63,130
Over 500 FTEs	10	427	46,088	49,349	54,820		65,562	22%		54,963	49,349	43,550	62,471
California Regions													
Northern	2	10											
Bay Area	2	24											
Central Valley/Gold Country/High Sierra	8	91	41,560	47,810	51,428		55,553	50%		51,946	47,810	41,560	56,075
Desert/Imperial/Inland	7	119	45,526	48,465	53,498		63,997	33%		53,526	48,465	42,930	62,839
South Coast	8	325	46,649	49,565	54,203		61,251	25%		54,453	49,565	44,367	65,752

Additional national, industry and size data cuts are available in the Excel version of the survey.

Welder

Job Number: 76

Performs wire, stick, gas or heliarc welding on the more routine operations. Considers type and gauge of steel to be welded and makes adjustments for proper heat. Places metal parts to be welded on fixtures, attaches jigs, clamps, etc., as needed to hold metal parts in proper position for welding.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	14	54,080	71,947	69,522		73,382	50%		70,165	71,947	54,633	79,069
FTEs													
Under 500 FTEs	4	9											
Over 500 FTEs	3	5											
California Regions													
Northern	1	2											
Bay Area	1	2											
Central Valley/Gold Country/High Sierra	3	4											
Desert/Imperial/Inland	1	1											
South Coast	1	5											

Additional national, industry and size data cuts are available in the Excel version of the survey.

CNC (Computerized Numeric Controlled) Machinist

Job Number: 77

Setups, adjusts, performs simple to complex programming, and operates a variety of multi-axis CNC machines for milling, turning, boring, and grinding. Follows set up procedures and recommends improvements. Provides accurate inventory counts. Assists in process development with engineers, quality techs and supervisors. Performs duties outlined for CNC Machinist Entry.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	78	50,960	68,423	73,496		89,918	57%		74,024	68,423	54,060	81,945
FTEs													
Under 500 FTEs	4	12											
Over 500 FTEs	3	66											
California Regions													
Central Valley/Gold Country/High Sierra	2	3											
Desert/Imperial/Inland	2	10											
South Coast	4	65											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Mechanical Assembler

Job Number: 79

Assembles and packs sub-assemblies and completed assemblies. May set-up and test assemblies. Maintains work efficiency and productivity on assigned work station/assembly positions. Monitors daily quality of assemblies and communicates discrepancies. Participates in QAT and problem-solves to continually improve the quality of assemblies and processes Operates shop floor PCs to report information on quality, delivery, and cost. Monitor and report on first pass yield.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	280	42,292	50,251	52,065		63,138	70%	1,387	52,599	50,340	45,813	65,519
FTEs													
Under 500 FTEs	10	125	41,838	50,633	51,645		63,138	88%	1,387	52,338	53,245	46,712	69,686
Over 500 FTEs	3	155											
California Regions													
Northern	2	8											
Bay Area	3	3											
Central Valley/Gold Country/High Sierra	2	5											
Desert/Imperial/Inland	5	228	42,804	52,347	53,997		66,015			54,055	52,347		
South Coast	6	36	41,600	44,958	46,401		52,645	80%		46,984	46,108		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Distribution Manager

Job Number: 85

Plans, directs, and coordinates the distribution operations within an organization. Supervises the activities of workers engaged in receiving, storing and shipping products or materials. Issues shipping instructions and provides routing information to coordinate delivery times and locations. Reviews invoices, work orders, consumption reports, and demand forecasts to estimate peak delivery periods.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	31	127	89,699	99,835	106,695	116,267	129,688	85%	9,286	112,563	103,428	84,735	135,184
FTEs													
Under 500 FTEs	17	60	86,813	103,428	109,505		130,298	79%	10,202	115,472	109,250	90,749	138,006
Over 500 FTEs	14	67	80,292	95,784	103,282		127,057	92%	8,370	109,031	102,208	79,580	132,766
California Regions													
Northern	1	1											
Bay Area	8	13	93,552	110,000	114,157	112,629	135,629	86%		114,679	110,112	87,617	143,459
Central Valley/Gold Country/High Sierra	9	14	81,466	108,160	102,649		111,442	78%	1,487	103,640	109,660	87,497	140,632
Desert/Imperial/Inland	10	22	80,952	97,124	101,311		110,490	78%	19,135	114,089	106,710	78,929	132,734
South Coast	14	77	73,610	99,764	108,412		137,266	92%	7,713	113,350	104,514	83,554	135,292

Additional national, industry and size data cuts are available in the Excel version of the survey.

Warehouse Supervisor

Job Number: 89

Trains and supervises warehouse workers in the movement of merchandise through the department while meeting productivity, cost, and quality standards. Assigns, directs, and monitors the work of warehouse associates and ensures safety protocols are followed. Prepares and submits paperwork and recommends staffing requirements based on volume.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	42	504	70,491	76,747	78,644		84,880	71%	4,776	81,410	78,246	62,541	94,189
FTEs													
Under 500 FTEs	20	34	70,772	74,773	74,554	75,357	84,730	65%	3,457	76,456	75,607	60,136	78,055
Over 500 FTEs	22	470	70,209	78,582	82,361		89,549	76%	5,812	85,915	81,105	63,863	103,062
California Regions													
Northern	2	9											
Bay Area	11	214	73,608	78,499	81,288		90,002	80%	5,676	84,294	84,424	57,992	90,792
Central Valley/Gold Country/High Sierra	11	50	63,523	71,386	69,795		76,086	73%	1,410	70,598	71,386	58,914	81,073
Desert/Imperial/Inland	20	89	67,708	73,237	74,215		81,871	65%	3,818	76,244	75,978	61,186	96,944
South Coast	13	142	66,188	74,598	80,656		88,290	92%	5,928	84,929	77,572	65,249	103,419

Additional national, industry and size data cuts are available in the Excel version of the survey.

Warehouse Worker

Job Number: 90

Receives all incoming materials and/or prepares products and other materials for shipment using freight bills. Prepares international shipments and coordinates outside service operations. Prepares and verifies paperwork in connection with shipments to insure proper shipment. Checks incoming packages for damage and count. Operate a forklift. Perform cycle counting. May train others.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	43	1801	44,096	50,440	50,892	55,656	53,893	59%	1,416	51,306	50,440	43,080	62,934
FTEs													
Under 500 FTEs	23	164	43,680	50,322	48,827		53,290	63%	701	49,026	50,322	43,042	60,661
Over 500 FTEs	20	1637	44,353	52,574	53,266		59,432	56%	2,210	53,928	52,982	43,121	65,369
California Regions													
Northern	1	7											
Bay Area	12	71	46,755	53,662	53,289	50,321	60,019	55%	1,895	53,877	54,144	45,758	66,130
Central Valley/Gold Country/High Sierra	15	254	41,324	46,476	48,326		52,600	40%	200	48,392	46,476	38,581	55,868
Desert/Imperial/Inland	18	953	47,814	51,312	52,724		57,531	67%	2,032	53,322	51,963	43,596	67,606
South Coast	17	516	43,602	48,028	48,877		54,103	47%	1,305	48,962	48,028	42,345	62,979

Additional national, industry and size data cuts are available in the Excel version of the survey.

Materials Manager

Job Number: 91

Develops material sources and oversees forecasting of future material needs. Directs the acquisition of materials. Oversees materials inventory. Oversees and coordinates traffic services. May coordinate planning and scheduling of production.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	30	78	87,500	115,711	118,683	122,181	142,066	69%	10,985	124,868	120,096	97,483	143,023
FTEs													
Under 500 FTEs	16	26	87,500	109,045	118,833	136,602	147,500	86%	8,471	124,617	109,045	98,207	133,417
Over 500 FTEs	14	52	88,797	118,236	118,511		136,099	50%	15,593	125,153	126,953	96,640	154,229
California Regions													
Northern	3	6											
Bay Area	3	10											
Central Valley/Gold Country/High Sierra	9	23	77,878	90,034	93,831		117,262	67%	6,104	97,900	92,650	77,340	104,787
Desert/Imperial/Inland	10	16	117,633	130,774	127,378	131,089	142,066	78%	10,977	135,061	137,804	99,956	153,848
South Coast	14	23	91,486	103,738	122,322	119,441	162,743	67%	16,308	130,476	110,069	100,989	151,461

Additional national, industry and size data cuts are available in the Excel version of the survey.

Inventory/Material Coordinator

Job Number: 92

Monitors and maintains material inventory required to meet production schedules and optimum inventory levels. Maintains inventory for assigned parts or materials in line with requirements. Works with purchasing and production control to coordinate delivery of material. Completes reports to keep other production and/or inventory control personnel and Purchasing informed of order status.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	44	565	50,187	60,601	64,386		70,300	47%	2,396	65,184	60,804	52,254	72,928
FTEs													
Under 500 FTEs	26	86	49,343	61,360	66,367	63,558	82,582	57%	2,520	67,433	61,360	56,966	76,359
Over 500 FTEs	18	479	49,988	58,257	61,525		68,481	33%		61,935	60,804	46,659	68,854
California Regions													
Northern	3	13											
Bay Area	10	58	52,011	62,890	72,237		101,920	56%		72,567	62,890	54,250	75,994
Central Valley/Gold Country/High Sierra	15	71	44,990	51,771	53,498	48,026	55,661	40%	1,678	54,169	51,771	44,411	60,533
Desert/Imperial/Inland	13	90	51,227	58,710	64,805		76,108	33%		65,786	60,664	51,402	78,079
South Coast	15	333	48,766	57,703	58,821		70,483	33%		59,049	57,703	51,764	72,205

Additional national, industry and size data cuts are available in the Excel version of the survey.

Shipping/Receiving Clerk

Job Number: 93

Receives incoming shipments and verifies identifying information against bills of lading, invoices, orders or other records. Keeps records of quantity and condition of materials received. Ships all outgoing items via various vendors. May route incoming items to departments, storerooms or other locations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	37	738	46,701	55,490	56,185		63,011	67%	2,615	57,516	55,490	46,408	65,383
FTEs													
Under 500 FTEs	22	29	46,059	56,160	58,052	59,047	67,433	74%	2,492	59,525	58,180	49,528	67,980
Over 500 FTEs	15	709	47,044	53,715	53,446		56,668	57%	2,815	54,570	53,715	41,952	61,671
California Regions													
Northern	3	17											
Bay Area	6	18	49,482	55,529	61,729		80,176	40%		63,427	55,529	54,349	72,796
Central Valley/Gold Country/High Sierra	12	87	46,059	54,035	57,192		62,935	50%	1,928	58,156	54,035	47,339	66,802
Desert/Imperial/Inland	7	205	51,489	56,668	57,152		61,542	67%		59,044	56,668	44,158	66,085
South Coast	16	411	46,155	49,995	51,538		56,160	60%	1,713	52,243	50,380	41,759	59,730

Additional national, industry and size data cuts are available in the Excel version of the survey.

Buyer

Job Number: 94

Responsible for ordering stock and nonstock supplies, which may include processing requisitions, researching products, clarifying specifications, typing purchase orders, following-up on back orders, selecting vendors, maintaining up-to-date product information files, and utilizing a computer or other order entry device to place orders. Generally works under the supervision of the purchasing supervisor and operates standard office equipment.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	35	144	64,459	72,732	77,542	79,106	81,000	58%	4,213	79,569	73,258	59,688	89,332
FTEs													
Under 500 FTEs	16	52	62,847	67,660	71,639		80,935	64%	2,717	73,168	68,825	61,185	88,124
Over 500 FTEs	19	92	66,641	78,000	82,512	79,794	82,865	53%	5,895	84,960	79,331	58,631	90,185
California Regions													
Northern	4	4											
Bay Area	5	10	67,434	106,478	110,450	96,939	155,453			116,951	110,178		
Central Valley/Gold Country/High Sierra	7	21	64,286	68,640	70,821		73,258	29%		70,928	69,010	56,597	82,518
Desert/Imperial/Inland	12	60	63,097	70,839	72,345		77,116	64%	3,675	74,183	71,549	56,431	84,833
South Coast	12	49	61,100	72,062	69,862		80,493	64%	3,720	71,978	74,620	56,862	89,048

Additional national, industry and size data cuts are available in the Excel version of the survey.

Buyer (Purchasing Agent) - Senior

Job Number: 95

Handles more complex buyer responsibilities which may include ordering stock and nonstock supplies, processing requisitions, researching products, clarifying specifications, preparing purchase orders, following-up on back orders, selecting vendors and maintaining up-to-date product information files. Generally works under the supervision of the Purchasing Supervisor and may oversee work of junior employees.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	25	103	79,784	95,400	99,896	106,292	115,794	77%	5,402	103,570	95,400	78,141	116,572
FTEs													
Under 500 FTEs	12	37	79,000	87,871	102,357		132,912	91%	4,785	106,344	88,387	82,730	115,083
Over 500 FTEs	13	66	80,176	98,825	97,624	103,290	104,930	64%	6,284	101,008	104,458	74,259	117,832
California Regions													
Bay Area	6	13	81,237	92,258	94,118		108,859	100%	3,043	96,653	95,524	83,561	108,439
Central Valley/Gold Country/High Sierra	4	6											
Desert/Imperial/Inland	7	45	80,785	89,430	91,249		98,825	67%		96,978	89,430	71,412	108,942
South Coast	11	39	75,000	92,820	98,808		125,000	80%	6,999	103,898	93,195	77,020	117,151

Additional national, industry and size data cuts are available in the Excel version of the survey.

Buyer - All Incumbents

Job Number: 95.5

Responsible for ordering stock and nonstock supplies, which may include processing requisitions, researching products, clarifying specifications, typing purchase orders, following-up on back orders, selecting vendors, maintaining up-to-date product information files, and utilizing a computer or other order entry device to place orders. Generally works under the supervision of the purchasing supervisor and operates standard office equipment.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	42	247	67,850	80,057	82,669	90,442	98,239	66%	4,275	85,089	80,224	64,718	94,835
FTEs													
Under 500 FTEs	20	89	65,510	73,349	77,317		94,870	78%	2,878	79,324	76,699	66,169	90,653
Over 500 FTEs	22	158	71,638	80,747	87,534	89,609	101,337	55%	6,230	90,331	81,933	63,557	98,181
California Regions													
Northern	4	4											
Bay Area	7	23	71,862	102,445	105,052	94,942	115,274	100%	6,385	110,501	106,125	80,131	104,675
Central Valley/Gold Country/High Sierra	8	27	66,463	82,467	81,172	80,187	95,683	29%		81,339	82,467	67,089	94,721
Desert/Imperial/Inland	13	105	62,514	72,732	76,048		85,938	67%	4,544	78,495	73,152	59,608	90,191
South Coast	17	88	65,104	75,530	76,854		91,459	69%	4,287	79,585	79,568	62,648	93,667

Additional national, industry and size data cuts are available in the Excel version of the survey.

Diesel Mechanic

Job Number: 96

Responsible for preventative maintenance checks and services and general maintenance/repairs of fleet vehicles to include semi-trucks, cars, pickups, forklifts and yard-trucks. Maintenance/repair activities include repairing/ maintaining brake-systems, electrical systems, cooling systems, cab systems, diesel engines, transmissions, air-conditioning systems and other components of vehicles. Responsible for maintaining work orders and other logs in order to track vehicle history and may be required to road test vehicles.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	73	62,670	69,637	72,573		83,366	57%		73,521	71,281	53,936	77,859
FTEs													
Under 500 FTEs	2	4											
Over 500 FTEs	6	69	59,145	69,637	70,716		83,366	40%		71,391	69,637	53,883	77,170
California Regions													
Northern	1	3											
Desert/Imperial/Inland	5	56	69,637	79,465	79,605		89,644			80,334	79,465		
South Coast	3	14											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Truck Driver - Heavy

Job Number: 97

Operates over-the-road truck to deliver goods to customers. Loads and unloads trailer with materials using forklift or hand truck. Transports load over required route to proper destination. Obtains shipping bills of lading and maintains related records as required. May perform miscellaneous service duties including checking oil, water, gasoline, and air in tires.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	10	563	52,541	62,224	65,220		70,955	57%		66,175	62,558	48,825	72,619
FTEs													
Under 500 FTEs	4	13											
Over 500 FTEs	6	550	54,364	68,874	70,509		88,288			71,319	68,874	46,921	74,383
California Regions													
Northern	2	11											
Bay Area	3	15											
Central Valley/Gold Country/High Sierra	5	18	52,936	56,820	68,893		90,887	80%		70,883	57,473		
Desert/Imperial/Inland	4	275											
South Coast	2	244											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Truck Driver - Light

Job Number: 98

Drives a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise within a specified area. Inspects and maintains vehicle supplies and equipment, such as gas, oil, water, tires, lights, and brakes, to ensure that vehicles are in proper working condition. Maintains records such as vehicle logs, cargo records, or billing statements. May require use of automatic routing or location software. May load and unload truck.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	83	45,941	49,920	51,119		54,791	42%	1,231	51,570	50,420	40,749	62,464
FTEs													
Under 500 FTEs	7	52	43,888	49,920	47,540		51,555	29%		47,612	50,420	42,260	59,873
Over 500 FTEs	6	31	46,399	51,602	55,295		67,884	60%		56,187	51,646	39,490	64,624
California Regions													
Bay Area	3	4											
Central Valley/Gold Country/High Sierra	8	60	41,499	50,535	47,162		51,360	13%		47,225	50,785	36,510	61,931
Desert/Imperial/Inland	4	5											
South Coast	4	14											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President, Quality Assurance

Job Number: 99

The top quality assurance executive in the organization. Responsible for developing, implementing, maintaining, evaluating and reporting on all quality control objectives, programs and policies throughout the organization.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	19	166,850	212,949	237,346	234,778	313,313	73%	68,124	277,419	235,457	183,028	253,511
FTEs													
Under 500 FTEs	10	12	166,052	205,599	206,122	207,260	223,416	70%	25,580	221,470	216,474	175,483	230,171
Over 500 FTEs	7	7	163,956	280,515	281,953	281,953	353,808	80%		357,348	280,515	191,831	280,741
California Regions													
Northern	1	1											
Bay Area	5	5	183,997	346,110	313,307	313,307	426,215	80%		423,066	467,656		
Desert/Imperial/Inland	3	3											
South Coast	8	10	169,478	209,407	198,370	201,286	220,938	71%		211,816	216,474	156,351	238,371

Additional national, industry and size data cuts are available in the Excel version of the survey.

Quality Assurance Manager

Job Number: 100

Plans and coordinates the participation of quality engineers in product design, review and approval. Plans and supervises studies aimed at improving product quality and reliability. Establishes plans to audit and approve vendors for key parts, commodities and services. Organizes inspection processes to assure that defects are detected at the earliest point in the manufacturing cycle.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	40	73	91,940	114,645	114,790	120,954	134,650	59%	13,247	120,751	118,800	96,077	137,986
FTEs													
Under 500 FTEs	27	39	82,872	111,265	112,936	119,184	130,000	48%	12,042	116,950	114,468	96,200	130,412
Over 500 FTEs	13	34	100,286	122,750	118,641	122,983	144,901	82%	14,452	128,647	139,926	95,883	149,978
California Regions													
Northern	2	2											
Bay Area	7	9	93,213	115,396	126,519	119,117	145,600	67%		134,518	115,396	108,694	144,837
Central Valley/Gold Country/High Sierra	9	13	112,528	119,995	118,319		130,291	33%		122,347	120,438	111,252	149,971
Desert/Imperial/Inland	11	15	79,602	111,265	117,948	121,448	145,215	90%	8,614	124,996	124,450	93,462	139,435
South Coast	18	34	79,178	107,798	108,100	121,039	136,451	73%	16,838	117,454	109,118	91,049	137,004

Additional national, industry and size data cuts are available in the Excel version of the survey.

Quality Assurance Technician

Job Number: 101

Performs a variety of quality control tests/inspections on products, materials, components, parts, etc., at various stages of the production process to ensure compliance with quality and reliability standards. Records statistical data. Analyzes data and writes summaries to validate or show deviations from existing standards. Recommends modifications to existing, or suggests new, standards, methods and procedures.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	45	187	58,775	70,878	74,178	72,332	86,395	61%	2,868	75,301	70,878	63,456	89,747
FTEs													
Under 500 FTEs	27	84	59,488	70,878	74,464	69,579	85,460	61%	2,334	75,465	70,878	65,769	89,501
Over 500 FTEs	18	103	53,749	69,166	73,750		87,387	62%	3,736	75,055	69,166	60,421	90,071
California Regions													
Northern	3	10											
Bay Area	9	23	69,031	72,411	85,126	77,311	111,425	57%		86,055	74,501	74,250	99,587
Central Valley/Gold Country/High Sierra	10	17	50,392	66,269	71,345	72,560	95,312	56%	1,991	72,341	68,738	55,228	79,270
Desert/Imperial/Inland	12	40	53,853	64,404	67,240	66,001	75,389	75%	2,424	68,654	64,404	57,506	82,687
South Coast	17	97	54,205	75,854	75,361		91,463	50%	4,121	76,334	75,854	64,013	93,796

Additional national, industry and size data cuts are available in the Excel version of the survey.

Vice President Facilities & Property Management

Job Number: 102

Plans and directs the corporation's real estate operations; including, acquisitions, new site selections, management of land and facilities, and lease arrangements of stores, warehouses, plants and offices. Ensures documentation and records are properly maintained on all company property.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	22	32	154,997	211,309	218,753	220,323	273,119	71%	80,942	262,477	219,282	167,687	267,351
FTEs													
Under 500 FTEs	10	10	129,482	172,472	184,313	184,313	210,339	43%		197,626	172,472	146,813	221,944
Over 500 FTEs	12	22	217,413	235,600	247,454		287,252	90%	93,130	316,520	242,076	182,298	299,137
California Regions													
Northern	1	1											
Bay Area	4	10											
Central Valley/Gold Country/High Sierra	3	3											
Desert/Imperial/Inland	5	5	200,078	236,667	245,017	245,017	294,133			271,142	236,667		
South Coast	12	13	154,997	203,400	218,138	216,881	265,700	89%	52,295	253,001	212,209	172,674	277,235

Additional national, industry and size data cuts are available in the Excel version of the survey.

Facilities Manager

Job Number: 103

Responsible for managing the design, planning construction and maintenance of equipment, machinery, buildings and other facilities. Plans, budgets and schedules facility modifications including estimates on equipment, labor materials and other related costs.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	56	117	85,675	101,308	106,547	115,633	124,755	62%	8,160	110,237	105,604	86,878	128,048
FTEs													
Under 500 FTEs	34	39	74,901	91,625	98,748	94,152	121,946	61%	4,577	101,037	91,625	81,320	119,931
Over 500 FTEs	22	78	94,114	118,785	118,599		143,477	62%	13,697	124,456	127,667	92,942	136,902
California Regions													
Northern	7	8	56,680	92,000	95,097	90,294	130,657	50%		97,581	92,000	76,004	103,124
Bay Area	13	16	89,153	109,528	114,832	115,040	139,873	64%	9,490	118,097	120,000	95,398	137,478
Central Valley/Gold Country/High Sierra	14	19	66,388	81,007	83,434	89,330	98,738	36%	6,218	85,492	81,007	74,018	107,925
Desert/Imperial/Inland	16	54	91,078	119,409	118,001		143,477	69%	10,419	123,379	124,359	91,217	136,731
South Coast	14	20	88,576	103,637	106,957	109,764	127,789	69%	7,898	111,234	110,933	88,419	137,255

Additional national, industry and size data cuts are available in the Excel version of the survey.

Operating Engineer/HVAC

Job Number: 104

Maintains the operation of boilers and auxiliary equipment to supply the facility with power, heat, refrigeration or air conditioning. May also perform maintenance and minor repairs on boilers and equipment. Keeps a record of fuel consumption and other required data. Major installation work would typically be awarded to outside contractors.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	9	113	62,557	78,835	80,049		97,843	38%		80,828	78,835	63,964	87,654
FTEs													
Under 500 FTEs	2	17											
Over 500 FTEs	7	96	63,606	88,692	85,008		98,085	33%		85,812	88,692	66,119	92,017
California Regions													
Northern	1	1											
Bay Area	2	13											
Central Valley/Gold Country/High Sierra	3	22											
Desert/Imperial/Inland	5	25	62,557	78,835	74,442		84,131			75,452	78,835		
South Coast	4	52											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Building/Grounds Maintenance Technician

Job Number: 105

Performs general maintenance and repair of buildings and grounds. Duties include minor building repairs involving carpentry, plastering, painting and grounds/parking lot maintenance including snow removal. May assist with simple plumbing and/or electrical repairs.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	62	662	54,939	60,197	64,659		72,319	54%	1,957	65,403	60,556	53,367	74,298
FTEs													
Under 500 FTEs	34	104	53,451	57,952	63,517	58,961	72,332	56%	1,534	64,104	58,303	55,325	74,124
Over 500 FTEs	28	558	57,825	62,619	66,046		72,010	52%	2,415	66,980	62,784	51,553	74,460
California Regions													
Northern	11	29	48,060	56,784	57,326		65,250	50%		57,418	56,784	45,972	67,194
Bay Area	13	301	56,526	63,640	67,252		72,676	60%	1,122	67,601	63,640	54,668	74,547
Central Valley/Gold Country/High Sierra	13	62	49,540	58,240	59,315		69,489	38%	974	59,576	58,510	45,079	66,820
Desert/Imperial/Inland	20	121	51,972	56,173	60,303	60,828	63,062	53%	2,796	61,537	57,159	50,543	70,499
South Coast	30	149	54,152	58,590	65,239	65,860	72,319	59%	1,563	65,934	59,090	55,154	79,826

Additional national, industry and size data cuts are available in the Excel version of the survey.

Electrician

Job Number: 106

Performs skilled duties in the installation and maintenance of a variety of electrical equipment. Repairs motors and generators. Replaces fuses and sets circuit breakers on high and low tension circuits. Diagnoses electrical trouble. Uses hand and power tools. Work may involve the determination of the correct method and sequence of operation, selection or materials to be used, and work direction over other personnel. This is the top electrician position in the facility.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	14	94	69,227	82,983	82,058		93,912	31%		82,538	83,465	62,135	93,454
FTEs													
Under 500 FTEs	2	18											
Over 500 FTEs	12	76	74,196	87,885	84,941		93,912	27%		85,485	87,885	63,809	94,871
California Regions													
Northern	2	3											
Central Valley/Gold Country/High Sierra	4	7											
Desert/Imperial/Inland	9	58	67,384	78,520	78,347	70,686	90,953	38%		79,021	78,520	58,686	90,143
South Coast	4	26											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Custodian

Job Number: 107

Performs basic, repetitive, routine housekeeping duties. Cleans lavatories, collects and disposes of waste paper, sweeps, mops and dusts. Uses vacuum, buffer and other light power equipment.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	44	2169	42,078	45,078	47,664		51,415	38%	1,340	48,093	45,183	40,843	55,134
FTEs													
Under 500 FTEs	22	110	37,505	44,200	46,156	46,743	51,534	37%	657	46,394	44,325	39,981	50,005
Over 500 FTEs	22	2059	43,559	46,286	49,173		53,530	40%	2,023	49,792	46,726	41,608	59,694
California Regions													
Northern	8	139	42,234	48,807	47,622		50,349	33%		47,682	48,807	41,935	55,056
Bay Area	10	276	40,424	48,398	54,355	51,037	70,200	33%		54,728	48,660	42,240	59,765
Central Valley/Gold Country/High Sierra	14	648	35,475	40,625	42,665		48,271	23%		42,753	40,994	37,437	50,972
Desert/Imperial/Inland	15	481	39,777	44,169	46,243	46,445	51,751	31%		46,780	44,169	40,080	53,839
South Coast	18	625	37,569	44,785	44,144		49,494	50%	753	44,471	44,785	39,169	53,783

Additional national, industry and size data cuts are available in the Excel version of the survey.

Driver/Messenger

Job Number: 108

Drives a motor vehicle (typically a car or van under 10,000 lbs. gross vehicle weight) to run errands and/or transport organization employees and/or visitors. Transports mail or other items as instructed by organization personnel. Cleans and upkeeps organization vehicle(s) and ensures that proper maintenance is received. May perform miscellaneous clerical duties such as assisting in the mailroom as assigned.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	142	46,726	51,015	51,738		57,543	40%	2,891	52,677	51,312	42,133	58,520
FTEs													
Under 500 FTEs	10	28	47,913	51,203	51,140	52,335	57,543	44%		52,268	52,789	43,708	57,235
Over 500 FTEs	7	114	44,789	51,015	52,591		62,400	33%		53,261	51,312	40,296	60,019
California Regions													
Northern	1	12											
Bay Area	4	6											
Central Valley/Gold Country/High Sierra	6	23	43,622	50,584	49,891		55,466	50%		51,333	52,657	40,687	55,937
Desert/Imperial/Inland	4	79											
South Coast	9	22	45,181	49,525	49,335	50,282	53,367	13%		49,651	49,525	40,281	56,450

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Risk Management

Job Number: 109

Develops and implements all aspects of the risk management program. Directs training programs and works with management to ensure the safety program is maintained. Develops and maintains a system to assist in the completion of OSHA logs. Responsible for compliance with laws, regulations and guidelines with respect to safety management.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	20	22	124,502	176,311	182,025	188,694	208,121	63%	48,609	206,330	192,306	136,389	200,267
FTEs													
Under 500 FTEs	11	11	85,500	175,000	161,366	161,366	200,335	60%	35,275	177,400	177,611	134,291	177,218
Over 500 FTEs	9	11	161,391	200,871	207,276	216,023	261,873	67%	61,943	241,689	201,634	138,188	220,024
California Regions													
Northern	2	2											
Bay Area	4	4											
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	4	4											
South Coast	10	10	151,455	200,291	204,293	204,293	267,154	78%	37,659	230,654	210,260	133,588	195,082

Additional national, industry and size data cuts are available in the Excel version of the survey.

Safety Manager

Job Number: 110

Performs studies and analyses of industrial accident causes and health hazards. Inspects company facilities to detect existing or potential accident and health hazards and takes corrective or preventive measure where necessary. Plans, directs and supervises training programs to promote safety consciousness and safe work practices. Compiles and submits OSHA accident reports. Represents the company in hearings, insurance investigations, etc.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	25	46	83,044	105,982	116,903	121,048	137,247	74%	15,546	126,434	114,890	88,581	136,429
FTEs													
Under 500 FTEs	5	5	74,236	80,276	98,369	98,369	131,547	80%		113,129	85,024		
Over 500 FTEs	20	41	99,604	120,016	121,536	123,814	137,247	72%	14,579	129,760	130,331	92,815	147,639
California Regions													
Northern	1	1											
Bay Area	8	10	90,541	123,529	120,927	128,441	145,321	57%		132,864	124,244	97,979	143,033
Central Valley/Gold Country/High Sierra	6	7	83,818	109,528	127,409	130,101	188,880	83%		134,474	111,888	97,113	150,934
Desert/Imperial/Inland	6	9	71,900	102,263	102,305	101,942	132,750	80%		109,596	118,751	76,002	127,529
South Coast	9	19	91,345	129,163	123,132	120,291	144,963	78%	12,804	132,532	129,163	83,259	135,724

Additional national, industry and size data cuts are available in the Excel version of the survey.

Security Manager

Job Number: 111

Responsible for managing the security function of the organization including security personnel, services, systems, procedures and programs. Provides training to and coordinates communication regarding security matters with all organization personnel. Maintains contact with local and other governmental law enforcement agencies.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	54	77,085	97,177	96,703		113,952	69%	8,830	101,357	97,177	75,435	130,088
FTEs													
Under 500 FTEs	6	8	66,428	80,810	87,926		116,540	50%		89,254	81,060		
Over 500 FTEs	7	46	97,177	107,288	104,227		114,512	86%		111,731	123,729	75,388	124,708
California Regions													
Northern	2	3											
Bay Area	2	2											
Central Valley/Gold Country/High Sierra	3	8											
Desert/Imperial/Inland	7	35	69,000	99,821	97,366		114,512	71%		103,113	99,821	74,322	121,426
South Coast	5	6	81,790	104,520	105,078	104,985	128,644	60%		111,687	114,610		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Security Guard - Unarmed

Job Number: 112

Performs plant and office protection duties. Controls entry and exit into office or plant areas. Monitors video cameras, fire alarms, issuance of ID badges, access cards and keys. Patrols premises and responds appropriately to unusual and emergency situations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	16	989	45,009	48,927	50,658		55,997	57%	2,110	51,336	50,056	47,344	63,157
FTEs													
Under 500 FTEs	10	74	45,009	48,927	50,875		58,609	56%		51,480	50,056	49,930	67,033
Over 500 FTEs	6	915	44,215	49,776	50,295		56,892	60%		51,097	50,777	43,895	57,989
California Regions													
Northern	2	48											
Bay Area	4	30											
Central Valley/Gold Country/High Sierra	6	252	42,403	48,927	48,136		53,078	67%		48,872	50,349	46,115	61,786
Desert/Imperial/Inland	6	479	44,842	54,865	53,070		59,503	40%		54,036	54,865	46,711	62,020
South Coast	4	180											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chief Information Officer

Job Number: 113

Formulates and evaluates the implementation of departmental policies, objectives, procedures and plans. Controls technical standards, methods and priorities. Recommends major hardware and software changes by analyzing reports suggesting present and future needs. Controls liaison between Information Technology and other departments in the organization. Reports to other top management regarding Information Technology plans, projects and organizational effects of departmental activities.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	46	47	175,783	215,375	263,475	263,454	350,951	60%	75,647	301,298	226,583	199,936	301,461
FTEs													
Under 500 FTEs	28	28	170,173	195,750	224,603	224,603	268,322	54%	30,874	238,937	197,920	181,862	270,452
Over 500 FTEs	18	19	222,106	319,376	323,942	320,709	393,043	69%	133,851	398,304	343,815	224,035	342,807
California Regions													
Northern	1	1											
Bay Area	14	14	174,531	241,168	276,066	276,066	373,025	46%	124,148	320,404	241,168	194,589	287,810
Central Valley/Gold Country/High Sierra	7	7	172,270	185,000	279,998	279,998	351,936	50%		306,320	185,000		
Desert/Imperial/Inland	4	4											
South Coast	20	21	180,273	226,251	244,773	245,617	296,625	68%	41,918	272,020	249,626	205,262	312,368

Additional national, industry and size data cuts are available in the Excel version of the survey.

Information Technology Manager

Job Number: 114

Develops and recommends to top management the objectives and priorities of the department. Initiates and supervises feasibility studies on new or improved data processing applications. Evaluates hardware and software for processing applications. Evaluates hardware and software for present and future needs of the organization and recommends necessary changes or new technologies. Coordinates the integration of office operations and information technology. Oversees administration of the department and ensures that IT needs are met throughout the organization.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	62	127	116,782	143,860	149,628	168,635	173,816	62%	11,384	155,210	151,702	117,224	170,595
FTEs													
Under 500 FTEs	40	51	106,600	127,654	143,651	161,305	165,068	65%	9,638	148,822	129,449	118,310	167,439
Over 500 FTEs	22	76	134,417	148,448	160,496	173,554	184,280	57%	15,401	166,823	159,412	115,866	174,540
California Regions													
Northern	2	2											
Bay Area	17	29	119,620	144,455	167,056	184,973	173,009	50%	9,665	170,264	153,403	129,278	175,716
Central Valley/Gold Country/High Sierra	12	22	136,921	147,020	143,769	143,366	162,160	55%	4,040	145,789	152,095	112,610	172,317
Desert/Imperial/Inland	11	36	126,635	156,955	165,481		203,652	82%	20,781	180,595	187,364	118,889	180,101
South Coast	25	38	106,600	135,410	143,008	148,665	177,950	63%	15,217	151,484	145,803	113,751	167,530

Additional national, industry and size data cuts are available in the Excel version of the survey.

Website Developer

Job Number: 115

Designs and builds web pages using a variety of graphics software applications, techniques, and tools including HTML, Photoshop Illustrator and/or other design applications. Responsibilities may include designing and developing user interface features, site animation, and special-effects elements as well as enhancing the visual feel of the online services.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	26	82	77,887	102,554	101,861	113,338	121,713	57%	6,050	103,323	102,554	78,563	116,009
FTEs													
Under 500 FTEs	16	30	80,217	98,360	102,051	98,817	121,713	57%	2,600	103,047	98,360	80,469	114,445
Over 500 FTEs	10	52	70,524	105,886	101,557		128,299	56%	10,881	103,764	106,341	76,023	118,094
California Regions													
Northern	1	1											
Bay Area	10	24	75,027	100,106	106,697	102,925	144,157	78%	13,817	109,758	103,498	87,120	125,591
Central Valley/Gold Country/High Sierra	5	7	89,513	110,782	106,647		121,713			106,887	110,782	71,171	109,371
Desert/Imperial/Inland	5	25	78,283	100,000	102,311		127,494			102,311	100,000		
South Coast	7	25	60,986	89,136	91,797		116,110	57%		93,920	95,803	73,905	112,348

Additional national, industry and size data cuts are available in the Excel version of the survey.

Applications Systems Analyst-Programmer

Job Number: 116

Under general supervision, codes, tests and updates new and existing systems. Creates or updates supporting systems documentation and implements the new system (or current system changes) in production for ongoing operation. Investigates and identifies systems changes or new applications required. Analyzes and corrects reported production systems performance problems and documents any changes made.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	32	68	82,302	103,649	104,311	109,774	116,587	63%	5,473	106,535	104,650	83,056	121,529
FTEs													
Under 500 FTEs	12	21	79,110	100,190	98,001	102,456	107,650	70%		98,814	100,190	77,401	113,404
Over 500 FTEs	20	47	87,067	110,739	108,098	113,044	122,855	59%	6,820	111,167	113,428	86,329	126,232
California Regions													
Northern	2	2											
Bay Area	9	16	95,455	110,000	110,087	108,659	122,753	63%		110,685	112,544	98,194	131,938
Central Valley/Gold Country/High Sierra	3	6											
Desert/Imperial/Inland	9	15	77,163	104,000	100,933	111,592	124,979	50%		105,109	104,000	78,842	117,814
South Coast	11	29	75,223	94,056	104,595		124,783	70%	5,557	107,626	94,615	80,771	123,395

Additional national, industry and size data cuts are available in the Excel version of the survey.

Applications Systems Analyst-Programmer - Senior

Job Number: 117

Designs, codes, tests, debugs and documents complex programs. Monitors the performance of production systems and recommends and develops means for improvement. Often has contact with other departments concerning the design of new or revised applications systems. Provides technical advice and training to other systems professionals and users.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	33	53	124,010	135,013	138,246	137,629	154,276	72%	8,712	143,259	135,845	100,909	152,892
FTEs													
Under 500 FTEs	16	24	123,298	133,333	143,845	141,939	149,002	60%	6,120	146,523	133,333	104,303	155,728
Over 500 FTEs	17	29	124,010	135,013	132,975	134,061	156,296	86%	10,225	140,186	136,806	97,939	150,411
California Regions													
Bay Area	12	19	118,049	132,506	145,344	140,520	155,020	67%	6,837	149,324	135,132	110,459	168,358
Central Valley/Gold Country/High Sierra	4	7											
Desert/Imperial/Inland	8	11	111,082	136,077	130,466	130,281	156,047	100%	11,195	138,862	136,927	88,720	133,233
South Coast	12	16	124,010	132,318	134,983	140,956	153,434	64%	5,617	137,791	136,335	95,750	145,135

Additional national, industry and size data cuts are available in the Excel version of the survey.

Applications Systems Analyst-Programmer - All

Job Number: 117.5

Under general supervision, codes, tests and updates new and existing systems.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	46	121	105,354	121,637	123,229	121,975	134,944	63%	8,054	126,904	124,022	93,971	140,162
FTEs													
Under 500 FTEs	20	45	108,550	120,603	129,161	123,514	138,511	56%	5,269	131,005	122,124	94,629	141,310
Over 500 FTEs	26	76	100,021	123,146	118,666	121,064	133,676	68%	9,446	123,749	125,771	93,472	139,290
California Regions													
Northern	2	2											
Bay Area	17	35	111,656	121,205	130,974	125,955	133,779	63%	6,281	133,554	121,205	106,046	155,990
Central Valley/Gold Country/High Sierra	5	13	111,888	118,060	126,932		146,412			131,338	118,060	100,375	151,300
Desert/Imperial/Inland	12	26	97,988	120,239	117,462	119,499	133,676	60%	8,916	121,920	122,614	86,880	128,115
South Coast	16	45	93,086	124,612	119,390		139,027	67%	6,758	123,192	126,724	88,696	134,752

Additional national, industry and size data cuts are available in the Excel version of the survey.

IT Project Manager

Job Number: 118

Directs and monitors all activities for medium to large systems development projects. Performs systems definition, preliminary analysis and design. Meets with business management to determine systems solutions to operating problems. Develops project plans on the basis of cost/benefit justification and establishes a project agreement based on requirement, risk and complexity of potential solutions. Evaluates completed projects in comparison to cost/time projections. Provides consistent and comprehensive status reports, project updates and on-going cost analyses. Ensures effective implementation of systems utilizing standard change management processes.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	36	75	109,052	134,475	131,849	138,308	153,095	70%	7,551	135,556	136,183	104,165	149,408
FTEs													
Under 500 FTEs	18	28	106,925	137,122	135,442	145,663	164,142	71%	5,477	138,180	137,122	118,362	155,232
Over 500 FTEs	18	47	108,432	127,650	128,257	133,926	148,727	69%	9,626	132,933	132,559	93,517	145,040
California Regions													
Northern	2	2											
Bay Area	10	15	127,685	149,415	141,212	144,733	157,851	71%		142,640	150,015	120,899	151,848
Central Valley/Gold Country/High Sierra	7	16	122,056	133,350	140,929		171,959	83%		141,357	133,350	113,538	157,909
Desert/Imperial/Inland	9	20	105,501	135,600	132,973		145,306	88%	13,484	140,464	149,539	93,480	150,725
South Coast	14	22	101,932	145,061	136,987	144,307	171,433	62%	10,775	143,144	154,443	113,497	163,560

Additional national, industry and size data cuts are available in the Excel version of the survey.

Systems and/or Programming Manager

Job Number: 119

Plans and directs the development, installation and maintenance of business computer applications programs. Assigns, directs and coordinates the work of programming staff. Provides technical direction and assistance as required. Prepares feasibility studies, time and cost estimates for new or revised applications systems programs. Interfaces with other IT functions in the organization to coordinate activities.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	37	74	119,459	140,261	149,744	165,126	184,329	81%	17,096	160,887	150,977	116,645	170,340
FTEs													
Under 500 FTEs	19	24	112,362	130,426	139,003	150,656	164,330	81%	11,212	146,675	135,144	115,044	157,401
Over 500 FTEs	18	50	119,459	171,502	161,081	172,072	193,181	80%	23,469	175,888	177,897	118,045	181,661
California Regions													
Bay Area	12	21	121,544	137,800	151,087	165,826	186,610	89%	28,835	169,051	144,668	127,386	167,977
Central Valley/Gold Country/High Sierra	5	6	126,346	150,977	160,870	153,650	200,340			175,366	150,977		
Desert/Imperial/Inland	8	21	132,435	161,946	160,703		190,731	50%		168,691	175,566	118,363	181,356
South Coast	14	26	107,278	125,971	141,028	159,571	182,857	86%	10,559	150,078	141,470	105,881	160,354

Additional national, industry and size data cuts are available in the Excel version of the survey.

System Security Analyst

Job Number: 120

Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Responsibilities may include identifying potential threats and responding to reported security violations; determining causes of security violations and recommending corrective actions to ensure data security; researching, recommending, and implementing changes to procedures and systems to enhance data systems security; and assisting in communicating security procedures to users.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	30	65	99,316	121,453	129,023	130,714	161,531	56%	10,789	134,058	123,062	99,181	142,745
FTEs													
Under 500 FTEs	13	20	104,028	128,024	135,894	142,382	180,084	64%	10,599	141,601	128,024	105,926	150,086
Over 500 FTEs	17	45	98,416	113,787	123,769	125,529	155,898	50%	10,980	128,290	113,787	93,786	136,872
California Regions													
Bay Area	10	23	94,436	110,873	124,559	129,470	166,998	67%	15,578	133,906	110,873	98,035	140,448
Central Valley/Gold Country/High Sierra	6	12	84,273	104,839	107,267		132,690	40%		108,521	106,896	85,900	118,695
Desert/Imperial/Inland	7	18	128,982	137,867	135,372		158,683	50%		138,991	137,867	100,375	142,305
South Coast	10	12	89,413	126,064	144,374	143,413	194,674	63%	14,269	151,508	126,064	108,795	163,519

Additional national, industry and size data cuts are available in the Excel version of the survey.

Business Systems Analyst

Job Number: 121

Acts as a liaison with assigned business units and IT personnel to support the units' business needs through computer systems. Represents user areas in the more complex systems enhancement and design activities, answers the more complex questions and resolves the more complex problems with system users.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	34	273	79,380	88,507	99,399		117,940	76%	7,482	102,789	95,486	77,951	116,990
FTEs													
Under 500 FTEs	14	29	75,118	84,191	93,666	93,956	106,178	67%	9,308	98,320	88,087	73,703	104,144
Over 500 FTEs	20	244	80,991	100,441	103,412		124,032	82%	6,417	105,918	103,021	81,289	127,082
California Regions													
Northern	2	3											
Bay Area	12	22	81,787	92,957	102,107	109,902	116,022	73%	5,509	104,286	96,819	78,572	111,438
Central Valley/Gold Country/High Sierra	3	7											
Desert/Imperial/Inland	9	220	78,302	83,499	102,435		133,962	71%		104,829	90,943	81,741	125,327
South Coast	14	21	72,967	102,803	101,658	101,022	123,292	69%	10,005	108,044	106,888	76,986	120,004

Additional national, industry and size data cuts are available in the Excel version of the survey.

Business Systems Analyst - Senior

Job Number: 122

Acts as a liaison with assigned business units and IT personnel to support the units' business needs through computer systems. Represents user areas in the more complex systems enhancement and design activities, answers the more complex questions and resolves the more complex problems with system users.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	23	50	110,000	126,521	132,962	142,327	158,038	85%	12,117	140,337	128,743	95,858	143,310
FTEs													
Under 500 FTEs	11	16	102,270	118,657	128,759	146,697	158,038	80%	14,254	135,238	120,000	95,278	129,479
Over 500 FTEs	12	34	119,503	130,932	136,814	140,270	157,830	90%	10,930	145,012	141,483	96,332	154,625
California Regions													
Northern	1	1											
Bay Area	6	6	104,566	119,332	124,934	124,934	150,904	100%		130,226	119,332	93,603	133,501
Central Valley/Gold Country/High Sierra	6	7	98,562	119,593	120,721	118,110	144,008	67%		121,786	119,593	85,629	121,106
Desert/Imperial/Inland	6	21	107,329	121,533	125,630		148,029	80%		129,510	125,905	94,498	146,432
South Coast	7	15	129,721	161,814	156,478	170,984	188,403	100%	21,703	171,980	171,838	108,167	170,197

Additional national, industry and size data cuts are available in the Excel version of the survey.

Business Systems Analyst - All Incumbents

Job Number: 122.5

Acts as a liaison with assigned business units and IT personnel to support the units' business needs through computer systems.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	41	323	84,191	104,852	109,804		134,538	75%	9,006	114,108	108,294	83,783	124,408
FTEs													
Under 500 FTEs	19	45	83,381	92,391	106,057	112,708	140,000	65%	10,112	110,688	94,682	80,881	111,615
Over 500 FTEs	22	278	84,906	115,832	113,041		134,538	84%	8,295	117,061	118,020	86,503	136,402
California Regions													
Northern	2	4											
Bay Area	15	28	82,763	102,306	108,762	113,123	127,627	86%	7,004	111,450	103,407	82,721	118,056
Central Valley/Gold Country/High Sierra	9	14	89,841	110,000	111,455		129,581	63%	2,808	113,015	110,000	79,649	116,676
Desert/Imperial/Inland	11	241	89,359	119,251	109,875		132,142	67%	4,904	112,104	123,066	87,706	133,667
South Coast	17	36	79,257	121,624	115,298	130,173	141,128	75%	12,501	123,907	127,245	85,590	132,903

Additional national, industry and size data cuts are available in the Excel version of the survey.

Database Administrator

Job Number: 123

Responsible for all activities related to administration of computerized data bases including design, control, and maintenance. Analyzes information requirements and develops specifications for data base construction and maintenance to ensure economy, efficiency, safety of information and utilization of new technical developments. Based on the project and on a limited basis, assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. May confer and advise system analysts and subordinates on administrative policies and procedures, technical problems, priorities and methods, and of new existing data files.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	38	56	100,393	123,771	126,668	126,261	154,928	55%	14,538	133,172	125,475	99,881	143,284
FTEs													
Under 500 FTEs	23	33	100,000	117,164	121,815	125,540	146,058	55%	8,925	125,695	118,753	103,024	142,431
Over 500 FTEs	15	23	110,555	134,149	134,110	127,297	162,219	54%	22,556	144,637	136,276	95,771	144,400
California Regions													
Northern	2	2											
Bay Area	14	19	84,980	123,387	129,400	131,189	164,505	62%	23,821	143,011	129,575	112,415	156,359
Central Valley/Gold Country/High Sierra	3	9											
Desert/Imperial/Inland	7	11	65,906	137,060	124,862	123,204	154,710	33%		129,461	137,060	88,700	131,244
South Coast	12	15	108,588	121,315	128,695	129,533	150,602	64%	3,344	130,367	125,615	101,731	145,948

Additional national, industry and size data cuts are available in the Excel version of the survey.

Database Analyst

Job Number: 124

Designs database applications to specifications provided by higher-level staff. Tests, corrects, monitors and updates developed applications. Evaluates database performance. Tunes and reorganizes databases as needed. Sets up back-up and recovery procedures for databases. Controls access to data in physical database designs for both privacy and security.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	26	51	84,139	91,107	100,744	98,697	98,768	73%	8,531	105,536	93,105	80,755	116,746
FTEs													
Under 500 FTEs	12	30	84,139	89,200	106,215		115,270	73%	6,136	110,306	93,655	87,351	123,169
Over 500 FTEs	14	21	82,482	92,934	96,055	98,776	98,768	73%	11,268	101,448	93,105	75,573	111,699
California Regions													
Northern	1	1											
Bay Area	7	23	90,272	97,412	108,670		103,056	67%		116,973	99,539	90,101	125,116
Central Valley/Gold Country/High Sierra	3	3											
Desert/Imperial/Inland	5	7	75,335	90,200	90,770		106,489			92,386	96,590	74,537	102,604
South Coast	12	17	77,219	92,222	103,544	94,998	116,092	64%	7,670	108,018	93,482	83,067	122,231

Additional national, industry and size data cuts are available in the Excel version of the survey.

Network Administrator

Job Number: 125

Acquires, installs, and maintains the company's local area network. Responsibilities may include studying vendor products to determine those which meet company needs in efficiency, effectiveness, and financial standards; managing LAN/WAN performance and maintaining LAN/WAN security; troubleshooting LAN/WAN problems; establishing and implementing LAN/WAN policies, procedures, and standards; and training users on LAN/WAN operations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	39	54	96,000	109,772	115,904	115,081	135,000	59%	6,877	118,902	114,718	89,476	128,263
FTEs													
Under 500 FTEs	25	31	97,379	108,527	117,044	113,903	135,360	61%	6,946	120,378	109,910	91,255	128,744
Over 500 FTEs	14	23	89,497	116,691	113,869	116,670	135,534	55%	6,710	116,265	116,691	86,680	127,506
California Regions													
Northern	2	3											
Bay Area	10	12	111,439	125,918	129,086	129,319	150,551	78%	10,666	135,486	130,042	101,870	141,605
Central Valley/Gold Country/High Sierra	6	8	87,313	110,029	110,721	108,376	134,821	60%		111,221	111,529	83,020	114,758
Desert/Imperial/Inland	6	8	84,750	118,431	117,014	121,830	147,862	60%		119,263	124,327	87,102	122,853
South Coast	16	23	89,497	105,952	110,987	108,557	124,869	47%	5,203	113,263	106,077	87,778	129,835

Additional national, industry and size data cuts are available in the Excel version of the survey.

PC Technician

Job Number: 126

Provides internal support to PC network users on multiple platforms and operating systems. Diagnoses and resolves problems related to the operation of PCs on the network. Installs and configures software and utilities according to network standards. Tracks system problems and monitors server functions including disk capacity, memory usage and consumable supplies. Provides assistance to PC users on the various aspects of using available hardware and software. Trains users to make efficient use of their PCs. May develop special applications for PCs to enhance usability of commercially available software. May maintain contact with software vendors and internal customers to resolve technical and operational details concerning problems, changes, new software, etc.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	29	107	62,093	76,580	78,964	81,394	89,412	57%	2,638	79,758	76,700	63,014	90,026
FTEs													
Under 500 FTEs	16	22	59,831	72,353	74,733	71,673	85,333	54%		75,259	72,353	64,651	85,263
Over 500 FTEs	13	85	67,551	79,379	84,172		102,657	60%	3,066	85,296	84,872	61,195	95,319
California Regions													
Northern	3	4											
Bay Area	8	16	62,700	81,953	83,173		97,971	71%		84,363	83,816		
Central Valley/Gold Country/High Sierra	5	12	52,890	63,965	68,272		85,806			68,272	63,965		
Desert/Imperial/Inland	5	58	69,443	79,379	84,375		101,805			86,319	85,087		
South Coast	9	17	66,238	76,580	84,041		105,267	75%		84,527	76,700	65,930	96,423

Additional national, industry and size data cuts are available in the Excel version of the survey.

Help Desk Specialist

Job Number: 127

Provides technical advice and support to end users (often by telephone) regarding the use of computer hardware or software. Directs more difficult problems to more experienced specialists.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	60	204	62,379	69,774	75,027	77,555	86,370	55%	3,694	76,674	72,889	61,221	87,205
FTEs													
Under 500 FTEs	30	53	61,339	67,091	73,048	70,924	85,417	59%	3,614	74,801	68,103	62,104	86,646
Over 500 FTEs	30	151	60,658	75,504	77,006	79,883	92,934	50%	3,787	78,548	75,504	60,515	87,653
California Regions													
Northern	5	11	55,401	63,570	65,681		77,017			65,801	63,570	56,946	74,986
Bay Area	15	42	71,552	80,985	82,709	83,064	94,083	54%	3,284	84,029	80,985	68,954	95,162
Central Valley/Gold Country/High Sierra	13	18	62,878	68,544	74,933	71,692	87,469	58%	966	75,453	68,544	61,033	84,936
Desert/Imperial/Inland	15	55	56,123	81,792	78,484		93,290	54%	5,203	80,912	81,792	62,234	91,316
South Coast	22	78	61,795	67,319	73,429	73,281	92,410	65%	4,023	75,740	68,587	59,777	89,657

Additional national, industry and size data cuts are available in the Excel version of the survey.

Office Administrator/Supervisor

Job Number: 128

Schedules work and makes day-to-day work assignments for office support staff. Maintains a budget for office administration. Provides training for office support staff. Establishes procedures for the office. Assists with selection of staff. Ensures that work is completed in a timely fashion, with acceptable levels of quality. NOTE: This position does not have other major function responsibility.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	58	254	70,554	79,225	87,460	83,875	94,741	49%	5,166	89,480	79,715	68,977	102,219
FTEs													
Under 500 FTEs	33	73	70,970	79,064	88,969	84,487	95,906	40%	4,570	90,413	79,064	73,779	107,924
Over 500 FTEs	25	181	63,449	79,386	85,468	83,628	94,634	61%	5,633	88,250	84,667	63,956	96,255
California Regions													
Northern	2	4											
Bay Area	20	91	72,330	85,346	93,266		99,091	50%	4,074	94,994	85,346	68,847	101,664
Central Valley/Gold Country/High Sierra	13	18	63,892	79,064	77,909	76,072	90,306	25%		78,448	79,064	63,063	88,554
Desert/Imperial/Inland	14	30	63,741	74,604	80,295		92,034	38%		83,240	75,044	62,031	94,792
South Coast	28	111	71,580	83,881	88,867		100,048	54%	4,829	91,023	83,881	69,743	104,365

Additional national, industry and size data cuts are available in the Excel version of the survey.

Administrative Assistant/Project Coordinator

Job Number: 129

Provides a variety of administrative and staff support services. Under general direction, exercises considerable discretion and independent judgment in handling assigned projects. May collect and analyze data to produce reports. Often uses personal computer based software packages for word processing, graphics, spreadsheets, etc. Has a very limited amount of clerical responsibility. May supervise or provide work direction to lower level support staff.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	62	487	57,330	63,771	67,324		73,453	51%	2,708	68,157	64,476	55,591	78,198
FTEs													
Under 500 FTEs	45	190	56,531	63,530	66,858	66,045	72,803	46%	3,122	67,713	64,717	56,647	75,586
Over 500 FTEs	17	297	60,105	64,012	68,559		77,150	64%	2,034	69,331	64,012	53,412	83,583
California Regions													
Northern	8	11	52,260	68,610	64,593	63,081	73,273	14%		64,593	68,610	51,915	75,735
Bay Area	23	102	60,081	68,978	70,229	67,677	76,160	58%	4,544	71,382	68,978	56,815	73,122
Central Valley/Gold Country/High Sierra	8	19	51,355	63,440	61,056	59,627	70,985	25%		61,160	63,440	53,806	65,472
Desert/Imperial/Inland	11	96	55,120	59,264	59,547		68,349	70%	2,360	60,535	59,264	48,687	78,682
South Coast	24	259	56,046	64,364	67,576		75,101	71%	1,383	68,253	65,132	57,275	82,876

Additional national, industry and size data cuts are available in the Excel version of the survey.

Administrative Assistant- Level I

Job Number: 130

Beginning-level secretarial job. Usually assigned to a department and may work for more than one person. Uses a personal computer to produce letters, source documents, reports, etc. Performs work requiring judgment and office knowledge in such matters as routing of mail and telephone calls, scheduling appointments, and maintaining functional file systems. Performs other related secretarial work of a routine nature. Direction is typically detailed.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	64	820	46,743	52,035	53,892	56,925	59,926	50%	1,150	54,310	52,263	45,727	64,133
FTEs													
Under 500 FTEs	33	138	45,250	52,187	53,020	54,990	57,659	47%	932	53,359	52,270	47,514	63,150
Over 500 FTEs	31	682	47,174	51,480	54,820	57,317	61,298	54%	1,352	55,322	52,255	43,941	65,116
California Regions													
Northern	4	20											
Bay Area	20	230	46,426	51,646	55,012		61,583	42%	1,218	55,284	52,238	46,149	64,386
Central Valley/Gold Country/High Sierra	18	128	46,561	51,760	51,412		57,087	50%	715	51,689	51,760	43,170	62,347
Desert/Imperial/Inland	18	330	44,637	50,428	52,240		57,889	47%	1,697	52,873	50,428	44,309	65,207
South Coast	25	112	47,026	53,089	53,285	52,740	58,916	52%	1,315	53,840	53,089	46,212	68,287

Additional national, industry and size data cuts are available in the Excel version of the survey.

Administrative Assistant- Level II

Job Number: 131

Intermediate-level secretarial job. Reports either to a department head (in a smaller organization) or to several individuals. Performs varied secretarial duties such as screening mail, handling telephone calls, setting up files and records, and preparation of routine reports. Uses a personal computer utilizing one or more software packages to generate correspondence and other documentation, including graphics. May coordinate meetings, conferences, presentations, travel arrangements and perform other routine administrative work. Requires only general supervision when special projects are assigned. Receives less detailed direction.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	69	626	53,304	59,488	61,677	60,678	68,753	51%	1,491	62,177	59,871	50,553	69,453
FTEs													
Under 500 FTEs	36	106	51,601	57,422	59,763	63,354	68,255	50%	948	60,125	57,822	51,731	66,474
Over 500 FTEs	33	520	55,731	60,159	63,764	60,132	71,664	52%	2,034	64,416	60,159	49,413	72,336
California Regions													
Northern	9	37	52,510	68,390	65,934		77,185	71%		66,336	68,390	52,087	79,600
Bay Area	24	53	54,735	66,300	66,808	62,439	74,381	52%	2,803	67,907	66,300	51,640	73,964
Central Valley/Gold Country/High Sierra	13	104	44,434	51,483	52,436	50,220	61,100	31%		52,550	51,483	46,500	61,275
Desert/Imperial/Inland	16	197	53,949	58,899	63,625	65,659	77,866	57%	2,720	64,624	58,907	54,676	75,517
South Coast	30	235	49,677	58,686	59,860		67,527	50%	1,090	60,237	58,686	49,551	68,168

Additional national, industry and size data cuts are available in the Excel version of the survey.

Administrative Assistant- Level III

Job Number: 132

Senior-level secretarial job. Generally reports to a manager of a major function or multiple areas. Performs broad, varied secretarial duties and other responsibilities to relieve supervisor of routine administrative detail. Prepares correspondence, reports, and conducts special projects as directed. May coordinate meetings, conferences, presentations, travel arrangements and perform other routine administrative work. Uses a personal computer and is proficient in the use of more than one software package, including spreadsheets and graphics. May compose correspondence of a routine nature. May give work direction to others. Job requires considerable judgment and is typically performed under minimal supervision. Direction received is general.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	45	365	64,161	76,428	80,595		92,309	56%	3,135	81,932	76,428	66,029	92,225
FTEs													
Under 500 FTEs	23	72	64,133	74,888	81,121	83,709	93,862	58%	1,865	81,851	74,888	71,921	97,114
Over 500 FTEs	22	293	64,843	77,731	80,045		92,573	55%	4,175	82,018	77,731	61,477	88,447
California Regions													
Northern	4	11											
Bay Area	10	23	63,641	90,837	87,203		106,133	60%	3,833	88,965	92,837	70,470	97,989
Central Valley/Gold Country/High Sierra	7	32	61,600	61,981	64,889		74,888	43%		65,187	63,285	51,274	70,627
Desert/Imperial/Inland	13	199	72,815	84,955	86,459		96,419	64%	4,806	89,047	90,973	69,792	98,074
South Coast	20	100	61,053	67,657	73,847		81,697	41%	1,670	74,417	67,812	63,526	90,185

Additional national, industry and size data cuts are available in the Excel version of the survey.

Administrative Assistant- All Incumbents

Job Number: 132.5

Performs varied secretarial duties such as screening mail, handling telephone calls, setting up files and records, and preparation of routine reports. Uses a personal computer utilizing one or more software packages to generate correspondence and other documentation, including graphics. May coordinate meetings, conferences, presentations, travel arrangements and perform other routine administrative work.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	86	991	55,164	65,312	67,647	66,675	76,796	54%	2,020	68,404	65,796	55,733	76,625
FTEs													
Under 500 FTEs	49	178	54,638	65,520	66,989	71,587	74,766	53%	1,273	67,477	66,477	57,777	75,292
Over 500 FTEs	37	813	58,897	65,104	68,518	65,599	81,422	55%	2,854	69,631	65,104	53,338	78,186
California Regions													
Northern	10	48	52,510	71,518	68,796		81,277	71%		69,158	72,675	55,567	82,435
Bay Area	29	76	57,200	68,806	72,291	68,255	86,567	57%	3,310	73,641	68,806	56,223	80,495
Central Valley/Gold Country/High Sierra	15	136	45,188	54,676	55,222	53,106	62,501	33%		55,382	54,676	47,440	63,913
Desert/Imperial/Inland	22	396	56,555	72,170	73,445		87,536	65%	3,294	75,109	72,815	62,355	85,236
South Coast	38	335	51,603	62,605	63,332		70,892	48%	916	63,665	62,905	53,440	73,775

Additional national, industry and size data cuts are available in the Excel version of the survey.

Executive Secretary

Job Number: 133

Top-level secretarial job, other than Secretary to the CEO, Board Chair or President. Generally reports to a high-level executive or officer level. Performs standard and advanced secretarial duties, which may be of a confidential nature. Responsibilities include handling telephone calls, scheduling appointments and relieving the executive of routine administrative detail. Coordinates meetings, conferences, presentations and travel arrangements. Composes correspondence, prepares reports and conducts special projects as directed. May give work direction to others. Job requires considerable judgment and is typically performed under minimal supervision.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	68	227	78,533	87,521	90,279	88,387	102,503	54%	4,646	92,217	88,391	71,402	101,784
FTEs													
Under 500 FTEs	41	52	73,226	84,872	89,814	88,195	99,224	51%	2,937	90,960	85,372	73,175	102,641
Over 500 FTEs	27	175	79,800	91,894	90,986	88,444	103,596	58%	6,750	94,125	93,810	69,132	100,687
California Regions													
Northern	6	13	71,769	86,617	89,100		108,914			89,100	86,617	66,807	93,708
Bay Area	16	29	82,448	93,319	102,648	99,681	111,126	50%	8,472	105,790	93,600	80,824	110,927
Central Valley/Gold Country/High Sierra	12	59	59,204	77,109	73,493		81,344	42%		73,666	77,901	65,601	88,628
Desert/Imperial/Inland	16	68	81,787	93,447	90,692	91,587	104,574	47%	7,574	93,509	95,989	68,987	104,689
South Coast	26	58	78,533	88,596	92,601	91,654	102,052	63%	3,921	94,899	89,198	71,761	103,456

Additional national, industry and size data cuts are available in the Excel version of the survey.

Secretary To CEO, Board Chair or President

Job Number: 134

Performs secretarial and related duties for the Chief Executive Officer, Board Chair or President of the organization. Duties are broad, varied and often of a complex and confidential nature. Responsibilities include handling telephone calls, scheduling appointments and relieving the executive of administrative detail. Coordinates and assists with meetings, such as Board of Directors and Committee meetings, conferences, and presentations. Coordinates travel arrangements, composes correspondence, prepares reports and conducts special projects. May give work direction to others. Job requires considerable independent judgment and initiative.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	41	52	88,801	107,922	111,716	109,067	131,025	51%	10,164	115,682	111,897	84,916	122,815
FTEs													
Under 500 FTEs	22	24	89,493	104,273	107,340	107,213	125,769	50%	8,201	110,695	104,273	89,861	127,896
Over 500 FTEs	19	28	85,030	114,600	116,782	110,656	136,760	53%	12,687	121,456	114,600	80,261	118,034
California Regions													
Northern	3	5											
Bay Area	12	12	96,494	124,297	126,813	126,813	144,348	60%	14,530	132,867	124,297	87,892	126,300
Central Valley/Gold Country/High Sierra	8	11	73,674	89,936	89,990	93,006	101,611	29%		91,622	89,936	76,340	100,403
Desert/Imperial/Inland	7	8	73,549	111,897	104,154	105,460	115,285	67%		104,397	111,897	84,708	115,101
South Coast	13	16	90,177	107,922	114,552	112,251	131,649	46%	12,535	120,338	113,181	86,440	132,757

Additional national, industry and size data cuts are available in the Excel version of the survey.

Receptionist

Job Number: 135

Acts as receptionist to greet and direct visitors to the organization or departments within the organization. May perform incidental clerical tasks as required.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	60	1016	46,230	51,249	53,370	51,968	57,536	54%	3,091	54,473	51,249	43,814	60,631
FTEs													
Under 500 FTEs	34	323	44,373	50,439	52,893	51,575	54,147	48%	3,294	53,858	50,476	42,843	58,544
Over 500 FTEs	26	693	47,611	54,260	53,994	52,151	59,181	62%	2,923	55,277	54,283	44,825	62,806
California Regions													
Northern	6	112	46,531	56,039	53,633		58,327			53,633	56,039	46,262	58,126
Bay Area	20	203	50,931	55,111	56,340		61,641	53%	4,158	57,759	55,490	45,064	62,349
Central Valley/Gold Country/High Sierra	14	266	42,848	49,920	48,789	52,559	53,068	36%		49,975	49,920	42,658	61,169
Desert/Imperial/Inland	11	152	46,960	54,080	54,555		59,228	63%		55,959	54,080	45,568	62,798
South Coast	26	283	44,008	48,277	51,427	50,948	52,174	57%	1,053	51,843	48,423	40,842	58,364

Additional national, industry and size data cuts are available in the Excel version of the survey.

Telephone Operator

Job Number: 136

Operates organization's telephone system. Makes connections for incoming and long-distance telephone calls. Takes and relays messages appropriately.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	12	147	44,335	53,768	54,130	53,848	59,822	44%		54,888	54,042	47,056	61,711
FTEs													
Under 500 FTEs	6	28	43,078	48,116	51,979		64,742	60%		53,184	48,842	47,147	61,587
Over 500 FTEs	6	119	47,830	56,787	56,282		64,228			56,593	56,787	46,966	61,835
California Regions													
Northern	3	16											
Bay Area	2	10											
Central Valley/Gold Country/High Sierra	5	62	46,859	52,693	51,861		56,447			52,261	53,241	45,061	60,699
Desert/Imperial/Inland	2	18											
South Coast	4	41											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Mail Clerk

Job Number: 137

Entry-level job. Performs a variety of clerical and other routine duties. Seals and stamps envelopes, distributes, collects and sorts mail. Assists in tabulating and marking articles, determining and affixing postage and maintaining appropriate records. Assists with filing and operating simple office machines, such as letter opener, envelope-sealing machine and postage meter. May perform other clerical duties of a similar entry-level nature.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	11	21	45,557	52,876	50,846		54,413	30%		51,063	52,876	41,350	54,832
FTEs													
Under 500 FTEs	7	8	42,848	52,876	50,479	50,971	54,413	43%		50,820	52,876	40,198	56,406
Over 500 FTEs	4	13											
California Regions													
Bay Area	1	1											
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	3	13											
South Coast	6	6	38,584	48,422	46,741	46,741	53,218	33%		46,856	48,422	40,046	54,297

Additional national, industry and size data cuts are available in the Excel version of the survey.

Records Clerk

Job Number: 138

Maintains various types of records, correspondence, reports or documents in filing system. Pulls requested information for distribution and sends copies to appropriate department. Controls inventory of records which may include disposal at designated times.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	23	95	47,840	54,985	57,091	54,491	61,152	40%	1,947	57,683	54,985	47,209	64,098
FTEs													
Under 500 FTEs	13	42	46,800	52,000	53,265		58,281	36%		53,819	52,000	47,440	64,787
Over 500 FTEs	10	53	49,121	58,768	62,064		69,567	44%		62,707	58,768	46,793	62,859
California Regions													
Northern	3	12											
Bay Area	2	6											
Central Valley/Gold Country/High Sierra	8	44	49,564	55,943	56,346	54,882	62,105	14%		56,721	55,943	46,400	60,012
Desert/Imperial/Inland	4	7											
South Coast	8	26	49,400	54,148	55,000		59,644	43%		55,553	54,148		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Meeting Planner

Job Number: 139

Coordinates meetings, conferences and special events for the organization. Meets with employees involved in such events to determine program requirements. Develops overall event plan and budget and sets planning timelines. Secures appropriate event locations and, if necessary, accommodations. Coordinates and ensures appropriateness of all event plan details such as room/facility layout, equipment, menus, ground transportation, off-site recreation, themed decor, print materials, and speakers/entertainers. Negotiates contracts and costs with vendors to ensure acceptable terms and pricing. Oversees actual events on-site, when necessary, to monitor vendor services. Maintains records regarding events, event planning and quality of vendor services.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	22	35	66,286	86,206	88,579	88,191	104,879	61%	9,409	92,856	86,456	77,028	109,334
FTEs													
Under 500 FTEs	16	25	72,860	88,384	88,062	90,031	104,879	64%	5,187	90,656	88,384	77,167	105,028
Over 500 FTEs	6	10	55,890	77,909	89,958		136,077			98,725	78,159	76,797	116,509
California Regions													
Bay Area	6	9	88,384	94,277	96,604	97,456	107,150			96,604	94,277		
Central Valley/Gold Country/High Sierra	4	7											
Desert/Imperial/Inland	4	6											
South Coast	9	13	67,028	85,644	87,414	90,983	102,285	75%	4,461	90,388	86,144	75,638	113,292

Additional national, industry and size data cuts are available in the Excel version of the survey.

Program Manager

Job Number: 140

Manages business unit programs to achieve financial, schedule, technical, organizational and business unit objectives while ensuring customer expectations, primarily accomplished through matrix management. Prepares detailed plans and schedules to achieve program objectives. Ensures that all programs maintain a proper balance between costs, selling price and schedule to attain successful start up and completion. Directs the activities of the project team to achieve program objectives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	87	718	100,693	124,367	142,256	130,626	165,000	58%	14,747	147,659	128,507	115,487	165,552
FTEs													
Under 500 FTEs	62	314	97,813	121,649	138,889	117,621	167,305	53%	12,149	143,004	123,321	114,526	159,661
Over 500 FTEs	25	404	103,054	135,500	150,607	140,734	169,796	73%	18,383	159,203	135,500	117,408	177,335
California Regions													
Northern	12	42	78,416	93,851	112,124	138,188	126,886	33%		118,194	93,851	88,345	129,588
Bay Area	31	216	101,259	125,847	142,440	116,135	157,726	55%	10,566	146,274	131,460	115,301	157,894
Central Valley/Gold Country/High Sierra	19	145	92,555	109,000	121,001	131,051	143,404	56%	13,904	125,414	109,000	99,730	139,327
Desert/Imperial/Inland	15	77	102,512	140,000	148,186	139,075	179,216	77%	36,281	164,155	140,000	118,414	185,195
South Coast	39	238	100,693	132,115	150,248	139,451	184,068	72%	17,424	158,383	135,850	119,628	178,877

Additional national, industry and size data cuts are available in the Excel version of the survey.

Project Manager (non-IT)

Job Number: 141

Identifies and provides information and analysis required for the decision making processes in support of business operations. Facilitates team meetings and communications. May manage a sub-project of a larger project involving significant cross functional areas of the company.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	64	329	81,211	97,304	103,351	103,351	118,356	67%	5,383	106,043	101,283	82,108	115,140
FTEs													
Under 500 FTEs	40	200	77,537	86,353	95,935	94,354	108,051	63%	4,104	97,884	86,853	78,235	102,623
Over 500 FTEs	24	129	97,304	110,622	115,711	117,299	128,297	73%	6,901	119,640	119,034	87,391	132,210
California Regions													
Northern	4	6											
Bay Area	23	92	77,824	94,395	108,951	108,261	126,060	70%	7,522	112,696	94,395	86,512	115,179
Central Valley/Gold Country/High Sierra	8	57	91,123	101,687	95,111		109,245	29%		96,796	105,245	75,443	110,437
Desert/Imperial/Inland	14	54	84,535	105,585	114,789		140,901	62%	5,598	117,987	118,475	90,262	132,073
South Coast	28	120	76,764	98,652	100,258	89,201	122,610	67%	4,417	102,588	101,030	79,368	112,692

Additional national, industry and size data cuts are available in the Excel version of the survey.

Project Manager (non-IT) - Senior

Job Number: 142

Responsible for managing significant cross functional projects in areas such as human resources, finance, marketing, organizational transformation, properties, logistics, etc. Responsible for the design, development, documentation, and implementation of the project. Develops and monitors project plans, budgets, progress reports and integration points with other groups, schedule and staffing requirements.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	54	226	100,794	121,669	128,457	129,432	148,577	69%	17,154	137,969	124,000	103,323	147,385
FTEs													
Under 500 FTEs	30	66	101,286	122,042	133,980	134,089	152,169	57%	20,836	144,398	124,000	112,239	152,591
Over 500 FTEs	24	160	98,442	115,908	121,554	127,511	147,206	86%	13,906	129,934	125,449	94,796	142,406
California Regions													
Northern	4	5											
Bay Area	19	89	103,980	132,000	135,575	133,802	157,975	81%	14,039	144,612	132,000	112,858	154,749
Central Valley/Gold Country/High Sierra	12	29	98,759	116,193	121,297		142,462	67%	4,811	124,504	123,267	103,953	146,393
Desert/Imperial/Inland	8	24	111,536	120,430	125,119	136,167	147,237	86%	23,494	138,031	147,584	92,026	143,861
South Coast	25	79	96,289	121,338	128,125	127,026	135,422	80%	18,687	141,701	122,084	100,345	150,082

Additional national, industry and size data cuts are available in the Excel version of the survey.

Project Manager (non-IT) - All Incumbents

Job Number: 142.5

Identifies and provides information and analysis required for the decision making processes in support of business operations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	86	556	86,574	103,262	113,260	113,886	136,010	71%	11,364	119,213	103,981	90,536	128,069
FTEs													
Under 500 FTEs	53	266	82,486	101,000	110,880	104,213	128,396	64%	12,214	117,102	101,000	89,854	119,836
Over 500 FTEs	33	290	95,396	115,859	117,083	122,758	138,024	83%	10,366	122,604	115,956	91,424	138,773
California Regions													
Northern	8	11	65,520	102,157	93,875	96,690	105,721	17%		95,194	102,157	77,114	107,216
Bay Area	33	182	85,307	101,587	116,395	120,522	146,183	76%	11,243	122,193	101,587	95,253	129,799
Central Valley/Gold Country/High Sierra	17	86	96,973	106,941	109,521		123,693	56%	4,474	111,889	106,941	91,794	131,960
Desert/Imperial/Inland	16	78	86,853	115,812	112,479	129,959	129,508	80%	10,670	117,942	118,475	86,544	128,645
South Coast	40	199	86,036	104,227	117,200	104,217	131,109	79%	13,187	126,102	106,760	92,172	133,460

Additional national, industry and size data cuts are available in the Excel version of the survey.

Childcare Worker

Job Number: 146

Responsible for teaching and care of pre-school students in facility-sponsored day care.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	111	49,481	52,947	53,151		53,808	67%		53,495	52,947	48,158	60,157
FTEs													
Under 500 FTEs	4	75											
Over 500 FTEs	3	36											
California Regions													
Bay Area	4	106											
Desert/Imperial/Inland	1	3											
South Coast	2	2											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Principal

Job Number: 147

Leads, manages and oversees all functions of an individual school. Provides the vision, sets the strategic goals and managing resources of the school.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	14	89,584	112,499	122,416		163,000	29%		123,428	112,499	99,195	140,968
FTEs													
Under 500 FTEs	5	11	76,209	98,750	116,865		166,579	20%		118,484	98,750		
Over 500 FTEs	3	3											
California Regions													
Northern	3	3											
Bay Area	2	8											
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	1	1											
South Coast	1	1											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Teacher

Job Number: 149

Develops, plans, and implements curriculum, lesson plans, and educational programs for student audiences within areas of expertise. Prepares appropriate documentation and reports on programs and on student progress. Typically requires a bachelor's degree and state license.

	# of Orgs	# of Incs.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	10	40	55,395	76,544	70,273	69,060	80,914	22%		71,272	77,658	62,549	82,423
FTEs													
Under 500 FTEs	6	23	46,389	62,477	62,918	61,682	79,888	17%		62,918	62,477	58,134	68,349
Over 500 FTEs	4	17											
California Regions													
Northern	3	9											
Bay Area	2	6											
Central Valley/Gold Country/High Sierra	1	9											
Desert/Imperial/Inland	2	4											
South Coast	5	12	62,477	83,121	78,202		91,468	20%		78,202	83,121	68,883	87,315

Additional national, industry and size data cuts are available in the Excel version of the survey.

Public Relations Director

Job Number: 150

Manages and oversees all media relations and publicity activities for the organization. Responsibilities may include supervising manager-level subordinates; serving on the executive/management team; developing long-range objectives pertaining to public relations; communicating those goals to subordinate management; and directing goodwill promotions in line with the organization's goals.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	28	31	126,671	157,356	170,251	168,484	185,011	62%	23,296	181,899	166,234	136,893	216,894
FTEs													
Under 500 FTEs	20	23	121,441	142,883	165,210	163,487	168,010	56%	22,069	176,245	147,583	136,737	216,576
Over 500 FTEs	8	8	171,950	178,890	182,853	182,853	195,225	75%		196,034	196,161		
California Regions													
Bay Area	8	8	134,310	150,606	144,887	144,887	172,179	38%		148,106	150,606	124,859	177,293
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	4	4											
South Coast	12	15	133,443	158,771	177,612	172,489	195,428	73%	20,922	189,816	166,234	131,370	234,534

Additional national, industry and size data cuts are available in the Excel version of the survey.

Public Relations Representative

Job Number: 152

Assists in gathering and preparing informational material for dissemination through newspapers, magazines, radio, TV, filmstrips, and related media. Responsibilities may include assisting in securing media coverage for organization programs and activities as well as assisting organization staff in preparing public statements, press releases, speeches, and newsletters. Generally works under close supervision of the Public Relations Manager.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	36	65,312	87,040	86,416	82,980	111,244	67%	3,449	88,355	87,040	71,466	103,998
FTEs													
Under 500 FTEs	13	28	60,318	80,000	79,329	76,935	94,847	58%	2,480	80,580	80,000	67,497	95,997
Over 500 FTEs	6	8	83,220	106,291	101,770		115,800	83%		105,201	109,791	81,787	124,801
California Regions													
Bay Area	7	7	87,040	101,129	98,133	98,133	116,550	57%		101,134	106,116	81,364	110,782
Central Valley/Gold Country/High Sierra	3	3											
Desert/Imperial/Inland	2	4											
South Coast	8	22	60,147	75,222	80,263		106,968	71%		81,629	78,801	66,106	105,009

Additional national, industry and size data cuts are available in the Excel version of the survey.

Copywriter

Job Number: 154

Drafts language on specific topics for promotional and marketing efforts. Responsibilities may include assisting in preparation of sales/marketing programs, assisting with artistic layouts, and researching vendors to perform production activities.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	14	126	65,919	88,243	94,456		99,809	54%	4,324	96,309	89,646	78,805	112,794
FTEs													
Under 500 FTEs	8	12	69,835	82,954	102,065	92,334	107,858	50%		103,768	83,988	91,101	120,759
Over 500 FTEs	6	114	64,880	88,243	84,311		99,809	60%		86,364	91,244	66,508	104,829
California Regions													
Bay Area	4	8											
Desert/Imperial/Inland	4	7											
South Coast	7	111	66,269	89,455	103,375		100,000	57%		105,855	93,196	89,109	125,812

Additional national, industry and size data cuts are available in the Excel version of the survey.

Director of Development/Fundraising

Job Number: 160

Develops a comprehensive fundraising strategy to expand philanthropic support for the organization. Manages all components of the fundraising plans including: annual giving, planned giving, corporate and foundation grants, major individual and corporate gifts, and special fundraising events. Manages (either directly or indirectly) all staff members of the development department.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	41	70	136,572	142,800	155,418	149,651	184,379	50%	13,045	160,619	146,511	125,442	183,816
FTEs													
Under 500 FTEs	31	56	133,515	142,100	150,658	144,533	181,333	43%	11,791	154,842	142,800	125,219	181,674
Over 500 FTEs	10	14	139,707	161,990	170,174	170,125	204,517	70%	15,344	178,527	162,081	125,936	188,577
California Regions													
Northern	3	3											
Bay Area	13	24	132,500	139,620	150,569	153,633	181,182	46%		152,786	139,620	113,691	173,164
Central Valley/Gold Country/High Sierra	6	7	120,679	140,858	139,678	139,643	157,497	50%		146,061	142,554	118,313	187,536
Desert/Imperial/Inland	9	14	139,656	146,266	156,697		177,646	78%	10,655	163,800	148,722	120,097	180,074
South Coast	15	22	120,000	148,984	158,812	154,309	194,935	54%	18,265	167,336	148,984	127,973	192,845

Additional national, industry and size data cuts are available in the Excel version of the survey.

Development Officer

Job Number: 162

Oversees one specific component of the organization's strategic fundraising plan. Examples include annual giving, planned giving, corporate and foundation grants, and major individual and corporate gifts. Develops and executes fundraising plan as it relates to the specific fundraising component assigned. May supervise one to two individuals specifically assigned to the relevant fundraising component.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	41	68	84,657	111,395	123,699	118,137	154,396	43%	7,292	125,833	111,675	108,188	159,519
FTEs													
Under 500 FTEs	31	51	81,099	114,816	122,125	113,950	157,991	41%	7,121	124,192	119,125	106,925	157,556
Over 500 FTEs	10	17	87,929	103,231	128,580	130,696	147,158	50%		130,922	103,231	110,714	163,446
California Regions													
Northern	3	4											
Bay Area	14	27	86,454	124,344	131,185	128,692	174,351	46%	9,040	134,413	124,344	96,902	135,744
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	5	7	85,107	101,946	141,265	129,069	217,083	40%		142,029	101,946		
South Coast	20	26	84,657	105,838	120,190	116,703	145,600	53%	4,774	122,099	115,037	103,242	160,876

Additional national, industry and size data cuts are available in the Excel version of the survey.

Grant Writer

Job Number: 164

Writes grant proposals to obtain funding support from foundation and corporate funders for operating funds and special projects and initiatives. Works with appropriate program staff to develop and articulate proposed projects. Researches potential funders and makes contacts with foundation staff. Produces status reports for grant writing activity for the Executive Director and the Board of Directors.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	35	77,293	86,790	86,559	84,812	103,250	24%		87,166	86,790	76,708	106,072
FTEs													
Under 500 FTEs	13	18	73,646	86,790	84,128	84,084	91,195	33%		85,015	86,790	73,572	101,625
Over 500 FTEs	6	17	72,943	95,489	91,826		107,046			91,826	95,489	82,354	114,076
California Regions													
Northern	1	1											
Bay Area	7	18	68,074	86,250	81,945		94,390	33%		82,802	86,250		
Central Valley/Gold Country/High Sierra	1	3											
Desert/Imperial/Inland	3	3											
South Coast	7	10	77,813	87,500	92,083	90,336	104,728			92,083	87,500	78,321	117,721

Additional national, industry and size data cuts are available in the Excel version of the survey.

Case Manager

Job Number: 202

Reviews and coordinates all aspects of care on assigned cases to ensure appropriate utilization, reimbursement and quality. Is liaison with insurers, providers and managed care representatives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	29	666	58,546	68,721	84,175	105,394	112,427	50%	2,837	85,158	68,721	69,190	96,396
FTEs													
Under 500 FTEs	16	200	55,927	67,809	78,385	78,082	92,745	57%	1,132	78,880	67,809	70,007	90,628
Over 500 FTEs	13	466	59,898	75,582	91,302		123,279	40%		92,885	76,003	68,236	103,125
California Regions													
Northern	5	36	56,450	70,045	71,567		87,444			71,567	70,045	61,753	88,780
Bay Area	7	83	60,477	60,790	65,449	67,704	75,787	67%		65,941	60,790	54,084	77,106
Central Valley/Gold Country/High Sierra	10	170	56,674	69,662	80,950		120,466	33%		81,876	69,662	66,139	93,663
Desert/Imperial/Inland	6	248	67,690	95,113	111,300		171,097			114,166	102,862	84,777	128,911
South Coast	11	129	57,773	72,784	87,210	82,284	122,373	50%		87,610	72,784	72,163	99,851

Additional national, industry and size data cuts are available in the Excel version of the survey.

Registered Nurse

Job Number: 205

Delivers direct patient care according to the direction of the medical staff, hospital policy, and supervisory requirements.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	25	15968	107,515	122,727	119,159		131,610	45%	4,416	120,252	123,914	97,068	134,725
FTEs													
Under 500 FTEs	12	125	115,527	121,903	120,665		127,951	56%		121,255	121,903	100,730	134,277
Over 500 FTEs	13	15843	100,327	126,195	117,769		134,872	36%		119,325	126,195	94,251	135,070
California Regions													
Northern	4	1021											
Bay Area	5	94	116,655	133,372	129,715	127,720	140,947			129,895	133,372		
Central Valley/Gold Country/High Sierra	9	4815	105,557	125,632	118,359		132,386	25%		118,694	125,632	97,584	132,963
Desert/Imperial/Inland	6	6338	115,212	128,180	130,341		147,629	60%		133,910	137,029	102,453	150,254
South Coast	10	3700	100,807	122,424	116,751		131,025	33%		117,039	123,035	96,841	136,183

Additional national, industry and size data cuts are available in the Excel version of the survey.

Licensed Practical Nurse (LPN)

Job Number: 206

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	16	1310	73,116	77,734	80,467		86,571	42%	4,519	81,318	78,572	65,895	92,766
FTEs													
Under 500 FTEs	9	67	73,479	80,452	83,090	82,026	94,561	29%		83,812	83,452	70,735	98,094
Over 500 FTEs	7	1243	72,634	77,369	77,093		80,730	60%		78,110	78,130	61,054	87,439
California Regions													
Northern	4	42											
Bay Area	5	82	86,571	87,300	89,997		94,771			91,299	89,820	70,698	99,882
Central Valley/Gold Country/High Sierra	6	261	72,995	76,647	78,023		84,426	33%		78,529	76,667	65,384	91,358
Desert/Imperial/Inland	4	711											
South Coast	5	214	73,116	73,462	74,633		76,736			74,774	73,820		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Certified Nursing Assistant

Job Number: 207

Performs various patient care duties such as taking TPR's, feeding and bathing patients, and other personal duties. Maintains record of intake and output, collects specimens, etc. May perform minor cleaning duties.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	9	2924	54,328	55,623	57,258		59,764	14%		57,447	56,811	49,313	65,078
FTEs													
Under 500 FTEs	2	77											
Over 500 FTEs	7	2847	53,970	55,441	56,213		58,733			56,213	55,441	48,562	63,273
California Regions													
Northern	1	68											
Bay Area	4	146											
Central Valley/Gold Country/High Sierra	4	690											
Desert/Imperial/Inland	4	1183											
South Coast	4	837											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Medical Assistant

Job Number: 208

Perform administrative and certain clinical duties under the direction of physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	27	3942	52,325	54,671	54,672	56,110	58,451	43%	1,232	54,925	54,915	48,287	62,199
FTEs													
Under 500 FTEs	17	506	48,152	53,913	54,055		59,389	46%	1,180	54,402	54,671	48,271	61,201
Over 500 FTEs	10	3436	53,369	55,150	55,720	56,629	58,442	38%		55,813	55,150	48,316	63,973
California Regions													
Northern	5	281	47,798	54,041	54,203		60,689			54,252	54,041	50,312	68,812
Bay Area	4	232											
Central Valley/Gold Country/High Sierra	10	1364	47,688	53,418	51,951		55,340	25%		52,261	53,549	46,720	59,553
Desert/Imperial/Inland	4	1359											
South Coast	13	706	51,857	53,913	54,447	55,616	58,401	36%		54,599	53,913	46,849	61,109

Additional national, industry and size data cuts are available in the Excel version of the survey.

Nurse Practitioner

Job Number: 210

Assesses patients' physical and psychosocial status by performing physical examination and diagnostic tests. Interprets test results, develops and implements therapeutic plans, follows up on patient care and provides education to patients.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	23	605	163,030	176,411	172,984	183,661	188,748	58%	3,129	173,721	176,411	140,275	193,281
FTEs													
Under 500 FTEs	13	100	164,576	176,342	174,825	172,003	181,680	64%	3,549	176,081	176,342	147,155	193,677
Over 500 FTEs	10	505	154,853	184,636	170,590	185,970	197,397	50%		170,653	184,913	132,707	192,846
California Regions													
Northern	3	53											
Bay Area	4	50											
Central Valley/Gold Country/High Sierra	8	151	159,515	177,162	168,102		191,042	29%		169,128	177,162	137,304	191,144
Desert/Imperial/Inland	4	148											
South Coast	12	203	166,895	176,282	174,408	183,041	185,463	50%	2,119	175,143	176,282	141,687	194,543

Additional national, industry and size data cuts are available in the Excel version of the survey.

Physician Assistant

Job Number: 212

Provides healthcare services to patients under direct supervision and responsibility of a physician.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	212	150,435	166,400	170,514	183,198	194,488	53%	4,524	171,755	166,400	138,664	186,498
FTEs													
Under 500 FTEs	12	48	144,589	163,311	160,078	164,067	171,371	70%	5,148	162,026	163,439	136,980	176,260
Over 500 FTEs	7	164	172,150	194,488	188,405	188,797	208,829	20%		188,433	194,488	141,753	205,266
California Regions													
Northern	4	30											
Bay Area	2	13											
Central Valley/Gold Country/High Sierra	5	66	150,884	166,400	168,037		186,008			168,037	166,400	131,183	183,032
Desert/Imperial/Inland	3	18											
South Coast	10	85	152,315	172,473	172,374		206,978	78%	4,445	174,632	172,473	140,006	187,917

Additional national, industry and size data cuts are available in the Excel version of the survey.

Social Worker (BSW)

Job Number: 213

Assist in the assessment of social needs and medical care needs for patients and assist in securing needed services. Counsel patients and families and provide a channel of open communication between hospital staff and patients.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	16	558	61,875	77,397	78,514		95,723	29%		78,587	77,397	66,278	91,034
FTEs													
Under 500 FTEs	7	48	59,488	62,044	69,720		80,427	43%		69,887	62,544	57,869	78,655
Over 500 FTEs	9	510	73,893	80,445	85,355		104,396	14%		85,355	80,445	71,884	99,286
California Regions													
Northern	5	45	51,365	87,848	76,467		95,878			76,467	87,848	59,194	83,367
Bay Area	6	49	59,943	65,741	68,546		79,954	20%		68,546	65,741	62,734	78,708
Central Valley/Gold Country/High Sierra	7	202	61,707	74,718	74,947		80,427	14%		75,042	74,718	62,629	84,987
Desert/Imperial/Inland	3	218											
South Coast	6	44	57,022	72,561	78,062		104,604	17%		78,146	72,561	71,223	91,570

Additional national, industry and size data cuts are available in the Excel version of the survey.

Social Worker (MSW)

Job Number: 214

Interviews clients and their families and coordinates and plans programs and activities to meet their social and emotional needs. Provides crisis intervention and assists families in understanding the implications and complexities of the medical situation and its impact on lifestyle. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment and additional education to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a senior case manager.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	21	503	76,791	94,415	92,197		102,316	39%	1,030	92,324	94,415	76,690	107,969
FTEs													
Under 500 FTEs	12	94	73,514	90,448	84,987	88,422	95,207	45%		85,154	90,448	71,570	99,528
Over 500 FTEs	9	409	86,459	101,989	101,810		112,442	29%		101,885	101,989	82,378	117,347
California Regions													
Northern	5	94	66,413	95,951	95,104		123,370			95,144	95,951	75,168	106,689
Bay Area	7	48	81,195	100,459	99,873		129,327			99,873	100,459	82,609	112,813
Central Valley/Gold Country/High Sierra	7	86	77,271	94,415	93,939		101,989	50%		94,072	94,415	80,591	109,380
Desert/Imperial/Inland	4	158											
South Coast	14	117	79,075	96,383	94,995	94,945	106,616	42%		95,130	96,633	78,940	113,107

Additional national, industry and size data cuts are available in the Excel version of the survey.

Home Health Care Aide

Job Number: 216

Provide routine, personal healthcare, such as bathing, dressing, or grooming, to elderly, convalescent, or disabled persons in the home of patients or in a residential care facility.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	188	46,645	49,440	50,723	52,575	57,410	29%		50,756	49,483	45,355	55,413
FTEs													
Under 500 FTEs	5	106	42,175	48,201	46,286		49,440	40%		46,338	48,375		
Over 500 FTEs	3	82											
California Regions													
Northern	1	5											
Bay Area	2	63											
Central Valley/Gold Country/High Sierra	5	64	43,817	50,505	51,915		60,717			51,915	50,505		
Desert/Imperial/Inland	1	47											
South Coast	2	9											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Medical Coder

Job Number: 218

Compiles charge information, assists in coding when needed and enters charges into the Practice Management System. Ensures charge information provided is correct and accurate. Phones insurance payers on claim denials. Provides AR management for self-pay accounts and balances.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	11	149	58,480	65,437	69,358		81,663	43%		69,535	65,437	58,848	79,542
FTEs													
Under 500 FTEs	8	18	60,471	64,743	66,944	67,003	74,586	60%		67,187	64,743	58,674	75,472
Over 500 FTEs	3	131											
California Regions													
Bay Area	1	12											
Central Valley/Gold Country/High Sierra	3	16											
Desert/Imperial/Inland	3	88											
South Coast	7	33	54,080	62,462	63,255		70,013	40%		63,290	62,712	57,107	74,061

Additional national, industry and size data cuts are available in the Excel version of the survey.

Physical Therapist

Job Number: 220

Prescribes and instructs assigned patients in rehabilitative exercises, various therapy treatments and the use of physical therapy devices.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	9	678	130,634	134,669	133,250		141,782	50%		133,631	135,365	103,902	151,894
FTEs													
Under 500 FTEs	5	23	111,073	140,160	133,590		152,822			134,130	141,160		
Over 500 FTEs	4	655											
California Regions													
Northern	3	55											
Bay Area	1	23											
Central Valley/Gold Country/High Sierra	3	206											
Desert/Imperial/Inland	3	268											
South Coast	5	126	129,968	131,074	138,682		151,200			138,882	131,074		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Occupational Therapist

Job Number: 222

Performs a wide variety of modalities in occupational therapy. Maintains patient records. Provides work direction to students, assistants and aides.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	478	114,103	125,003	119,160		136,380	40%		119,438	125,263	98,657	143,222
FTEs													
Under 500 FTEs	3	8											
Over 500 FTEs	5	470	89,918	123,689	112,532		129,567			112,636	123,689	88,585	132,299
California Regions													
Northern	3	25											
Bay Area	2	13											
Central Valley/Gold Country/High Sierra	4	129											
Desert/Imperial/Inland	4	250											
South Coast	5	61	83,675	123,205	107,943		124,579			107,943	123,205		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Dental Assistant

Job Number: 224

Reviews patient charts and prepares instruments and equipment. Performs routine dental treatments and repairs. Performs x-ray procedures and develops film. Provides dental chair assistance during oral surgical procedures. Provides dental hygienic instruction. Charts patient treatment received. Cleans and maintains equipment and work area. Schedules patient appointments.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	261	54,285	61,828	66,122		76,145	57%	2,294	66,812	64,828	58,198	77,292
FTEs													
Under 500 FTEs	13	105	54,285	61,828	66,973	60,896	77,139	64%	2,547	67,819	64,828	58,555	78,663
Over 500 FTEs	4	156											
California Regions													
Northern	4	33											
Bay Area	2	102											
Central Valley/Gold Country/High Sierra	3	25											
Desert/Imperial/Inland	1	2											
South Coast	8	99	54,285	58,857	64,540		67,648	57%		65,331	59,107	57,833	76,164

Additional national, industry and size data cuts are available in the Excel version of the survey.

Dental Hygienist

Job Number: 226

Cleans, scales and polishes teeth. Takes x-rays and prepares them for use by the dentist. Records condition of teeth and mouth on a dental chart. Advises and instructs patients on proper dental hygiene.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	27	122,107	125,667	128,285	126,522	135,834	29%		128,873	126,867	101,355	139,801
FTEs													
Under 500 FTEs	4	8											
Over 500 FTEs	4	19											
California Regions													
Northern	3	4											
Bay Area	1	8											
Central Valley/Gold Country/High Sierra	2	11											
Desert/Imperial/Inland	1	1											
South Coast	2	3											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Purchasing Manager

Job Number: 230

Buys materials or parts to resell or create goods or services. Researches each component to compare quality, cost and availability. Selects vendors, solicits bids and negotiates contracts.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	27	93,400	114,650	111,612	119,974	118,414	76%	13,533	120,159	115,790	91,753	138,753
FTEs													
Under 500 FTEs	10	10	72,298	99,850	94,700	94,700	115,395	89%	7,572	100,001	104,025	82,036	113,189
Over 500 FTEs	9	17	103,345	118,414	130,402	134,841	163,961	63%	21,878	142,557	122,399	100,390	161,477
California Regions													
Northern	1	1											
Bay Area	4	4											
Central Valley/Gold Country/High Sierra	4	4											
Desert/Imperial/Inland	2	4											
South Coast	8	14	90,353	110,686	107,742	115,491	120,407	71%		111,941	114,423	89,369	132,087

Additional national, industry and size data cuts are available in the Excel version of the survey.

Contracts Specialist

Job Number: 231

Primary responsibilities include developing and negotiating contracts with vendors. Oversees the bid process, monitors contract performance and interacts with project managers. Bachelors and 3 years experience.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	12	37	67,881	81,856	92,488	98,660	114,235	56%		92,716	81,856	72,195	96,824
FTEs													
Under 500 FTEs	4	7											
Over 500 FTEs	8	30	75,075	81,856	91,226		104,675	40%		91,297	81,856	77,251	105,392
California Regions													
Northern	2	2											
Bay Area	3	8											
Central Valley/Gold Country/High Sierra	5	10	60,767	79,123	78,978		97,116	40%		79,091	79,123	72,204	91,838
Desert/Imperial/Inland	2	13											
South Coast	1	4											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Forklift Operator

Job Number: 235

Responsible for the safe and efficient operation of forklift equipment. Loads and unloads materials and moves stock around the warehouse.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	14	200	42,049	46,706	47,472	50,663	50,214	45%	1,199	47,986	46,706	39,650	55,554
FTEs													
Under 500 FTEs	7	31	43,212	47,478	47,333		51,792	80%	1,311	48,270	47,478	41,773	57,516
Over 500 FTEs	7	169	41,735	44,727	47,610		48,636	17%		47,702	44,727	37,103	53,200
California Regions													
Northern	1	2											
Bay Area	1	13											
Central Valley/Gold Country/High Sierra	5	39	39,539	46,058	46,088		52,652	60%		47,199	46,058	40,082	55,806
Desert/Imperial/Inland	5	28	43,458	44,727	45,523		47,986			45,523	44,727		
South Coast	7	118	41,735	43,212	47,724		49,442	29%		47,958	44,212		

Additional national, industry and size data cuts are available in the Excel version of the survey.

Maintenance Supervisor

Job Number: 236

Responsible for general repair and preventative maintenance of equipment. Responsible for supervision and training of assigned maintenance mechanics. Reviews, schedules, and assigns work requests for repairs and maintenance.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	45	208	74,481	90,325	92,560	79,216	101,744	56%	4,431	94,433	92,726	72,524	104,734
FTEs													
Under 500 FTEs	22	50	67,291	80,348	90,077		101,744	43%	5,537	92,090	80,348	67,744	95,129
Over 500 FTEs	23	158	76,735	94,355	94,935	78,124	105,054	70%	3,694	96,674	96,375	75,565	110,846
California Regions													
Northern	5	6	69,361	91,520	83,536	80,950	93,718	80%		84,808	91,520		
Bay Area	11	99	69,655	88,671	86,225		96,602	60%		87,576	88,671	74,170	102,488
Central Valley/Gold Country/High Sierra	10	14	65,520	75,488	78,379	79,091	93,985	40%		79,417	75,488	60,079	90,902
Desert/Imperial/Inland	15	53	71,698	77,126	88,550	80,504	105,054	64%	4,108	90,460	77,126	74,825	104,885
South Coast	18	36	80,348	95,797	103,284	98,471	109,831	56%	5,823	106,057	96,510	72,934	114,028

Additional national, industry and size data cuts are available in the Excel version of the survey.

Plumber

Job Number: 238

Maintain water, gas, oxygen, air and heat piping systems and fixtures, replacing defective pipe and fixtures as necessary. Install new pipe assemblies and plumbing fixtures according to blueprints and/or diagram specifications. Estimate material requirements and costs. May train and direct helpers. Licensed

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	6	29	65,987	79,322	87,107		116,013	33%		88,413	80,588	61,129	109,357
FTEs													
Under 500 FTEs	1	18											
Over 500 FTEs	5	11	72,677	83,928	92,262	91,587	116,013	20%		93,584	83,928	65,035	114,588
California Regions													
Central Valley/Gold Country/High Sierra	3	4											
Desert/Imperial/Inland	2	5											
South Coast	2	20											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Software Engineer

Job Number: 244

Develops, designs tests, and maintains software or systems according to the needs of the end users. Applies software engineering principles to analyze, problem-solve and design a appropriate solution. Develops project plans and creates technical specifications.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	40	213	118,234	131,251	134,128	137,089	153,699	69%	11,005	140,212	138,158	101,973	151,833
FTEs													
Under 500 FTEs	19	87	120,727	132,503	137,162		156,000	69%	9,655	142,256	142,238	103,227	151,203
Over 500 FTEs	21	126	116,981	127,693	131,383	141,526	150,397	68%	12,243	138,363	128,293	101,048	152,298
California Regions													
Northern	2	2											
Bay Area	12	83	120,932	142,467	140,798		163,912	73%	17,581	150,298	147,967	110,010	155,256
Central Valley/Gold Country/High Sierra	5	7	133,564	150,977	149,411		164,474			150,202	150,977		
Desert/Imperial/Inland	3	30											
South Coast	22	91	115,361	125,000	130,049	132,555	148,273	65%	11,078	136,065	126,563	100,292	150,877

Additional national, industry and size data cuts are available in the Excel version of the survey.

Construction Manager

Job Number: 245

Oversees construction sites, general contractors and workers to ensure a high level of quality and safety. Reviews timings, budgets, labor and project plans to ensure the work stays on track and meets with clients, third parties and other managers to report on progress.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	19	198	93,600	116,150	134,590	102,748	170,000	88%	15,057	144,819	131,249	104,137	161,233
FTEs													
Under 500 FTEs	9	12	110,457	135,928	153,311	162,089	210,025	75%	25,260	170,151	135,928	120,744	187,381
Over 500 FTEs	10	186	85,606	101,046	117,741		162,250	100%	7,406	122,021	105,059	89,902	138,821
California Regions													
Bay Area	8	82	116,095	139,313	151,456		185,521	75%	20,724	163,426	145,938		
Central Valley/Gold Country/High Sierra	3	23											
Desert/Imperial/Inland	7	47	76,245	103,998	109,036		154,500	100%	8,743	112,845	107,393	90,898	137,650
South Coast	9	46	99,701	116,150	140,198		169,825	100%	19,916	154,385	131,249	100,796	154,258

Additional national, industry and size data cuts are available in the Excel version of the survey.

Construction Worker

Job Number: 247

Works on a construction site and performs task such as loading and unloading materials, setting structures and applying materials. May operate heavy machinery, pour concrete and demolish buildings. Follows blueprints and instructions to create structurally sound buildings and structures while complying with safety regulations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	6	658	44,733	65,980	68,912		96,022	100%	2,049	70,593	67,090	56,122	91,720
FTEs													
Under 500 FTEs	2	10											
Over 500 FTEs	4	648											
California Regions													
Northern	1	13											
Bay Area	3	142											
Central Valley/Gold Country/High Sierra	3	101											
Desert/Imperial/Inland	4	212											
South Coast	3	190											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Food Service Manager

Job Number: 250

Oversees the daily operations of a food service facility. Responsible for hiring, training, and supervising kitchen staff, ordering food and supplies, planning menus, ensuring food safety, managing budgets, and monitoring quality of service. Interacts with suppliers and customers, and handle any problems or complaints.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	13	160	57,485	77,905	89,858		108,087	55%	7,054	92,256	77,905	69,519	107,802
FTEs													
Under 500 FTEs	6	26	46,530	67,824	84,814		140,088	60%		85,377	68,412		
Over 500 FTEs	7	134	72,362	94,917	94,181		105,309	50%		98,153	105,309	69,544	111,299
California Regions													
Northern	1	2											
Bay Area	5	36	55,130	80,994	81,249		107,496			81,249	80,994		
Central Valley/Gold Country/High Sierra	7	29	45,157	68,640	68,698		93,100	50%		70,155	68,640	54,688	83,386
Desert/Imperial/Inland	5	77	70,594	94,917	113,764		166,357			120,300	114,953	83,150	135,196
South Coast	4	16											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Chef

Job Number: 252

Trained chef who supervises the preparation of food for patients and staff; manages any catered events; provides culinary input into menu planning. Requires advanced training from a culinary arts program.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	189	49,686	64,480	64,180		80,704	20%		64,181	64,480	57,067	80,694
FTEs													
Under 500 FTEs	3	4											
Over 500 FTEs	4	185											
California Regions													
Northern	3	3											
Bay Area	2	16											
Central Valley/Gold Country/High Sierra	1	1											
Desert/Imperial/Inland	1	41											
South Coast	2	128											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Audio Visual Technician

Job Number: 253

An audio visual technician is responsible for setting up, operating, and maintaining audio and visual equipment used in various events, presentations, and productions. Their primary role is to ensure the seamless integration of audio and visual elements to create an immersive and engaging experience for the audience.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	7	41	75,756	91,143	102,127		132,771	57%		104,023	93,786	80,097	121,971
FTEs													
Under 500 FTEs	4	15											
Over 500 FTEs	3	26											
California Regions													
Bay Area	2	2											
Desert/Imperial/Inland	2	25											
South Coast	3	14											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Cook

Job Number: 254

Prepares and cooks meals from established recipes, formulas and menu cycles. May have an assistant or helper. Operates commercial and large scale cooking equipment and appliances.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	17	636	41,470	48,984	52,534	47,408	58,466	21%		52,938	50,684	43,787	60,135
FTEs													
Under 500 FTEs	8	155	38,888	47,792	51,033		62,533	43%		51,891	48,642	42,972	59,440
Over 500 FTEs	9	481	43,753	54,933	53,868		58,466			53,868	54,933	44,330	60,598
California Regions													
Northern	3	33											
Bay Area	6	109	44,001	49,702	56,032		74,394			56,032	49,702		
Central Valley/Gold Country/High Sierra	8	251	37,531	43,882	45,143		51,157	14%		45,206	44,132	38,362	53,378
Desert/Imperial/Inland	5	127	44,510	54,933	56,294		68,758			56,634	54,933	47,112	64,398
South Coast	7	116	40,040	56,257	51,988		58,656	17%		52,654	56,257	43,565	63,669

Additional national, industry and size data cuts are available in the Excel version of the survey.

Data Entry Clerk

Job Number: 255

Responsible for inputting data and making changes to existing data in digital databases. May prepare reports, conduct data searches and verify large amounts of numerical or textual data.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	24	73	47,988	56,822	59,937		66,352	48%	1,549	60,518	56,822	48,544	68,180
FTEs													
Under 500 FTEs	15	32	46,763	55,276	61,063	59,082	70,013	58%	1,321	61,680	55,276	50,367	67,870
Over 500 FTEs	9	41	49,402	60,008	58,059		66,352	33%		58,580	60,008	45,810	68,644
California Regions													
Northern	1	1											
Bay Area	5	7	52,099	58,209	60,139	60,060	69,144			60,139	58,209		
Central Valley/Gold Country/High Sierra	6	11	40,428	49,985	50,474		61,010	60%		51,058	50,235	43,711	61,624
Desert/Imperial/Inland	5	9	46,347	55,435	57,721	58,775	70,238	60%		59,553	55,435	46,180	70,482
South Coast	11	45	49,213	60,008	64,196		68,910	30%		64,312	60,008	48,376	68,329

Additional national, industry and size data cuts are available in the Excel version of the survey.

Billing Clerk

Job Number: 256

Duties in include generating statements and invoices along with data entry, posting payments and maintaining files. Gathers and organizes all material required to process initial billing. Determines proper diagnoses for billing of the accounts. Verifies billing data received to insure accuracy of billing/rebilling/late charge billing. Resolves problems presented by patients or their representatives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	48	338	55,536	59,665	61,782	57,650	65,303	46%	1,386	62,253	59,665	50,027	70,043
FTEs													
Under 500 FTEs	24	89	56,571	61,802	62,626	58,541	65,825	58%	1,589	63,354	61,802	51,050	69,048
Over 500 FTEs	24	249	51,482	58,618	60,937	57,332	64,783	35%	1,014	61,151	58,618	49,098	70,947
California Regions													
Northern	6	26	50,384	60,799	58,521		64,380			58,900	60,799	48,369	63,893
Bay Area	16	58	57,335	63,911	65,371		69,554	54%	834	65,726	63,911	52,829	76,230
Central Valley/Gold Country/High Sierra	11	89	48,448	55,302	55,410		62,400	33%		55,753	55,302	45,391	64,443
Desert/Imperial/Inland	9	67	50,883	56,614	56,932		63,128	33%		57,121	56,614	43,985	63,085
South Coast	21	98	56,235	58,458	63,204	58,229	66,810	50%	1,742	63,826	58,503	51,589	72,888

Additional national, industry and size data cuts are available in the Excel version of the survey.

Credit Analyst

Job Number: 258

Conducts credit investigations and analyzes routine credit information at the request of various lending officers pertaining to loans. Makes recommendations regarding credit analyses to loan officers and/or loan committees. Prepares loan write-ups and summaries. Performs miscellaneous financial analyses such as account, profitability, and yield analyses.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	9	18	65,184	69,362	88,852	77,737	109,303	44%		89,333	69,362	70,751	102,049
FTEs													
Under 500 FTEs	4	6											
Over 500 FTEs	5	12	63,747	67,558	87,883		122,181	20%		88,003	67,558		
California Regions													
Northern	2	3											
Bay Area	4	8											
Desert/Imperial/Inland	2	2											
South Coast	3	5											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Sales Manager

Job Number: 260

Oversees and manages the activities and resources of the sales team. Sets and tracks individual and team sales targets and performance while providing ongoing training and feedback to the sales staff. Coordinates with executives and marketing on strategies, lead generation, goals and revenue targets.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	49	142	85,506	111,999	118,765	112,651	144,353	67%	14,760	125,232	119,277	101,204	153,729
FTEs													
Under 500 FTEs	33	64	73,350	109,816	112,906	105,370	149,049	57%	14,038	118,000	115,577	105,020	151,477
Over 500 FTEs	16	78	91,002	113,943	130,848	118,625	142,815	88%	15,627	140,150	129,357	95,479	157,107
California Regions													
Northern	2	2											
Bay Area	20	42	88,320	128,240	128,872	125,468	155,996	74%	26,519	141,486	136,579	111,529	166,207
Central Valley/Gold Country/High Sierra	10	26	78,925	104,660	99,287		124,000	50%		104,131	104,660		
Desert/Imperial/Inland	10	27	70,470	100,768	107,768		137,158	70%	21,816	118,244	115,288	94,068	150,587
South Coast	21	44	86,971	110,327	118,187	113,060	156,978	78%	11,482	124,186	119,736	91,148	143,609

Additional national, industry and size data cuts are available in the Excel version of the survey.

Inside Sales Representative

Job Number: 262

Sells products or services to either consumers or other businesses. Duties include locating new sales opportunities, negotiating sales terms and providing product demonstrations.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	47	318	59,657	75,998	81,092	65,695	95,000	68%	15,583	88,334	84,563	74,171	110,975
FTEs													
Under 500 FTEs	33	112	60,976	79,560	83,168	75,892	97,167	68%	15,627	90,677	84,563	81,971	116,256
Over 500 FTEs	14	206	55,737	72,299	76,198	60,151	94,117	69%	15,467	82,813	83,056	63,770	103,935
California Regions													
Northern	3	5											
Bay Area	17	100	54,126	70,337	69,954	67,519	80,135	63%	33,854	83,894	80,000	61,506	94,217
Central Valley/Gold Country/High Sierra	11	43	46,906	68,184	71,247	61,538	95,000	73%	6,336	74,126	69,814	55,589	94,180
Desert/Imperial/Inland	14	73	52,572	75,337	83,629	68,551	108,741	54%	19,084	90,445	90,087	72,134	107,643
South Coast	24	97	58,341	70,493	77,567	63,199	93,020	70%	11,078	82,551	76,823	70,564	108,722

Additional national, industry and size data cuts are available in the Excel version of the survey.

Customer Service Manager

Job Number: 264

Responsible for overseeing all aspects of our customer service operations. Leads and manages the customer service team. Develops and implements customer service policies, procedures and standards. Monitors customer service metrics and identifies areas of improvement. Works with Risk Management and/or Legal staff to identify and address situations involving potential liability.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	55	263	75,000	96,382	95,910		107,391	79%	7,160	100,171	99,296	83,507	123,940
FTEs													
Under 500 FTEs	34	86	71,846	92,386	90,876	95,436	104,023	72%	4,620	93,564	94,879	83,165	118,430
Over 500 FTEs	21	177	84,656	97,953	104,059		125,356	90%	10,788	110,868	107,940	83,951	131,103
California Regions													
Northern	6	19	51,238	87,237	83,456		111,893	50%		85,254	90,209	67,191	90,197
Bay Area	13	64	86,882	102,211	112,795		134,643	77%	11,058	118,750	105,000	91,578	124,084
Central Valley/Gold Country/High Sierra	11	37	70,000	83,824	86,382		96,621	67%	2,265	87,411	83,824	77,559	118,876
Desert/Imperial/Inland	15	49	70,484	91,976	95,742		129,639	80%	8,210	99,573	93,757	75,522	120,215
South Coast	25	94	71,984	96,382	95,746	82,691	108,086	75%	6,749	100,276	99,296	82,380	125,707

Additional national, industry and size data cuts are available in the Excel version of the survey.

Civil Engineer

Job Number: 266

Under general supervision, performs various civil engineering assignments under limited supervision with only a general outline of objectives.

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	8	17	98,810	112,245	121,537		146,595	100%	6,358	127,100	115,962	99,255	142,734
FTEs													
Under 500 FTEs	5	13	108,655	128,190	141,748		181,620	100%	7,924	149,671	129,890	104,668	154,895
Over 500 FTEs	3	4											
California Regions													
Bay Area	4	12											
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	1	1											
South Coast	1	2											

Additional national, industry and size data cuts are available in the Excel version of the survey.

Risk Management Specialist

Job Number: 268

Primary responsibilities including providing analytical support for the risk management programs. This includes risk identification, investigation reporting and analysis, loss prevention activities, claims handling and litigation support. Bachelor's degree

	# of Orgs	# of Inc.	Annual Salary					Annual Bonus		Total Cash		Formal Salary Range	
			25th	50th	Avg	Wt Avg	75th	Elig %	Paid $	Avg	50th	Min	Max
State													
All California	18	40	64,698	84,399	89,156	82,501	100,449	60%	7,264	92,190	84,622	70,136	96,897
FTEs													
Under 500 FTEs	6	6	69,982	86,476	106,485	106,485	162,999	50%		112,698	86,476	72,060	106,837
Over 500 FTEs	12	34	59,059	83,101	80,492	78,269	97,935	67%	4,168	81,936	83,538	69,335	92,756
California Regions													
Northern	1	1											
Bay Area	5	15	80,050	87,450	92,421		107,278			93,107	90,881	79,298	100,078
Central Valley/Gold Country/High Sierra	2	2											
Desert/Imperial/Inland	5	7	57,689	69,207	89,822		132,262			91,484	71,070		
South Coast	6	15	59,298	74,733	88,405		131,185	83%	9,275	95,647	79,332	56,039	85,035

Additional national, industry and size data cuts are available in the Excel version of the survey.

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CalChamber

Glossary

Jobcode	The survey jobcode
Title	The survey job title
Breakout Name	The overall category for grouping
Group Name	Specific data grouping based on either size, region* or industry
# Org	Number of organizations which provided base pay data for the position
# Inc	Total number of incumbents/employees reported in the position
Annual Salary	Base annual salary
25th	The point where 25% of base salaries fall below and 75% are above
50th	The point where half base salaries fall below and half are above
Avg.	The sum of the average pay rates of each position at each organization, divided by number of organizations
Wtd. Avg.	The sum of the individual pay rates of each position at each organization, divided by sum of employees
75th	The point where 75% of base salaries fall below and 25% are above
Bonus Elig %	The percentage of clinics reporting this position as eligible for participation in a formal, short-term incentive or bonus plan
Avg. Bonus $	The average of the most recent bonus amount reported, either productivity bonus or regular annul bonus
Total Cash	The sum of base salary and all annual bonuses
50th	The point where half of total cash amounts fall below and half are above
Avg.	The sum of the average total cash amounts pay rates of each position at each organization, divided by number of organization
Salary Range Minimum	The average formal salary range minimum for organizations that have formal salary ranges
Salary Range Maximum	The average salary formal range maximum for organizations that have formal salary ranges

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California regional breakouts based on county

Northern California	Butte Colusa Glenn Modoc Napa Tehama Trinity Del Norte Humboldt	Lake Lassen Mendocino Nevada Shasta Sierra Siskiyou Sonoma Sutter	**San Francisco Bay Area**	Alameda Contra Costa Marin Monterey San Francisco San Mateo Santa Clara Santa Cruz Solano
Central Valley **Gold Country** **High Sierra**	Alpine Amador Calaveras El Dorado Fresno Kern Kings Madera Mariposa Merced Placer	Plumas Sacramento San Benito San Joaquin San Luis Obispo Stanislaus Tulare Tuolumne Yolo Yuba	**South Coast**	Los Angeles Orange County Santa Barbara Ventura
			Desert **Imperial** **Inland**	Imperial Inyo Mono Riverside San Bernardino San Diego



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Sonoma County Indian Health Project Inc.

Southern Mono Healthcare District

Southland Integrated Services, Inc.

Stellar Industrial Supply Inc.

Stonex Group Inc.

Storagepro Management, Inc.

Structurecast

Summit State Bank

Sunlight Giving

Sunrider International

Susan G. Komen

Synod Of The Pacific

Taiyo Yuden (U.S.A) Inc.

Tdk Corporation of America

Telecare Corporation

The Energy Coalition

The Imagine Group

The John Stewart Company

The Kroger Co.

The Lisinski Law Firm

Participants

The San Francisco Foundation

The Save Mart Companies

The Shift Network, Inc.

Tntp, Inc.

Toole Design Group

Triton

Trugreen

TTI Inc.

Tule River Economic Development Corporation

Turlock Area Supported Living Services Inc.

Turning Point Of Central California, Inc.

Uline

Union Gospel Mission

United Food & Commercial Workers

University of St. Augustine For Health Science, LLC

Valencia Government Relations, Inc.

Valeo North America, Inc.

Vegetable Growers Supply

Veritext LLC

Via Care Community Health Center

Victor Community Support Services

Vopak Terminals Long Beach & Los Angeles

Walton Isaacson, LLC

Warehouse Specialists, LLC

Water Heater Man, Inc.

We Are Alexander

White Memorial Community Health Center

Wild Iris Family Counseling & Crisis Center

Wycliffe Bible Translators, Inc.

Yorba Linda Chamber Of Commerce

Zinus, Inc.

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