

Environmental, Health and Safety Compensation Survey Report 2023

Thirty-Seventh Edition

Data in effect April, 2023

The *Foushée Group, Inc.* is a nationwide management consulting firm specializing in compensation program development and research with an emphasis in the field of environmental, health, safety, security, ethics and compliance. Since 1980 the firm's staff has conducted comprehensive consulting studies, specific projects and specialized surveys for over 820 companies. Annually, since 1986, the firm has conducted the most widely used Environmental, Health and Safety Compensation Survey in the United States. In 2021 the firm conducted and published the nineteenth annual Security & Compliance Compensation Survey. In addition to the survey reports, we provide participants with a complete range of products including special analysis by select companies, job family, industry, geographic area and company size.

We encourage subscribers to our surveys to call us regarding any questions they may have concerning the Environmental, Health and Safety Compensation Survey Report or our consulting services.

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“Our Experience Makes the Difference”™

Environmental, Health and Safety Compensation Survey Report

2023

Thirty-Seventh Edition

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Survey Overview

We are pleased to present the 37th annual survey report on compensation for environmental, health and safety personnel. A total of **106** organizations participated in the survey, submitting data on **16,517** executive, managerial, professional, and technical personnel in 119 positions.

As a matter of policy, all data is maintained in absolute confidentiality and individual participant information is never revealed. An alphabetical listing of participating organizations appears in the Participant's Profile section. Not all organizations elected to be listed.

The survey was conducted in the following manner:

- We defined the positions to be surveyed, wrote the position descriptions and qualification guidelines. The survey questionnaire was sent in April to a select group of organizations that requested participation in the 2023 survey. All of these organizations employ environmental, health and safety personnel within the United States. Participants were asked to return the completed survey questionnaire by June 5, 2023 to assure the timely publication of the report.
- Consistent with the Foushée Group's policy of publishing only the most accurate and representative data possible, all survey questionnaires were thoroughly examined prior to being entered into the database. The data were analyzed based on reporting relationships within each participant's organizational structure. Reasonable pay progressions within job families were also analyzed. The degrees to which the participants matched their jobs to the survey descriptions were also considered during the review.
- In addition, a computer program analyzed the aggregate input data for each position in the survey for inconsistencies and deviations from the norm. Participants were contacted for clarification of specific pay rate questions and related matters reported in the questionnaire and to discuss any questionable matches that could not be resolved through the analyses.
- During the comprehensive screening processes, certain employees were determined to be invalid matches and were deleted from the survey database. Other employees were reassigned to a more suitable position. In addition, very low or very high salaries, even though they may be valid matches, were deleted from the data. These major variances from the standard were usually due to an employee's unique circumstance or to differences in the organization philosophy, and were not considered to be representative of the current market practices. The fact that the Foushée Group deleted data for a specific employee does not necessarily mean it was not a valid job content match. The deletion of the input material for the employee only indicated that the Foushée Group was not reasonably comfortable with the information submitted.
- Computer programs were used to sort the survey data and to calculate the averages and percentiles. The information submitted on each position was analyzed and abstracted. Data were sorted into specific categories. In those categories where less than five organizations responded, no data were shown to assure participants anonymity. If five organizations reported five or more incumbents, the entire array of data are reported. It should be noted that blanks appear throughout the data presented. This occurs when a category is empty, or when so few employees were reported that displaying the information might identify specific company data and compromise the confidentiality of the data.

- The Environmental, Health and Safety Compensation Survey adheres to the antitrust “Safe Harbor Guidelines” in collection of and reporting of data. The U.S. Department of Justice has issued guidelines with parameters for appropriate and legal collection and reporting of salary survey data. The survey adheres to both the spirit and letter of these guidelines.
- The information in this report reflects compensation and business practices of each participant as of **April, 2023**.

Variances in Survey Data

Compensation rates reported on certain individual positions have significant variances. This may occur for a number of reasons:

Organization Practices: It is not unusual for positions that are appropriately “matched” to a survey position, and in the same geographical area, to have salaries or total compensation packages that vary widely. Organization practices may vary in several ways: (a) differences in the desired mix between salary and bonus, (b) varying emphasis on current direct compensation relative to benefit levels, and (c) a conscious decision to pay employees either more or less than the competitive norms for philosophical or financial reasons.

Employee Characteristics: Pay rates vary where individual employees are at the high or low extremes of the experience and/or performance range. This circumstance is accentuated in smaller samples of data.

Position Matching: While participants were asked to supply data which matched 80% or more of the survey job descriptions, some jobs may have slightly broader or narrower accountabilities required of the position. There is also the possibility of inaccurate “matching” of company and survey positions. Consultants reviewed survey input, identified certain questionable matches on scope data or other information supplied by the participant, and reassigned or deleted a limited number of employees.

Area Differences: Comparable jobs may have widely varying pay rates in different geographic areas. Executive and senior management positions generally are regarded as being in a “national” or broad regional market. Compensation for executive and senior management positions tends to be related to job scope rather than geographic area. Lower level jobs, particularly nonexempt hourly positions, tend to vary significantly by region.

Comparison of Year-to-Year Data: While the majority of companies in this year’s survey participated in 2022, the average practice for certain jobs may vary substantially from last year’s survey results. The addition of new participating companies in the 2023 survey may have changed some positions average practice. For participants in both the 2022 and 2023 survey, reorganizations, down-sizing, buyouts, mergers and growth may have changed survey matches and pay levels significantly for some positions. Consequently, some upward and downward movements will be noticed in year-to-year comparisons.

We wish to express our sincere appreciation to all the organizations that participated in the 2023 survey. We feel confident that the information contained in the report will assist them in their salary administration program. If there are any questions regarding the survey content or if there were suggestions for further enhancing this survey, we would welcome a letter or phone call. Please contact us regarding comments or questions at 1-239-282-1929 (www.steve@fousheesurvey.com) or go to our website at www.fousheesurvey.com.

Participant's Profile

A total of **106** organizations reported their compensation practices for **16,517** environmental, health and safety executives, manager professionals and technical personnel in this year's survey. This section summarizes the profile of the organizations and the incumbents in detail.

Type of Organization

Participants were asked to indicate the organization hierarchy for which the compensation information was being submitted. Four categories were used to differentiate the salary and total cash compensation of the participating organizations. The categories are: Independent Corporation, Group/Subsidiary of a Corporation, Division/Plant of a Corporation or Other (Research Laboratories, Government Agencies, Educational Institutions). The following table indicates the number and percentage of organizations and job incumbents by each category.

Responses by Type of Organization

Type	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Independent Corporations	66	62%	9,985	60%
Group/Subsidiary of a Corporation	7	7%	1,070	6%
Division/Plant of a Corporation	1	1%	47	0%
Other-Res. Labs, Gov't Agency, Education	32	30%	5,415	34%
	<hr/> 106	<hr/> 100%	<hr/> 16,517	<hr/> 100%

Geographic Location

Each survey participant was asked to report the State in which each job incumbent was physically located. In order to provide statistically sound information we have divided the United States into five geographical area: West Coast, South Central, North Central, Southeast, and Northeast. States included in each region are:

West Coast:	Alaska, California, Hawaii, Idaho, Nevada, Oregon, Washington
South Central:	Arkansas, Arizona, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah
North Central:	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Wyoming
Southeast:	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Northeast:	Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Pennsylvania, Vermont

Responses by Geographical Location

Type	Number of Incumbents	Percentage of Incumbents
West Coast	3033	18%
South Central	4808	29%
North Central	2757	17%
Southeast	4767	29%
Northeast	1217	7%
	16,582	100%

Type of Industry

Participants classified their organizations by the Standard Industrial Classification NAIC code. We categorized these designations into three major industry classifications: Durable Goods Manufacturing, Non-Durable Goods Manufacturing, and Non-Manufacturing. Where appropriate, these categories were further divided into sub-classifications. Within these separations information was reported for the following industries: Technology, and Other Durable Goods Manufacturing, Chemicals, Pharmaceuticals, and Other Non-Durable Goods Manufacturing, Energy, Utilities, Research Laboratories, Services and Other Non-Manufacturing (government agencies, educational institutions, hospitals, etc.). The following table highlights the number and percentage of organizations and incumbents reporting for each category to the total survey populations by industry.

Responses by Type of Industry

Industry	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Durable Goods Manufacturing	9	8%	891	5%
• Technology	2	2%	117	1%
• Other Durable Good Manufacturing	7	7%	774	5%
Non-Durable Goods Manufacturing	22	21%	3,130	19%
• Chemicals	14	13%	1,761	11%
• Pharmaceuticals	3	3%	345	2%
• Other Non-Durable Goods Products	5	5%	1,024	6%
Non-Manufacturing	75	71%	12,561	76%
• Energy	10	9%	1,697	10%
• Utilities	17	16%	2,653	16%
• Research Laboratories	14	13%	3,281	20%
• Services	14	13%	1,765	11%
• Financial Services	2	2%	72	0%
• Other Non-Manufacturing	18	17%	3,093	19%
Total	106	100%	16,582	100%

Financial Dimension

Seven categories of financial dimension were established based on information provided by the survey participants. Total company annual sales revenue projected for 2023 was requested in the survey questionnaire. If sales revenue was not appropriate, as in the case of government agencies, not-for-profit, or non-profit organizations, total operating budgets were used as the financial dimension. Premium income was used for insurance companies and Total Assets for financial organizations. The following table presents a more detailed breakdown of the financial dimensions.

Responses by Financial Dimension

Type	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Under \$500 Million	9	8%	1,100	7%
\$500 Million to < \$1 Billion	12	11%	1,954	12%
\$1 Billion to < \$3 Billion	21	20%	2,146	13%
\$3 Billion < \$5 Billion	16	15%	2,975	18%
\$5 Billion < \$10 Billion	8	8%	777	5%
\$10 Billion < \$20 Billion	23	22%	3,835	23%
Over \$20 Billion	17	16%	3,730	22%
	<hr/> 106	<hr/> 100%	<hr/> 16,517	<hr/> 100%

2023 Participant List ⁽¹⁾

Environmental, Health & Safety Compensation Survey

AbbVie	Fermi National Laboratory	Koch Ag & Energy Solutions	Sasol USA, Inc.
Alyeska Pipeline Service Company	Flint Hills Resources	Koch Business Solutions	Savannah River Mission Complete
Argonne National Laboratory	Flint Hills Resources Corpus Christi	Koch Engineered Solutions	Savannah River National Laboratory
Arizona Public Service	Flint Hills Resources Illinois	Kohler Company	Savannah River Nuclear Solutions
Bayer Inc.	Flint Hills Resources Minnesota	Lawrence Berkeley National Lab.	S.C. Johnson & Sons, Inc.
Bechtel Corporation	Flint Hills Resources Port Arthur	Lawrence Livermore National Lab.	Sempra Energy, Inc.
Brookhaven National Laboratory	Flint Hills Resources Renewables	Los Alamos National Laboratory	Southern Company
Cabot Corporation	Fluor Marine Propulsion, Inc.	LyondellBasell Chemical Company	Southwestern Energy Company
Central Plateau Cleanup	Fluor-BWXT Portsmouth	Mayo Clinic	Southwest Research Institute
CGB Enterprises, Inc.	Fred Hutchinson Cancer Center	Mid-America Conversion Svc. LLC.	Stanford Linear Accelerator
Chevron Phillips Chemical	Freeport McMoRan	Mission Support and Test Services	Stanford University
Colorado Springs Utilities	Georgia Pacific, Inc.	Missouri Employers Mutual	The University of Maryland
CNS Y-12 National Security	Guardian Industries	MOLEX	The Williams Energy
Consolidated Nuclear Sec Pantex	Hanford Mission	N3B	Tyson Foods, Inc.
Constellation Energy Generation	Harvard University	National Renewable Energy	UCOR
Corden Pharmaceutical	Honeywell Federated Mfg. & Tech.	New York Power Authority	United States Steel Corporation
Cornell University	Huntington Ingalls Industries	NextEra Energy, Inc.	UTMB
Coterra Energy	Idaho National Laboratory	Oak Ridge Associated Universities	Valero Energy Corporation
CVR Energy, Inc.	Indiana University	Oak Ridge National Laboratory	Veolia North America
Dominion Energy, Inc.	Integrated Solutions, Inc.	Old Dominion Electric Co-Op.	Vistra Corp.
DTE Energy, Inc.	International Paper	Pacific Gas & Electric	Washington River Protection
Duke Energy Corporation	INVISTA	Pacific Northwest National Lab.	Washington University, St Louis
Eastman Chemical Company	JEA Corporation	SAIF Corporation	Waste Management, Inc.
Ecolab, Inc.	Jefferson Science Associates	San Diego Gas	Xcel Energy, Inc.
Energy Solutions	Jet Propulsion Laboratory	San Diego Gas & Electric	Yale University
Enterprise Products, Inc.	KBR Government Solutions, U.S	Sandia National Laboratory	Zachry Group
Exelon Corporation	Kinder Morgan, Inc.		

(1) A few participants choose not to be listed

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Definition of Terms

The following definitions and statistical measures are used in this report:

Position Title:	The job title used in the survey to identify the position. Subscribers should be cautious in using the position title as the sole reference in matching their position to survey data. Organizations report numerous titles for the same job content.
Job Code:	The job codes used in the survey questionnaire and this report are arbitrary numbers used to identify the position for analysis and reporting only.
Job Description:	The generic description used to define the nature, scope and responsibilities of the position in the survey. The descriptions were developed from material gathered from client organizations with security and compliance personnel.
Minimum Qualifications:	Defines the minimum education and years of experience required to perform the job responsibilities in a competent manner. The definitions were developed from material gathered from client organizations with security and compliance personnel.
Degree of Position Match:	The respondents were asked to match their position description to the job description presented in the survey and to indicate the degree of match (less than description, very close match, more than description) to provide the subscribers with a reference point when using the survey report. Subscribers should use the information with caution when the position data indicates a <u>high percentage</u> of "less than or more than description match".
Base Salary: (All Incumbents)	The annual base salary paid to <u>all</u> incumbents disregarding any additional income (bonus, profit sharing, overtime, shift differentials, etc.). This is the base rate paid annually.
Base Salary: (Bonus Eligible Only)	The annual base salary paid to incumbents who are eligible for extra cash income.
Base Salary: (Non-Bonus Eligible)	The annual base salary paid to incumbents who are <u>not</u> eligible for extra cash income.
Bonus Amount: (Actual Bonus Paid)	The actual annual bonus amount reported for those incumbents paid bonuses. These are cash payments in addition to base salary used to reward employees for company and/or individual performance. Bonuses are generally not guaranteed and are a variable part of the pay program.
Bonus Tgt. % of Base	The annual bonus target as a percent of base pay for positions that are in a defined company bonus plan.
Total Compensation:	The annual base salary plus the reported annual bonus, if any, for <u>all</u> incumbents. The total compensation

(All Incumbents)	Figures that represent all employees in the survey group regardless of whether they were paid a bonus or not.
Total Compensation: (Bonus Eligible Only)	The base salary plus bonus for <u>only</u> those incumbents receiving a bonus. These figures represent total compensation only those employees eligible to be paid a bonus and then only if they received a bonus.
Long Term Incentive Target:	The annual LTI incentive target for the position that is eligible for an Long Term Incentive.
Long Term Incentive Recipients Only:	The annual Long Term Incentive paid to incumbents who are eligible for an LTI.
Long Term Incentive as a Percent of Base:	The annual Long Term Incentive target as a percent of base pay for positions that are in an LTI plan.
Number of Organizations:	The total number of organizations reporting data for the position.
Number of Incumbents:	The total number of individual employees occupying and carrying out the job as described in the survey description. At times during the audit process, the number may be adjusted to meet Safe Harbor Guidelines.
Weighted Average:	The data reported is multiplied by the number of incumbents in the position. The results are totaled and then divided by the total number of incumbents in the position.
10th Percentile:	The value in an ordered array of data below which lies 10% of the sample and above which lies 90% of the sample. The 10th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
25 th Percentile:	The value in an ordered array of data below which lies 25% of the sample and above which lies 75% of the sample (also known as the 1st Quartile rate). The 25th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
Median:	The value in an ordered array of data where one-half of the incumbents are paid annual salaries, bonuses or total cash compensation above this figure and one-half are paid below this figure (also known as the 50th Percentile). The median was not reported when the position data indicated less than <u>five</u> organizations and less than <u>five</u> incumbents.

75th Percentile:	The value in an ordered array of data below which lies 75% of the sample and above which lies 25% of the sample (also known as the 3rd Quartile rate). The 75th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
90th Percentile:	The value in an ordered array of data below which lies 90% of the sample and above which lies 10% of the sample. The 90th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
Interquartile Range:	In an ordered array of data, the distance between the 25th Percentile (1st Quartile) and the 75th Percentile (3rd Quartile). The interquartile range contains the middle 50% of the compensation data.
FLSA Status:	The percentage of incumbents that are reported by the participating organizations to be exempt from the Fair Labor Standards Act (FLSA). Those individuals exempt from the FLSA are not required to be paid overtime. The percentage of incumbents that are reported to be nonexempt are subject to overtime pay in compliance with the FLSA.
Eligibility for Extra Cash Income:	The survey participants were asked to indicate if the incumbents in the position were eligible to receive extra income in the form of an annual cash bonus, cash profit sharing, or special cash awards. Subscribers should take into consideration the frequency of additional income paid or not paid when comparing compensation levels.
Eligibility for Stock Option Grants:	The survey participants were asked to indicate if the incumbents in the position were eligible to receive stock option grants. A stock option grant is the issuance of unrestricted common shares of the company's stock to one or more selected employees. Stock options are a compensation component that allows employees to purchase company stock at a fixed price, vesting over a specified period of time, with a defined exercise date. The difference between the option price and the market price of the stock at the time of exercise (the date the employee can purchase and sell the stock) constitutes the reward to the recipient.
Average Salary Range:	The weighted average annual salary range of all participating organizations which have an established salary range structure. The salary range defines the established annual salary Minimum, Midpoint and Maximum range opportunity that an employee in the position can expect to be paid.

Using the Survey Results

It is critical when using this survey to match jobs and analyze results to test your current compensation levels against prevailing competitive practices to:

- Match your job to survey positions based on content and responsibilities as defined in the position descriptions, rather than just referencing the title;
- Consider the reporting relationship of the position in your organization and the overall job content and responsibility when matching jobs to the survey model;
- Recognize that your incumbent need not perform all of the job functions described in the survey job in order to have a valid job match. However, do not overlook the fact that if one or more major functions or responsibilities included in the survey description are not a part of your job (or vice-versa), you may decide not to match that position.

Generally, if 80 percent or more of your job content matches the survey description, you have a good fit and can apply the data for your analysis.

Updating Survey Data

Most professional compensation administrators apply some type of update factor to survey data in an effort to keep pace with inflation or change in the marketplace.

The Foushée Group suggests consideration be given to utilization of a compensation trend factor. The compensation trend factor, when used in conjunction with the number of months elapsed since the survey data was collected (April 1, 2023), will yield an update percentage that can be applied to salary data in this report. At the time of this report, the national salary increase trend factor for all industries included in the survey averaged 4.8% annually as a composite of projected salary increases during 2023 for exempt and non-exempt employees. The following example illustrates the trending technique:

Objective: Update data as of October 1, 2023 for data collected April 1, 2023.

- | | | | | | | |
|---------------------------------------|------|--|-----------------|-------------------|---|---------------------------|
| • Number of months elapsed: | 6 | $\frac{6 \times 4.8\%}{12 \text{ months}}$ | = | $\frac{29\%}{12}$ | = | 2.4% Update Factor |
| • Compensation trend factor: | 2.4% | | | | | |
| • Annual Salary (as of April 1, 2023) | | = | \$71,500 | | | |
| • Add update factor of 2.4% | | = | <u>\$1716</u> | | | |
| • Salary as of October 1, 2023 | | = | <u>\$73,216</u> | | | |

Note: This update factor technique is generally valid in times of relative economic stability. During periods of rapid inflation or recession, the trend factor should be adjusted upward or downward as the economic climate dictates.

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1000	Top Environmental Affairs Executive	47	47	315,342	245,466	257,630	314,150	347,864	390,839
1001	Second Level Environmental Affairs Executive	36	69	249,316	200,986	227,460	243,345	269,100	315,430
1002	Manager, Environmental, Health and Safety	76	439	159,093	115,000	136,750	158,740	181,115	199,138
1003	Supervisor, Environmental, Health and Safety	34	159	143,573	97,538	126,950	143,608	161,788	175,988
1004	Senior Environmental, Health & Safety Specialist IV	45	414	137,477	119,000	127,178	135,832	147,100	159,652
1005	Environmental, Health & Safety Specialist III	48	613	116,437	98,232	104,250	113,500	125,300	138,086
1006	Environmental, Health & Safety Specialist II	54	448	96,624	80,712	87,400	95,322	105,133	115,000
1007	Environmental, Health & Safety Specialist I	36	255	75,966	48,922	62,850	78,017	86,926	99,161
1015	Senior Staff/Principal Scientist V (generic position)	12	18	190,141	167,246	171,657	173,903	186,366	237,426
1020	Senior Staff/Principal Engineer V (generic position)	12	14	187,402	155,163	173,864	183,580	203,446	222,817
1102	Manager, Environmental Sciences	25	113	161,309	126,000	140,000	155,878	177,147	205,077
1103	Supervisor, Environmental Sciences	21	160	127,945	103,104	111,444	124,910	140,628	168,794
1104	Senior Environmental Scientist IV	29	257	136,603	118,415	124,798	134,002	145,906	159,321
1105	Environmental Scientist III	29	249	113,134	99,382	105,851	111,546	119,916	131,392
1106	Environmental Scientist II	27	223	95,599	81,903	86,242	94,900	102,615	111,624
1107	Environmental Scientist I	20	64	74,960	66,627	70,031	72,646	78,536	86,135
1108	Environmental Technician 3	25	128	89,861	69,565	80,825	92,302	99,589	106,180
1109	Environmental Technician 2	28	154	71,071	58,240	61,360	68,688	76,924	87,900
1110	Environmental Technician 1	23	105	60,168	47,470	51,896	55,263	67,434	78,623
1201	Second Level Regulatory Compliance Executive	20	25	237,526	188,000	209,040	242,119	262,776	281,712
1202	Manager, Regulatory Compliance	36	116	170,184	148,086	157,935	169,477	181,163	196,362
1204	Senior Regulatory Compliance Engineer/Specialist IV	42	237	146,868	116,971	132,000	142,800	159,806	178,867
1205	Regulatory Compliance Engineer/Specialist III	40	399	123,050	102,554	111,003	120,684	130,725	148,865
1206	Regulatory Compliance Engineer/Specialist II	43	286	96,861	80,370	86,470	95,103	104,187	115,000
1207	Regulatory Compliance Engineer/Specialist I	32	113	74,222	63,645	69,344	73,000	77,000	83,742
1401	Second Level Industrial Hygiene Executive	12	12	238,234	226,933	232,981	237,578	247,111	249,364
1402	Manager, Industrial Hygiene	24	39	165,305	135,041	153,754	162,939	177,876	196,968
1403	Supervisor, Industrial Hygiene	13	41	126,700	101,900	118,325	127,870	138,753	146,989

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1404	Senior Industrial Hygienist IV	28	126	150,920	123,564	137,787	148,432	161,932	174,613
1405	Industrial Hygienist III	39	164	128,670	107,787	116,107	125,441	140,584	156,764
1406	Industrial Hygienist II	32	101	104,569	87,099	97,810	103,150	109,056	126,000
1407	Industrial Hygienist I	22	70	80,363	62,963	75,072	83,466	86,640	90,043
1502	Manager, Toxicology	13	20	210,175	177,596	197,430	219,919	231,250	238,323
1504	Senior Toxicologist IV	12	26	166,998	140,622	161,070	167,516	174,980	191,963
1505	Toxicologist III	10	27	132,480	117,297	124,482	128,376	143,355	156,520
1506	Toxicologist II	12	41	104,052	90,000	102,000	105,700	109,826	118,520
1507	Toxicologist I	9	18	92,539	81,744	88,595	93,790	96,764	98,501
1602	Manager, Risk Assessment	19	46	178,888	155,750	166,675	182,868	190,273	194,250
1604	Senior Risk Analyst/Specialist IV	15	27	157,247	127,329	142,748	150,897	163,021	197,783
1605	Risk Analyst/Specialist III	17	33	133,687	121,347	125,440	130,725	135,193	159,006
1606	Risk Analyst/Specialist II	14	31	104,646	95,264	99,516	103,568	110,518	118,230
1607	Risk Analyst/Specialist I	13	20	79,570	71,997	75,182	78,000	82,000	89,444
1700	Top Health Physics Executive	16	16	271,204	236,302	249,572	267,842	282,644	304,948
1701	Second Level Health Physics Executive	18	29	217,545	186,292	193,164	216,956	230,587	272,016
1702	Manager, Health Physics	32	114	180,674	145,435	163,090	179,236	191,455	212,410
1703	Supervisor, Health Physics	25	225	128,750	108,929	119,691	128,076	136,549	144,895
1704	Senior Health Physicist IV	29	171	156,725	135,000	143,952	152,714	165,258	181,110
1705	Health Physicist III	33	203	132,680	114,502	122,434	129,495	140,640	157,716
1706	Health Physicist II	30	128	112,410	96,151	104,701	111,248	119,918	126,739
1707	Health Physicist I	24	97	88,062	73,297	81,314	89,578	93,330	101,302
1708	Health Physics Technician 3	18	604	100,341	87,006	88,366	96,342	116,834	118,248
1709	Health Physics Technician 2	20	352	79,708	65,846	73,549	76,128	87,006	97,490
1710	Health Physics Technician 1	20	188	67,927	54,792	57,000	63,000	69,076	98,976
1800	Top Safety Executive	19	19	283,536	232,079	261,862	271,421	315,460	327,600
1801	Second Level Safety Executive	32	42	214,066	175,524	193,216	215,000	227,869	261,898
1802	Manager, Safety	52	203	159,756	121,750	140,067	159,441	180,300	196,481

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1803	Supervisor, Safety	32	117	137,406	114,539	123,785	132,934	148,500	171,782
1804	Senior Safety Engineer/Specialist IV	43	261	147,908	119,600	129,156	145,500	161,388	186,142
1805	Safety Engineer/Specialist III	56	624	119,087	102,661	108,805	116,975	127,310	138,676
1806	Safety Engineer/Specialist II	59	400	101,468	83,028	91,315	99,409	108,934	123,245
1807	Safety Engineer/Specialist I	35	251	75,531	59,935	65,518	76,000	83,829	93,000
1808	Safety Technician 3	17	118	95,437	75,865	81,120	91,338	107,976	117,754
1809	Safety Technician 2	19	81	75,644	58,240	70,720	75,150	83,346	88,322
1810	Safety Technician 1	17	116	62,901	49,296	56,337	64,824	68,640	73,466
2002	Manager, Environmental Protection	27	104	161,230	110,000	144,277	166,000	182,075	189,954
2004	Senior Environmental Protection Engineer IV	27	183	150,685	127,707	137,530	147,927	162,885	177,430
2005	Environmental Protection Engineer III	25	213	127,624	110,048	116,722	126,326	137,600	148,622
2006	Environmental Protection Engineer II	19	121	110,785	93,184	101,920	110,000	118,113	130,000
2007	Environmental Protection Engineer I	28	185	91,176	78,000	81,300	90,000	97,000	106,334
2102	Manager, Fire Protection Engineering	17	25	163,276	147,548	151,200	160,990	172,388	187,083
2103	Supervisor, Fire Protection Engineering	15	28	128,050	95,492	109,050	133,748	141,172	151,638
2104	Senior Fire Protection Engineer IV	19	81	149,128	121,570	127,802	143,328	165,653	186,472
2105	Fire Protection Engineer III	17	80	119,339	106,488	108,614	114,176	123,364	143,755
2106	Fire Protection Engineer II	19	74	111,247	92,736	94,940	105,778	125,000	135,415
2107	Fire Protection Engineer I	18	54	89,082	74,650	82,111	89,814	93,078	103,625
2120	Chief, Fire and Emergency Response Services	17	27	164,920	136,087	145,173	168,480	176,006	183,773
2122	Battalion Chief, Fire and Emergency Response Services	16	56	121,286	105,009	106,059	118,934	130,053	147,312
2124	Fire Fighter/Emergency Response Specialist 3	19	159	92,817	77,110	82,934	95,616	102,211	106,383
2125	Fire Fighter/Emergency Response Specialist 2	18	75	75,228	68,112	68,524	73,915	84,991	87,574
2126	Fire Fighter/Emergency Response Specialist 1	16	59	59,759	36,650	52,534	63,648	68,400	74,298
2202	Manager, Hazardous Materials Management	25	49	170,716	130,377	153,033	166,578	184,352	208,380
2203	Supervisor, Hazardous Materials	19	93	118,352	102,264	108,385	115,471	126,425	133,351
2204	Senior Hazardous Materials Specialist IV	20	65	140,042	118,451	124,524	135,729	155,816	165,492
2205	Hazardous Materials Specialist III	18	80	115,818	88,878	97,878	113,011	132,814	156,184

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
2206	Hazardous Materials Specialist II	18	106	103,272	91,000	94,821	98,656	111,417	121,492
2207	Hazardous Materials Specialist I	17	58	76,604	63,435	71,795	77,172	82,594	90,308
2208	Hazardous Materials Technician 3	19	124	84,698	69,565	71,865	79,117	96,552	109,751
2209	Hazardous Materials Technician 2	19	191	70,424	58,685	61,982	65,496	80,902	89,752
2210	Hazardous Materials Technician 1	18	203	54,504	40,019	43,447	56,118	60,393	67,496
2402	Manager, Training - EH&S	14	23	157,264	132,579	138,111	153,521	168,857	178,862
2404	Senior Training Specialist - EH&S IV	16	39	132,373	116,428	123,972	130,000	144,234	149,460
2405	Training Specialist - EH&S III	16	109	116,363	103,502	107,952	116,111	122,566	130,647
2406	Training Specialist - EH&S II	18	71	97,670	87,900	89,562	98,800	102,274	107,987
2407	Training Specialist - EH&S I	12	35	78,571	63,941	71,001	76,808	87,579	96,860
2500	Top Medical Director	13	13	337,046	272,916	287,490	317,408	374,558	435,401
2501	Second Level Medical Director	8	12	275,417	255,384	263,125	268,854	280,868	313,098
2504	Senior Physician Assistant IV - Sr. Occup. Health Nurse IV	18	42	149,061	108,011	136,392	151,028	163,695	174,468
2505	Physician Assistant III - Occupational Health Nurse III	28	82	119,895	101,037	106,684	118,601	132,078	137,159
2506	Physician Assistant II - Occupational Health Nurse II	19	68	100,580	84,804	93,970	102,158	106,232	111,900
2507	Occupational Health Nurse I	18	205	80,044	66,560	73,000	79,865	86,835	95,763
2702	Manager, Environmental Laboratory	21	44	162,784	143,409	150,250	160,810	176,376	185,256
2703	Supervisor, Environmental Laboratory	19	119	125,865	101,556	116,338	128,567	138,292	144,930
2704	Senior Analytical Chemist IV	25	142	137,065	119,406	124,076	134,237	147,970	158,371
2705	Analytical Chemist III	38	292	115,135	98,666	105,335	113,342	122,834	133,801
2706	Analytical Chemist II	37	196	91,942	78,474	83,027	90,950	99,687	106,007
2707	Analytical Chemist I	27	143	71,275	57,866	64,623	70,088	78,601	86,760
2708	Laboratory Technician 3	29	507	90,885	71,079	80,361	92,352	98,744	112,922
2709	Laboratory Technician 2	27	460	69,794	54,475	58,040	67,038	79,570	90,823
2710	Laboratory Technician 1	26	356	52,868	39,582	45,760	51,126	59,718	67,485
2902	Manager, Environmental Remediation	15	29	186,884	164,497	172,610	190,000	195,520	201,000
2903	Supervisor, Environmental Remediation	15	18	152,764	144,200	149,894	151,520	153,879	163,091
2904	Senior Remediation Engineer IV	12	28	148,597	118,800	130,160	139,640	153,462	205,966

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
2905	Remediation Engineer III	10	44	132,636	114,300	117,926	127,152	150,221	156,752
2906	Remediation Engineer II	13	58	107,743	92,062	98,000	104,629	115,000	130,860
2907	Remediation Engineer I	9	24	77,271	69,172	71,856	76,230	79,950	85,941
3204	Senior EH&S Quality Assurance Specialist IV	18	154	142,864	116,698	129,167	140,067	150,116	162,276
3205	EH&S Quality Assurance Specialist III	18	168	108,504	83,291	92,784	109,824	122,036	128,738
3508	Senior Plant Operator - Waste Water Treatment	16	149	89,084	68,885	87,069	90,480	93,685	105,830
3509	Plant Operator - Waste Water Treatment	13	88	77,568	55,508	62,010	82,472	89,504	94,307

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1000	Top Environmental Affairs Executive	47	47	441,854	250,682	327,500	390,319	564,823	700,280
1001	Second Level Environmental Affairs Executive	36	69	321,053	231,883	268,643	310,190	363,008	416,397
1002	Manager, Environmental, Health and Safety	76	439	179,592	121,542	145,648	177,984	210,264	240,782
1003	Supervisor, Environmental, Health and Safety	34	159	158,865	106,002	142,640	161,390	176,506	196,389
1004	Senior Environmental, Health & Safety Specialist IV	45	414	147,982	129,896	136,283	146,488	157,834	170,355
1005	Environmental, Health & Safety Specialist III	48	613	124,417	103,463	112,215	122,460	134,460	147,061
1006	Environmental, Health & Safety Specialist II	54	448	101,860	82,448	92,036	101,116	111,197	123,544
1007	Environmental, Health & Safety Specialist I	36	255	79,300	50,213	65,000	80,000	91,552	111,177
1015	Senior Staff/Principal Scientist V (generic position)	12	18	211,234	176,582	180,632	193,822	209,694	250,783
1020	Senior Staff/Principal Engineer V (generic position)	12	14	206,762	165,878	181,675	188,542	234,254	257,628
1102	Manager, Environmental Sciences	25	113	188,827	131,825	145,000	172,536	213,472	276,998
1103	Supervisor, Environmental Sciences	21	160	144,603	110,084	122,853	141,108	167,327	185,070
1104	Senior Environmental Scientist IV	29	257	150,340	125,908	134,056	146,648	162,201	183,234
1105	Environmental Scientist III	29	249	122,114	106,385	112,000	120,228	131,184	143,834
1106	Environmental Scientist II	27	223	102,150	84,106	91,034	100,000	112,028	120,654
1107	Environmental Scientist I	20	64	77,659	67,531	70,496	74,532	82,808	89,330
1108	Environmental Technician 3	25	128	93,564	70,456	83,612	95,962	103,022	111,334
1109	Environmental Technician 2	28	154	73,764	60,681	63,404	71,774	79,548	91,987
1110	Environmental Technician 1	23	105	62,832	49,226	53,477	56,802	70,657	86,062
1201	Second Level Regulatory Compliance Executive	20	25	315,521	245,643	280,000	311,250	340,231	388,481
1202	Manager, Regulatory Compliance	36	116	200,306	161,306	173,437	196,434	221,084	256,540
1204	Senior Regulatory Compliance Engineer/Specialist IV	42	237	155,867	123,476	134,096	149,157	175,200	204,961
1205	Regulatory Compliance Engineer/Specialist III	40	399	132,786	108,798	119,208	129,400	145,856	161,558
1206	Regulatory Compliance Engineer/Specialist II	43	286	101,715	83,080	89,244	99,000	111,582	128,826
1207	Regulatory Compliance Engineer/Specialist I	32	113	75,825	64,534	69,345	74,000	79,202	86,574
1401	Second Level Industrial Hygiene Executive	12	12	276,386	236,062	244,738	265,288	296,422	327,446
1402	Manager, Industrial Hygiene	24	39	175,436	139,600	159,183	174,339	190,024	217,882
1403	Supervisor, Industrial Hygiene	13	41	131,751	108,037	122,221	132,879	140,146	147,471

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1404	Senior Industrial Hygienist IV	28	126	154,841	123,564	137,787	150,698	168,570	188,228
1405	Industrial Hygienist III	39	164	132,615	111,654	120,616	129,382	146,321	158,259
1406	Industrial Hygienist II	32	101	105,743	88,881	98,832	103,584	110,556	128,508
1407	Industrial Hygienist I	22	70	81,420	62,963	75,340	84,024	88,766	96,670
1502	Manager, Toxicology	13	20	237,942	195,587	217,852	235,970	272,844	282,042
1504	Senior Toxicologist IV	12	26	176,221	146,394	162,233	172,111	192,527	212,732
1505	Toxicologist III	10	27	138,068	117,297	124,750	132,504	148,491	167,092
1506	Toxicologist II	12	41	104,449	90,000	102,203	105,894	110,789	118,575
1507	Toxicologist I	9	18	94,492	83,065	91,337	96,357	98,548	100,204
1602	Manager, Risk Assessment	19	46	212,505	173,790	187,752	216,250	234,576	248,326
1604	Senior Risk Analyst/Specialist IV	15	27	171,223	135,576	152,994	164,193	194,850	201,677
1605	Risk Analyst/Specialist III	17	33	144,806	128,382	134,179	146,458	157,016	159,567
1606	Risk Analyst/Specialist II	14	31	109,243	95,264	101,104	105,613	117,522	125,114
1607	Risk Analyst/Specialist I	13	20	80,664	72,316	76,083	78,000	82,000	98,242
1700	Top Health Physics Executive	16	16	324,405	258,992	277,274	321,693	362,858	398,186
1701	Second Level Health Physics Executive	18	29	229,025	187,931	194,902	221,378	239,926	276,631
1702	Manager, Health Physics	32	114	193,359	148,897	167,647	187,826	219,714	239,720
1703	Supervisor, Health Physics	25	225	136,215	111,529	122,386	136,282	149,941	159,979
1704	Senior Health Physicist IV	29	171	160,046	140,000	146,900	154,856	170,000	195,004
1705	Health Physicist III	33	203	138,713	117,851	125,852	137,374	150,010	163,551
1706	Health Physicist II	30	128	113,733	96,151	105,267	114,112	121,171	132,231
1707	Health Physicist I	24	97	88,929	73,297	82,122	90,043	95,150	105,105
1708	Health Physics Technician 3	18	604	104,111	87,006	88,366	101,019	122,646	128,311
1709	Health Physics Technician 2	20	352	80,298	66,016	73,549	76,128	87,006	99,327
1710	Health Physics Technician 1	20	188	68,145	54,792	57,000	63,000	71,302	98,976
1800	Top Safety Executive	19	19	380,906	247,617	265,014	348,400	483,064	620,500
1801	Second Level Safety Executive	32	42	260,843	193,355	219,158	255,025	292,308	324,708
1802	Manager, Safety	52	203	184,714	136,606	150,646	176,648	208,008	250,884

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
1803	Supervisor, Safety	32	117	151,203	118,597	128,147	147,237	173,738	193,640
1804	Senior Safety Engineer/Specialist IV	43	261	158,840	122,252	143,698	157,213	173,701	194,075
1805	Safety Engineer/Specialist III	56	624	128,691	107,958	114,858	127,341	141,835	152,737
1806	Safety Engineer/Specialist II	59	400	106,861	85,000	95,000	105,000	117,925	128,895
1807	Safety Engineer/Specialist I	35	251	77,278	60,060	66,350	76,960	85,110	98,259
1808	Safety Technician 3	17	118	97,182	75,895	81,120	91,645	108,160	119,376
1809	Safety Technician 2	19	81	76,466	59,222	70,720	75,446	85,935	88,322
1810	Safety Technician 1	17	116	65,151	50,018	58,011	65,350	71,390	80,936
2002	Manager, Environmental Protection	27	104	190,911	128,936	159,807	193,144	222,698	240,972
2004	Senior Environmental Protection Engineer IV	27	183	168,487	130,400	144,038	162,373	188,550	215,552
2005	Environmental Protection Engineer III	25	213	143,441	110,723	124,100	141,497	161,100	179,369
2006	Environmental Protection Engineer II	19	121	119,714	96,391	107,770	119,900	132,700	141,467
2007	Environmental Protection Engineer I	28	185	96,388	81,561	86,600	95,830	102,918	115,130
2102	Manager, Fire Protection Engineering	17	25	179,904	152,026	161,412	188,439	192,183	201,969
2103	Supervisor, Fire Protection Engineering	15	28	131,310	103,715	110,554	139,070	146,632	163,899
2104	Senior Fire Protection Engineer IV	19	81	158,499	121,570	130,900	154,500	185,172	203,437
2105	Fire Protection Engineer III	17	80	124,763	106,488	109,680	115,840	137,091	153,812
2106	Fire Protection Engineer II	19	74	117,540	93,308	95,782	116,883	128,330	152,032
2107	Fire Protection Engineer I	18	54	90,114	74,650	82,111	90,549	99,007	104,222
2120	Chief, Fire and Emergency Response Services	17	27	183,907	148,356	170,748	176,010	200,148	226,699
2122	Battalion Chief, Fire and Emergency Response Services	16	56	126,610	106,578	109,156	123,836	134,665	156,824
2124	Fire Fighter/Emergency Response Specialist 3	19	159	97,086	77,960	86,055	97,482	106,578	115,014
2125	Fire Fighter/Emergency Response Specialist 2	18	75	76,562	68,251	70,162	74,415	84,991	91,892
2126	Fire Fighter/Emergency Response Specialist 1	16	59	60,415	36,650	52,994	63,928	69,075	74,298
2202	Manager, Hazardous Materials Management	25	49	181,045	136,587	156,489	181,940	201,146	214,786
2203	Supervisor, Hazardous Materials	19	93	124,059	102,264	110,000	120,259	136,363	147,597
2204	Senior Hazardous Materials Specialist IV	20	65	142,807	118,651	129,152	143,362	158,760	169,862
2205	Hazardous Materials Specialist III	18	80	117,745	88,878	97,878	114,480	138,840	156,184

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
2206	Hazardous Materials Specialist II	18	106	104,752	91,460	95,980	100,226	113,535	121,886
2207	Hazardous Materials Specialist I	17	58	78,581	64,581	73,698	80,286	86,334	90,698
2208	Hazardous Materials Technician 3	19	124	85,742	71,080	73,376	79,938	101,171	110,926
2209	Hazardous Materials Technician 2	19	191	71,041	59,466	62,173	66,936	82,124	89,752
2210	Hazardous Materials Technician 1	18	203	54,946	40,019	43,447	56,722	61,100	70,138
2402	Manager, Training - EH&S	14	23	187,425	137,444	148,412	186,587	202,886	228,652
2404	Senior Training Specialist - EH&S IV	16	39	149,831	120,063	129,929	145,032	168,008	183,039
2405	Training Specialist - EH&S III	16	109	127,153	106,725	113,432	125,952	140,291	145,056
2406	Training Specialist - EH&S II	18	71	104,287	88,284	93,761	100,776	116,338	122,197
2407	Training Specialist - EH&S I	12	35	81,364	64,141	71,155	77,712	93,978	102,143
2500	Top Medical Director	13	13	444,510	288,992	298,436	374,558	527,807	700,875
2501	Second Level Medical Director	8	12	298,327	263,460	270,663	289,488	319,485	335,081
2504	Senior Physician Assistant IV - Sr. Occup. Health Nurse IV	18	42	155,583	117,808	136,392	154,764	170,330	191,041
2505	Physician Assistant III - Occupational Health Nurse III	28	82	125,666	103,276	113,784	124,730	136,796	145,667
2506	Physician Assistant II - Occupational Health Nurse II	19	68	103,134	86,420	95,955	104,304	109,094	118,164
2507	Occupational Health Nurse I	18	205	81,317	66,560	73,000	80,667	87,360	96,763
2702	Manager, Environmental Laboratory	21	44	194,511	150,825	165,518	186,872	222,871	243,855
2703	Supervisor, Environmental Laboratory	19	119	145,581	101,635	129,511	150,438	157,948	170,036
2704	Senior Analytical Chemist IV	25	142	145,120	120,188	126,002	140,842	158,282	173,122
2705	Analytical Chemist III	38	292	124,076	100,223	109,588	121,380	138,556	150,148
2706	Analytical Chemist II	37	196	96,838	79,968	85,338	93,778	107,032	117,274
2707	Analytical Chemist I	27	143	74,457	59,321	66,562	72,215	82,432	92,042
2708	Laboratory Technician 3	29	507	97,286	74,041	83,503	100,452	109,040	121,438
2709	Laboratory Technician 2	27	460	74,201	55,240	63,630	71,720	84,076	96,898
2710	Laboratory Technician 1	26	356	54,353	39,582	45,831	53,044	62,400	69,672
2902	Manager, Environmental Remediation	15	29	223,303	177,870	192,816	214,140	247,818	282,775
2903	Supervisor, Environmental Remediation	15	18	166,810	151,865	154,952	160,549	179,442	186,814
2904	Senior Remediation Engineer IV	12	28	152,252	120,000	131,832	143,766	157,482	205,966

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
2905	Remediation Engineer III	10	44	135,044	114,508	118,442	128,542	152,292	160,045
2906	Remediation Engineer II	13	58	108,994	92,062	98,000	105,871	120,000	130,860
2907	Remediation Engineer I	9	24	78,013	69,172	72,655	77,688	82,250	85,941
3204	Senior EH&S Quality Assurance Specialist IV	18	154	146,859	121,613	131,534	142,870	155,002	171,292
3205	EH&S Quality Assurance Specialist III	18	168	112,022	87,883	101,116	112,180	123,700	136,455
3508	Senior Plant Operator - Waste Water Treatment	16	149	91,533	70,142	87,069	90,480	95,255	115,398
3509	Plant Operator - Waste Water Treatment	13	88	80,540	56,020	62,260	87,213	93,400	102,264

Individual Position Data

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Individual Position Analysis

Job Codes
1000 through 3509

Job Description:

This is the most senior environmental affairs, health and safety position in the organization with direct line responsibility. Accountable for developing and directing a responsible company-wide policy with respect to preserving the environment and protecting the health and safety of employees and the public. Responsible for balancing the financial goals of the enterprise with the external regulations. Directs the development of internal policies, procedures and practices dealing with health, safety and the environment based on the best available scientific evidence and judgment. Establishes programs to preserve the quality of life by correcting and improving various areas of environmental concerns. Insures compliance with all standards promulgated by all Federal, State and local agencies through developing and implementing on-site inspection and monitoring programs at all facilities. Establishes preventative medicine programs to identify and reduce risk from potential hazards in the work-place. Conducts independent research on the organization's environmental problems to establish a basis for program changes and improvement. Keeps abreast of pending regulatory development through reference sources. Obtains insights on legislative agendas at both the Federal and State levels. Develops a consensus position within an organization climate of diverse operational activities and often conflicting regulations proposed by agencies with regulatory jurisdiction.

Qualification Guidelines:

Ph.D. in Environmental Science/Engineering or related fields and more than 15 years experience; or M.D. and more than 10 years specializing in Occupational Health; or M.S. and more than 20 years experience; or B.S. and more than 25 years experience. Experience should include a minimum of 8 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	47	47	315,342	245,466	257,630	314,150	347,864	390,839
Base Salary-Bonus Eligible	37	37	328,687	252,332	275,319	320,922	365,000	395,259
Base Salary-Non-Bonus Eligible	10	10	265,964	204,381	241,315	250,530	314,824	330,360
Bonus Amount-Actual Amount Paid	30	30	198,202	59,670	109,064	164,416	285,233	331,325
Bonus Target % of Base	29	29	42	20	25	40	50	66
Total Compensation-All	47	47	441,854	250,682	327,500	390,319	564,823	700,280
Total Compensation - Bonus Eligible	37	37	489,392	317,381	366,108	439,810	600,000	712,121
Long Term Incentive Target	18	18	249,627	168,550	200,000	219,156	291,289	355,950
Long Term Incentive Recipients Only	20	20	282,365	99,165	182,125	232,388	324,722	462,900
Long Term Incentive as a % of Base	17	17	73	54	60	69	75	97

- **Degree of Position Match (% of organizations):** Less than Description: 2% Very Close Match: 96% More than Description: 2%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 13% Not Eligible: 87%
- **Percentage of Incumbents Eligible for LTI:** Yes: 43% No: 57%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
79%	11%	40%

Average Salary Range

Minimum	Midpoint	Maximum
229,676	313,657	397,589

Top Environmental Affairs Executive

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	27
Group/Subsidiary	3	3
Division/Plant	0	0
Res. Labs., Gov't., Education	17	17

REGION	Org.	Incum.
West Coast	8	8
South Central	16	16
North Central	6	6
Southeast	11	11
Northeast	6	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	4
Technology	1	1
Other	3	3
Non-Durable Goods Mfg.	9	9
Chemicals	4	4
Pharmaceutical	2	2
Other	3	3
Non-Manufacturing	34	34
Energy	5	5
Utilities	6	6
Research Laboratories	10	10
Services	5	5
Financial Services	0	0
Other	8	8

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	7	7
\$1 Billion < \$3 Billion	5	5
\$3 Billion < \$5 Billion	9	9
\$5 Billion < \$10 Billion	4	4
\$10 Billion < \$20 Billion	11	11
Over \$20 Billion	9	9

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
334,045	325,500	252,332	402,495
298,652	317,076	243,155	350,123

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
315,716	321,288	280,890	347,976
346,668	332,807	256,499	395,000
286,161	252,550	244,883	361,049
296,131	314,150	215,000	390,000
295,709	293,928	227,580	365,619

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
376,642	377,300	247,080	464,990
298,213	295,794	245,362	365,000
312,509	280,000	267,151	376,209
318,808	325,933	257,023	373,469
299,314	323,345	241,275	365,111
255,719	246,402	215,242	297,753
299,014	296,118	263,064	337,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
286,274	284,294	250,682	329,768
310,398	333,600	243,830	355,747
327,918	325,000	256,127	393,248
290,207	275,319	245,604	355,522
384,377	365,000	275,020	468,750

Job Code: 1000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
541,714	536,132
314,191	330,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
362,609	339,254
518,784	493,066
404,850	366,723
446,813	439,704
370,279	300,505

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
557,424	536,132
399,834	362,986
508,674	450,000
496,016	513,424
314,630	331,800
347,026	286,000
399,184	331,651

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
464,753	467,048
323,235	340,205
434,919	365,000
512,677	515,000
606,166	605,887

Job Description:

This is the most senior environmental affairs, health and safety position at a major operating unit (sector, group or division) level. Accountable for developing and directing a responsible organization-wide policy with respect to preserving the environment and protecting the health and safety of employees and the public. Responsible for balancing the financial goals of the enterprise with the external pressures. At the operating unit level, directs the development of internal policies, procedures and practices based on the best available scientific evidence and judgment. Establishes programs to preserve the quality of life by correcting and improving various areas of environmental concerns. Insures compliance with all environmental, health and safety standards promulgated by all Federal, State and local agencies through developing and implementing on-site inspection and monitoring programs at all facilities. Establishes preventative medicine programs to identify and reduce risk from potential hazards in the work-place. Conducts independent research on the organization's environmental problems to establish a basis for program changes and improvement. Keeps abreast of pending regulatory developments through reference sources. Obtains insight on legislative agendas at both the Federal and State levels. Develops a consensus position within an organization climate of diverse operational activities and often conflicting regulations proposed by agencies with regulatory jurisdiction.

Qualification Guidelines:

Ph.D. in Environmental Science/Engineering or related fields and more than 10 years experience; or M.S. and more than 15 years experience; or B.S. and more than 20 years experience. Experience should include a minimum of 5 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	36	69	249,316	200,986	227,460	243,345	269,100	315,430
Base Salary-Bonus Eligible	31	63	245,888	194,498	226,780	242,460	260,136	307,909
Base Salary-Non-Bonus Eligible	5	6	285,309	230,000	255,244	303,666	315,352	322,260
Bonus Amount-Actual Amount Paid	28	58	85,342	20,550	40,566	85,916	119,966	158,357
Bonus Target % of Base	25	55	27	12	22	28	32	40
Total Compensation-All	36	69	321,053	231,883	268,643	310,190	363,008	416,397
Total Compensation - Bonus Eligible	31	63	324,457	233,565	269,982	310,593	367,473	427,017
Long Term Incentive Target	17	39	110,572	36,021	52,592	85,750	158,400	203,298
Long Term Incentive Recipients Only	15	35	101,871	32,736	48,683	67,600	140,925	210,000
Long Term Incentive as a % of Base	16	37	40	15	24	35	60	67

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 92% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 4% Not Eligible: 96%
- **Percentage of Incumbents Eligible for LTI:** Yes: 55% No: 45%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	3%	50%

Average Salary Range

Minimum	Midpoint	Maximum
191,027	253,693	316,759

Second Level Environmental Affairs Executive

Job Code: 1001

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	47
Group/Subsidiary	2	4
Division/Plant	1	1
Res. Labs., Gov't., Education	12	17

REGION	Org.	Incum.
West Coast	15	17
South Central	8	26
North Central	5	7
Southeast	9	14
Northeast	4	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	4
Technology	2	2
Other	1	2
Non-Durable Goods Mfg.	9	19
Chemicals	6	12
Pharmaceutical	1	4
Other	2	3
Non-Manufacturing	24	46
Energy	3	13
Utilities	7	8
Research Laboratories	7	10
Services	3	9
Financial Services	0	0
Other	4	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	5	6
\$1 Billion < \$3 Billion	6	7
\$3 Billion < \$5 Billion	3	6
\$5 Billion < \$10 Billion	3	10
\$10 Billion < \$20 Billion	9	15
Over \$20 Billion	10	25

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
248,104	243,345	205,884	306,208
266,606	257,863	223,362	316,311

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
266,269	252,000	224,215	317,745
229,706	235,560	189,978	259,476
255,966	250,162	196,575	321,162
259,098	254,689	202,362	304,744

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
254,686	243,700	189,261	317,528
234,048	237,650	189,092	273,027
245,726	241,933	205,428	310,656
266,319	245,918	237,602	335,576
270,917	260,068	236,496	319,131

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
265,669	254,932	238,410	303,666
280,751	310,190	222,163	321,478
244,945	245,918	204,516	290,142
259,923	243,872	228,045	317,760

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
345,993	331,834
277,399	271,320

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
309,440	310,190
303,751	310,220
349,658	297,659
345,675	315,666

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
343,229	310,593
304,191	301,816
310,665	308,212
379,372	331,834
288,516	282,546

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
330,788	325,530
294,536	310,190
333,243	331,834
372,879	355,100

Job Description:

Plans, directs and manages the environmental, health and safety (EH&S) programs under senior management direction. Recognizes, evaluates, recommends and implements policies and procedures to assure awareness of and compliance with EH&S requirements of the organization. Responsible for monitoring and preventing chemical, biological, physical hazards and diseases present throughout work sites. Reviews and incorporates health standards promulgated by regulatory authorities. Ensures that quality control procedures are established to monitor all aspects of regulations. Provides all necessary reports to Federal, State, and local agencies. Directs audits of health and safety program to identify and control significant loss producing exposure. Must keep fully informed on all existing and proposed changes in occupational health and safety regulations. Develops and provides basic EH&S training to employees. Promotes communication programs to enhance and encourage employee awareness of accident and fire prevention, industrial hygiene and environmental compliance. Plans, develops and directs the personnel within the Environmental, Health and Safety function of the organization. Provides leadership direction to management and professional personnel of the organization unit.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and more than 5 years experience; or M.S. and more than 7 years experience; B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	76	439	159,093	115,000	136,750	158,740	181,115	199,138
Base Salary-Bonus Eligible	63	412	158,691	115,000	135,377	158,885	181,065	199,010
Base Salary-Non-Bonus Eligible	13	27	165,218	141,390	147,362	156,550	179,779	200,861
Bonus Amount-Actual Amount Paid	56	336	26,784	4,544	10,590	21,384	37,000	52,572
Bonus Target % of Base	38	247	16	5	12	15	20	25
Total Compensation-All	76	439	179,592	121,542	145,648	177,984	210,264	240,782
Total Compensation - Bonus Eligible	63	412	180,534	121,307	145,599	178,858	212,432	241,237
Long Term Incentive Target	14	58	49,164	11,500	25,000	38,426	83,520	100,000
Long Term Incentive Recipients Only	16	87	40,583	9,000	11,788	22,503	52,004	88,800
Long Term Incentive as a % of Base	14	58	27	8	15	20	46	53

- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 91% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 2% Not Eligible: 98%
- **Percentage of Incumbents Eligible for LTI:** Yes: 30% No: 70%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	5%	38%

Average Salary Range

Minimum	Midpoint	Maximum
130,547	169,854	209,922

Manager, Environmental, Health and Safety

Job Code: 1002

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	51	327
Group/Subsidiary	2	7
Division/Plant	1	1
Res. Labs., Gov't., Education	22	104

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	17	55
South Central	30	141
North Central	32	99
Southeast	23	105
Northeast	19	39

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	7	23
Technology	2	4
Other	5	19
Non-Durable Goods Mfg.	17	144
Chemicals	10	67
Pharmaceutical	2	16
Other	5	61
Non-Manufacturing	52	272
Energy	9	75
Utilities	12	63
Research Laboratories	9	40
Services	10	32
Financial Services	0	0
Other	12	62

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	4	5
\$500 Million < \$1 Billion	7	32
\$1 Billion < \$3 Billion	12	22
\$3 Billion < \$5 Billion	12	61
\$5 Billion < \$10 Billion	8	43
\$10 Billion < \$20 Billion	18	167
Over \$20 Billion	15	109

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
154,314	155,000	115,000	191,248
175,240	174,666	121,519	232,674

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
184,384	178,966	120,630	240,518
164,704	169,200	120,000	200,612
151,403	152,427	115,000	183,243
146,152	143,061	113,438	187,926
157,497	159,502	119,000	187,486

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
159,119	152,500	114,500	234,728
142,625	141,125	112,500	172,500
159,262	158,214	116,934	198,369
170,719	176,441	135,770	200,831
137,245	120,000	114,100	175,740
166,341	162,894	132,512	204,483
162,916	159,592	139,761	185,880
164,784	162,117	142,440	191,373
187,488	178,330	142,546	257,754
147,284	140,540	103,500	184,158
165,693	168,381	119,333	212,394

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
171,446	174,696	142,546	187,139
212,138	218,094	149,791	275,409
158,116	152,887	117,365	212,740
166,543	174,300	130,000	203,224
144,592	145,600	110,000	183,347
165,556	164,804	130,884	201,051

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
179,392	177,262
180,939	178,960

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
196,770	190,735
192,869	194,500
169,751	160,122
163,372	160,000
176,020	168,381

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
168,578	155,350
152,636	153,475
185,512	180,020
205,140	212,134
147,642	121,535
187,435	181,694
202,131	196,727
196,960	186,435
190,671	182,099
165,558	164,582
172,862	170,782

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
158,983	174,716
235,625	236,345
173,746	153,817
184,320	183,206
164,091	158,226
196,411	195,670

Job Description:

Under general direction supervises personnel engaged in the environmental, health and safety (EH&S) functions within the company. Implements policies and procedures to assure awareness of and compliance with EH&S requirements of the organization. Responsible for supervising personnel engaged in monitoring and preventing chemical, biological, physical hazards and diseases present throughout the work sites. Provides technical leadership and functional guidance to operating unit personnel to ensure health standards promulgated by regulatory authorities are being enforced. Ensures that quality control procedures are executed to monitor all aspects of regulations. Drafts all necessary reports to Federal, State, and local agencies. Coordinates audits of health and safety programs within the organization to identify and control significant loss producing exposure. Keeps informed on all existing and proposed changes in occupational health and safety regulations. Assists in the development and conducts basic EH&S training to employees. Promotes communication programs to enhance and encourage employee awareness of accident and fire prevention, industrial hygiene and environmental compliance.

Qualification Guidelines:

M.S. in Environmental or Safety Engineering or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	34	159	143,573	97,538	126,950	143,608	161,788	175,988
Base Salary-Bonus Eligible	30	153	144,983	98,787	129,763	144,036	162,816	176,026
Base Salary-Non-Bonus Eligible	4	6						
Bonus Amount-Actual Amount Paid	28	129	18,848	2,726	7,460	17,558	28,478	35,063
Bonus Target % of Base	23	106	13	5	10	13	17	20
Total Compensation-All	34	159	158,865	106,002	142,640	161,390	176,506	196,389
Total Compensation - Bonus Eligible	30	153	160,874	109,856	145,752	162,500	176,633	200,551
Long Term Incentive Target	4	12						
Long Term Incentive Recipients Only	4	12						
Long Term Incentive as a % of Base	4	12						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 94% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 1% Not Eligible: 99%
- **Percentage of Incumbents Eligible for LTI:** Yes: 10% No: 90%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	15%	59%

Average Salary Range

Minimum	Midpoint	Maximum
111,086	147,097	184,290

Supervisor, Environmental, Health and Safety

Job Code: 1003

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	24	107
Group/Subsidiary	1	3
Division/Plant	0	0
Res. Labs., Gov't., Education	9	49

REGION	Org.	Incum.
West Coast	9	27
South Central	15	52
North Central	14	27
Southeast	12	36
Northeast	9	17

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	0	0
Other	2	5
Non-Durable Goods Mfg.	9	60
Chemicals	4	25
Pharmaceutical	2	4
Other	3	31
Non-Manufacturing	23	94
Energy	6	20
Utilities	4	10
Research Laboratories	2	16
Services	5	16
Financial Services	0	0
Other	6	32

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	20
\$1 Billion < \$3 Billion	2	3
\$3 Billion < \$5 Billion	7	28
\$5 Billion < \$10 Billion	5	36
\$10 Billion < \$20 Billion	11	42
Over \$20 Billion	6	29

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
134,813	139,050	95,885	163,598
165,238	165,759	130,629	211,228

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
163,132	169,230	109,207	200,514
150,209	155,850	125,515	169,974
118,134	127,178	88,000	147,641
142,033	142,968	104,364	170,830
132,230	134,815	98,307	164,600

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
134,378	139,900	91,710	163,524
151,274	152,668	109,525	183,461
145,369	140,525	122,492	173,476
119,274	116,590	86,165	153,436
163,110	165,000	123,380	209,523

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,475	139,525	80,828	172,631
155,990	157,000	112,795	183,491
129,690	133,189	90,000	164,403
137,798	139,900	100,257	162,273

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,271	159,744
171,489	168,698

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
170,958	170,000
166,764	168,150
132,132	140,000
158,334	160,144
155,964	161,594

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
151,186	158,944
164,526	165,303
175,879	171,315
127,085	135,991
169,820	172,728

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,712	147,669
166,914	172,572
149,988	157,998
157,612	165,700

Job Description:

A generalist position located in a division or a plant operation. Responsible for the most complex technical work in a wide range of environmental, health and safety disciplines to achieve compliance with the organizations EH&S standards and with federal and state regulatory requirements. No single EH&S activity requires 80 percent or more of the incumbents available time. Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Develops, implements and maintains programs, systems and procedures necessary to ensure the overall safety and health of employees and the community. Conducts comprehensive, independent compliance assurance reviews of environmental, health and safety policies and procedures. Monitors and prevents chemical, physical and biological hazards and diseases that could be present in the work area. Investigates accidents, injuries, and complaints concerning hazards or uncomfortable conditions in the work place. Recommends improvements in processes, design, procedures, and operating equipment, to minimize the hazardous potential. Develops and conducts employee training, emergency preparedness and quality assurance programs. Monitors air, land and water pollution levels. Provides regulatory interpretation and technical advice. Prepares reports and recommends corrective action. Maintains expert knowledge of specific requirements imposed by government agencies. Acts as a lead person or technical expert providing functional direction and training in the application of the occupational health and safety programs.

Qualification Guidelines:

Ph.D. in Safety Engineering, Environmental Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	45	414	137,477	119,000	127,178	135,832	147,100	159,652
Base Salary-Bonus Eligible	35	388	138,393	119,490	128,016	137,028	147,747	160,523
Base Salary-Non-Bonus Eligible	10	26	123,816	97,759	117,265	126,276	138,714	142,883
Bonus Amount-Actual Amount Paid	30	322	13,506	1,780	5,663	13,466	20,000	25,596
Bonus Target % of Base	24	291	11	2	5	12	15	15
Total Compensation-All	45	414	147,982	129,896	136,283	146,488	157,834	170,355
Total Compensation - Bonus Eligible	35	388	149,601	131,575	138,000	147,861	158,615	171,177

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 96% More than Description: 4%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	4%	40%

Average Salary Range

Minimum	Midpoint	Maximum
107,593	141,185	175,843

Senior Environmental, Health & Safety Specialist IV

Job Code: 1004

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	224
Group/Subsidiary	1	1
Division/Plant	1	1
Res. Labs., Gov't., Education	16	188

REGION	Org.	Incum.
West Coast	13	96
South Central	10	103
North Central	16	47
Southeast	13	125
Northeast	6	43

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	7
Technology	1	1
Other	2	6
Non-Durable Goods Mfg.	7	55
Chemicals	5	47
Pharmaceutical	2	8
Other	0	0
Non-Manufacturing	35	352
Energy	4	19
Utilities	10	135
Research Laboratories	6	101
Services	6	11
Financial Services	0	0
Other	9	86

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	7
\$500 Million < \$1 Billion	5	63
\$1 Billion < \$3 Billion	6	8
\$3 Billion < \$5 Billion	8	87
\$5 Billion < \$10 Billion	6	49
\$10 Billion < \$20 Billion	8	72
Over \$20 Billion	10	128

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
132,656	130,325	115,908	154,418
143,116	142,412	129,894	163,700

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
139,189	137,760	121,077	162,755
142,601	143,163	125,668	159,604
129,810	131,248	115,057	145,000
131,856	131,082	118,016	146,601
140,842	144,325	120,729	154,535

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,212	141,308	121,651	162,863
148,068	145,000	132,391	163,797
136,559	135,305	120,000	155,804
128,719	128,123	116,653	138,940
142,622	143,200	130,680	158,160
133,030	133,917	115,234	151,378
142,231	140,434	129,730	165,329

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
137,499	137,622	130,346	149,959
133,438	140,926	116,993	145,000
143,313	143,198	132,246	158,826
148,576	148,657	134,631	164,472
134,709	132,516	119,000	148,964
130,363	127,590	115,506	149,898

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,921	149,222
145,589	144,290

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
153,364	153,186
152,169	152,858
139,456	140,368
143,861	140,630
142,467	146,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
158,264	152,425
161,558	155,539
146,541	146,000
147,473	147,450
145,307	144,650
138,164	133,917
143,886	142,974

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
115,442	146,250
133,652	140,926
147,197	147,722
153,911	151,246
156,004	155,243
147,108	145,349

Job Description:

A generalist position located in a division or a plant operation. Responsible for moderately complex technical work in a wide range of environmental, health and safety disciplines to achieve compliance with the organizations EH&S standards and with federal and state regulatory requirements. No single EH&S activity requires 80 percent or more of the incumbents available time. Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Develops, implements and maintains programs, systems and procedures necessary to ensure the overall safety and health of employees and the community. Monitors and prevents chemical, physical and biological hazards and diseases that could be present in the work area. Investigates accidents, injuries, and complaints concerning hazards or uncomfortable conditions in the work place. Recommends improvements in processes, design, procedures, and operating equipment, to minimize the hazardous potential. Develops and conducts employee training, emergency preparedness and quality assurance programs. Provides regulatory interpretation and technical advice. Maintains current knowledge of specific requirements imposed by government agencies. May act as a lead person or technical expert and provides direction to less experienced personnel working on health and safety programs.

Qualification Guidelines:

Ph.D. in Safety Engineering, Environmental Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	48	613	116,437	98,232	104,250	113,500	125,300	138,086
Base Salary-Bonus Eligible	41	591	116,688	98,325	104,708	113,833	125,318	138,252
Base Salary-Non-Bonus Eligible	7	22	109,686	96,247	100,312	107,272	114,044	128,014
Bonus Amount-Actual Amount Paid	36	442	11,067	1,500	3,228	9,945	18,788	20,905
Bonus Target % of Base	29	441	10	4	7	10	15	15
Total Compensation-All	48	613	124,417	103,463	112,215	122,460	134,460	147,061
Total Compensation - Bonus Eligible	41	591	124,965	104,555	112,548	122,714	134,610	148,250

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 96% More than Description: 4%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
85%	4%	38%

Average Salary Range

Minimum	Midpoint	Maximum
93,876	121,623	149,193

Environmental, Health & Safety Specialist III

Job Code: 1005

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	29	403
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	17	208

REGION	Org.	Incum.
West Coast	13	144
South Central	28	179
North Central	16	90
Southeast	12	142
Northeast	13	58

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	17
Technology	0	0
Other	2	17
Non-Durable Goods Mfg.	10	115
Chemicals	6	59
Pharmaceutical	2	7
Other	2	49
Non-Manufacturing	36	481
Energy	5	16
Utilities	9	203
Research Laboratories	7	117
Services	3	26
Financial Services	0	0
Other	12	119

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	4	43
\$1 Billion < \$3 Billion	6	17
\$3 Billion < \$5 Billion	11	129
\$5 Billion < \$10 Billion	6	73
\$10 Billion < \$20 Billion	11	168
Over \$20 Billion	10	183

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,088	110,970	98,006	133,320
122,706	122,564	100,000	145,373

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,275	113,239	102,297	133,320
122,907	123,173	101,030	143,968
109,142	108,514	93,946	129,319
111,813	110,836	96,951	129,770
116,262	113,750	99,275	136,196

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,763	112,258	98,095	140,812
124,773	123,324	106,026	144,485
115,579	113,300	98,103	134,885
126,677	123,275	108,591	156,300
109,944	110,000	97,794	124,000
125,829	126,794	99,150	151,052
114,671	112,655	97,511	135,144

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
115,558	114,026	104,257	127,803
127,310	125,212	108,343	153,405
117,925	111,719	98,739	142,881
117,762	116,695	102,398	133,494
106,885	103,800	95,991	118,460

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,475	122,089
124,085	123,586

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
128,909	127,206
129,772	125,660
115,899	113,101
119,070	116,970
121,534	121,079

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
122,891	116,560
132,290	129,238
124,454	123,144
145,172	137,275
124,097	122,714
127,576	126,794
119,609	120,090

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
115,849	114,026
130,889	126,276
122,895	122,646
131,137	128,792
117,042	113,729

Job Description:

A generalist position located in a division or a plant operation. Performs basic technical work in a wide range of environmental, health and safety disciplines to achieve compliance with the organizations EH&S standards and with federal and state regulatory requirements. No single EH&S activity requires 80 percent or more of the incumbents available time. Works under general supervision. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Assists in the development, implementation and maintenance of programs, systems and procedures necessary to ensure the overall safety and health of employees and the community. Monitors and prevents chemical, physical and biological hazards and diseases that could be present in the work area. Investigates accidents, injuries, and complaints concerning hazards or uncomfortable conditions in the work place. Recommends improvements in processes, design, procedures, and operating equipment, to minimize the hazardous potential. Conducts employee training, emergency preparedness and quality assurance programs. Provides regulatory interpretation and technical advice. Maintains working knowledge of specific requirements imposed by government agencies. May provide technical guidance to less experienced personnel.

Qualification Guidelines:

Ph.D. in Safety or Environmental Engineering or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	54	448	96,624	80,712	87,400	95,322	105,133	115,000
Base Salary-Bonus Eligible	43	404	97,061	81,600	88,185	96,150	105,299	115,670
Base Salary-Non-Bonus Eligible	11	44	92,609	79,197	83,150	91,357	97,876	112,381
Bonus Amount-Actual Amount Paid	35	284	8,260	1,223	1,600	6,438	14,702	17,680
Bonus Target % of Base	28	286	9	4	5	10	11	15
Total Compensation-All	54	448	101,860	82,448	92,036	101,116	111,197	123,544
Total Compensation - Bonus Eligible	43	404	102,868	84,046	93,814	102,155	111,441	125,847

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 98% Nonexempt: 2%
- *Degree of Position Match (% of organizations):* Less than Description: 2% Very Close Match: 96% More than Description: 2%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	6%	35%

Average Salary Range

Minimum	Midpoint	Maximum
78,817	101,540	124,542

Environmental, Health & Safety Specialist II

Job Code: 1006

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	38	288
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	15	159

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	15	58
South Central	27	138
North Central	22	100
Southeast	15	108
Northeast	15	44

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	5	21
Technology	0	0
Other	5	21
Non-Durable Goods Mfg.	12	131
Chemicals	5	46
Pharmaceutical	3	10
Other	4	75
Non-Manufacturing	37	296
Energy	3	23
Utilities	11	84
Research Laboratories	5	104
Services	7	17
Financial Services	0	0
Other	11	68

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	5
\$500 Million < \$1 Billion	4	41
\$1 Billion < \$3 Billion	4	6
\$3 Billion < \$5 Billion	11	132
\$5 Billion < \$10 Billion	7	28
\$10 Billion < \$20 Billion	14	129
Over \$20 Billion	11	107

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
92,630	92,441	77,691	111,791
103,806	101,420	85,000	125,400

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
94,544	92,937	83,604	110,000
101,230	102,475	86,420	115,000
92,998	91,125	54,783	138,131
95,184	94,219	82,521	110,076
95,620	93,174	81,729	113,455

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
88,257	88,125	74,645	103,000
88,257	88,125	74,645	103,000
90,304	91,700	57,108	112,603
102,676	100,964	90,488	116,696
99,492	98,268	83,146	116,360
95,083	92,937	83,907	110,228
110,625	106,011	96,000	140,000
87,647	88,620	78,622	96,733
91,536	92,250	80,029	100,301

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
101,876	101,700	88,915	114,301
92,081	90,000	77,540	117,320
90,130	92,937	57,487	110,008
93,303	91,171	82,900	109,800

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
100,256	100,295
104,771	101,907

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
104,371	105,323
106,028	105,568
96,811	95,850
100,778	98,823
99,602	95,318

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
92,359	92,934
92,359	92,934
93,277	93,544
105,860	105,250
106,220	104,000
107,495	105,446
111,941	106,872
93,028	93,730
95,320	95,476

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
104,381	103,576
96,463	92,918
97,707	102,155
102,479	96,222

Job Description:

A generalist position located in a division or a plant operation. Performs tasks in a wide range of environmental, health and safety disciplines to achieve compliance with the organizations EH&S standards and with federal and state regulatory requirements. No single EH&S activity requires 80 percent or more of the incumbents available time. Works under close supervision. Performs tasks that are usually from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment for following the defined policies and procedures. Assists in the development, implementation and maintenance of programs, systems and procedures necessary to ensure the overall safety and health of employees and the community. Assists in monitoring and preventing chemical, physical and biological hazards and diseases that could be present in the work area. Works with others to Investigate accidents, injuries, and complaints concerning hazards or uncomfortable conditions in the work place. Participates in recommending improvements in processes, design, procedures, and operating equipment, to minimize the hazardous potential. Participates in employee training, emergency preparedness and quality assurance programs. Maintains a working knowledge of the technical aspects of various regulatory requirements and how they may impact the operating unit.

Qualification Guidelines:

M.S. in Safety or Environmental Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	36	255	75,966	48,922	62,850	78,017	86,926	99,161
Base Salary-Bonus Eligible	25	214	75,021	48,133	57,625	77,020	87,289	99,696
Base Salary-Non-Bonus Eligible	11	41	80,899	70,000	75,000	80,000	84,624	93,967
Bonus Amount-Actual Amount Paid	19	153	5,556	500	1,100	1,982	10,052	15,497
Bonus Target % of Base	19	120	8	2	5	10	10	10
Total Compensation-All	36	255	79,300	50,213	65,000	80,000	91,552	111,177
Total Compensation - Bonus Eligible	25	214	78,993	49,452	57,625	79,713	93,475	114,165

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 83% Nonexempt: 17%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	8%	42%

Average Salary Range

Minimum	Midpoint	Maximum
63,868	83,185	103,022

Environmental, Health & Safety Specialist I

Job Code: 1007

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	180
Group/Subsidiary	2	2
Division/Plant	1	2
Res. Labs., Gov't., Education	12	71

REGION	Org.	Incum.
West Coast	7	10
South Central	13	55
North Central	15	104
Southeast	13	74
Northeast	6	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	8
Technology	1	2
Other	2	6
Non-Durable Goods Mfg.	9	93
Chemicals	4	26
Pharmaceutical	2	3
Other	3	64
Non-Manufacturing	24	154
Energy	2	10
Utilities	5	56
Research Laboratories	6	47
Services	5	17
Financial Services	0	0
Other	6	24

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	4
\$500 Million < \$1 Billion	4	23
\$1 Billion < \$3 Billion	4	14
\$3 Billion < \$5 Billion	5	38
\$5 Billion < \$10 Billion	3	7
\$10 Billion < \$20 Billion	9	104
Over \$20 Billion	8	65

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
73,282	74,304	48,443	98,339
83,776	81,004	69,845	103,800

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
79,860	81,000	71,803	91,367
81,778	82,900	72,516	88,083
73,258	70,200	47,968	107,750
81,962	81,536	62,290	99,000
74,916	75,444	67,600	80,756

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
62,761	51,480	46,800	87,045
81,643	80,933	65,184	96,809
80,283	76,648	60,210	98,133
86,866	82,450	75,400	117,555
75,356	75,100	63,406	84,334
79,371	79,878	70,289	87,594

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,714	81,004	73,800	87,300
68,411	72,768	48,512	87,125
82,404	89,836	60,255	98,338

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,000	76,800
84,431	81,599

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
79,983	81,000
83,410	82,955
75,828	72,450
87,306	84,034
77,060	78,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
63,864	53,303
84,585	81,665
86,724	77,648
87,824	82,912
78,112	75,814
79,695	80,370

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,491	82,000
70,047	72,966
88,217	91,406

Job Description:

This the most senior scientific individual contributor position covering all environmental professional disciplines. Acts independently under only consultative direction. Works with wide latitude to plan, conduct and direct research and/or development work on extremely complex projects necessitating the origination and application of new and unique approaches. Exercises independent judgment in developing methods, techniques and evaluation criterion for obtaining results. Applies advanced knowledge of a particular field of specialization within the environmental science field while working across a number of disciplines to obtain results on major projects. Uses expert knowledge of scientific principles and concepts to contribute to the development of the company's environmental health and safety policies, standards, and operating guidelines. Acts as an internal authority on all existing and proposed changes in Federal, State and local environmental and occupational health regulations. Provides technical expertise and guidance in interpreting and monitoring compliance with regulatory and industry requirements regarding preventive and remedial programs. Reviews, evaluates, and prepares replies to technical and management audits. Represents the organization in high-level scientific technical forums. Plans and directs the largest environmental projects in the company. Must have achieved national recognition in the scientific community through original contribution. Supplies technical inspiration and leadership consultation to professional co-workers.

Qualification Guidelines:

Ph.D. in Environmental Science or related scientific fields and more than 7 years experience; or M.S. and more than 10 years experience. Certification required.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	18	190,141	167,246	171,657	173,903	186,366	237,426
Base Salary-Bonus Eligible	10	15	191,652	168,768	171,772	173,500	183,671	239,805
Base Salary-Non-Bonus Eligible	2	3						
Bonus Amount-Actual Amount Paid	9	13	29,205	3,400	8,222	20,000	27,911	79,600
Bonus Target % of Base	7	11	15	1	5	12	18	30
Total Compensation-All	12	18	211,234	176,582	180,632	193,822	209,694	250,783
Total Compensation - Bonus Eligible	10	15	216,963	178,380	185,044	198,584	224,739	255,590

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
142,411	189,081	235,737

Senior Staff/Principal Scientist V (generic position)

Job Code: 1015

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	5	7
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	6	10

REGION	Org.	Incum.
West Coast	3	4
South Central	5	7
North Central	1	1
Southeast	4	5
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	2
Chemicals	1	1
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	10	16
Energy	2	4
Utilities	0	0
Research Laboratories	4	6
Services	2	2
Financial Services	0	0
Other	2	4

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	2	4
\$1 Billion < \$3 Billion	3	4
\$3 Billion < \$5 Billion	4	7
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
192,081	172,884	164,740	234,969
191,226	176,342	171,396	235,841

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
171,549	172,000	168,329	174,546

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
192,766	173,903	168,984	239,012

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
236,885	202,553
197,830	189,052

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
192,993	182,528

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
213,729	193,822

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

This is the most senior engineering individual contributor position covering all environmental health and safety disciplines. Acts independently under only consultative direction. Works with wide latitude to plan, conduct and direct engineering development work on extremely complex projects necessitating the origination and application of new and unique approaches. Exercises independent judgment in developing methods, techniques and evaluation criterion for obtaining results. Applies advanced knowledge of a particular field of engineering within the environmental health and safety fields while working across a number of disciplines to obtain results on major projects. Uses expert knowledge of scientific principles and concepts to contribute to the development of the company's environmental health and safety policies, standards, and operating guidelines. Acts as an internal authority on all existing and proposed changes in Federal, State and local environmental and occupational health regulations. Provides technical expertise and guidance in interpreting and monitoring compliance with regulatory and industry requirements regarding preventive and remedial programs. Reviews, evaluates, and prepares replies to technical and management audits. Represents the organization in high-level technical forums. Plans and directs the largest environmental projects in the company. Must have achieved national recognition in the scientific community through original contribution. Supplies technical inspiration and leadership consultation to professional co-workers.

Qualification Guidelines:

Ph.D. in Environmental Engineering or related engineering fields and more than 7 years experience; or M.S. and more than 10 years experience. Certification required.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	14	187,402	155,163	173,864	183,580	203,446	222,817
Base Salary-Bonus Eligible	9	10	182,767	152,882	160,416	181,060	203,446	218,650
Base Salary-Non-Bonus Eligible	3	4						
Bonus Amount-Actual Amount Paid	8	9	30,116	1,642	5,192	31,684	54,211	56,729
Bonus Target % of Base	6	7	18	10	16	20	20	24
Total Compensation-All	12	14	206,762	165,878	181,675	188,542	234,254	257,628
Total Compensation - Bonus Eligible	9	10	209,871	160,057	182,036	203,297	234,254	265,417

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 7% Not Eligible: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	17%	58%

Average Salary Range

Minimum	Midpoint	Maximum
156,578	198,274	241,533

Senior Staff/Principal Engineer V (generic position)

Job Code: 1020

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	7
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	5	6

REGION	Org.	Incum.
West Coast	3	4
South Central	5	5
North Central	3	3
Southeast	1	1
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	10	11
Energy	3	3
Utilities	0	0
Research Laboratories	4	5
Services	1	1
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	5
\$3 Billion < \$5 Billion	3	3
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	2	2

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
190,855	196,100	148,804	232,142
184,848	183,580	167,512	203,452

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
195,923	196,100	175,548	217,298

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
191,358	185,455	172,303	217,956

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
228,487	236,100
186,118	186,176

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
237,647	236,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
206,088	188,947

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans and directs the environmental science function under senior management direction. Accountable for implementing the organization's environmental health compliance strategies. Implements the policies, procedures and systems to maintain and enhance environmental performance of the organization. Manages all activities associated with subcontracting of vendors for services and equipment. Assists operating management in the installation and maintenance of environmental compliance measures required under Federal, State and local regulations. Assist management in interpreting and applying technical regulatory requirements on production operations. Monitors cost control measures for environmental compliance. Manages compliance projects at operating sites. Keeps updated on information on new developments in regulatory changes in environmental health requirements and incorporates this information into the company's business planning. Responsible for assuring effective utilization of personnel and responding promptly to the needs of the facility's operations. Provides leadership direction to management and professional personnel in the environmental sciences function at the operating unit.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	113	161,309	126,000	140,000	155,878	177,147	205,077
Base Salary-Bonus Eligible	20	104	161,125	125,000	138,625	155,000	179,516	206,670
Base Salary-Non-Bonus Eligible	5	9	163,430	154,280	155,878	165,000	169,344	172,208
Bonus Amount-Actual Amount Paid	18	82	37,922	2,500	8,219	27,322	55,278	87,532
Bonus Target % of Base	10	45	19	8	13	20	20	33
Total Compensation-All	25	113	188,827	131,825	145,000	172,536	213,472	276,998
Total Compensation - Bonus Eligible	20	104	191,025	130,632	144,288	175,000	223,521	283,764
Long Term Incentive Target	5	18	44,107	25,425	25,425	36,000	54,233	72,048
Long Term Incentive Recipients Only	4	15						
Long Term Incentive as a % of Base	5	18	22	14	15	20	25	33

- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 88% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 27% No: 73%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	0%	12%

Average Salary Range

Minimum	Midpoint	Maximum
130,215	175,351	215,237

Manager, Environmental Sciences

Job Code: 1102

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	99
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	5	12

REGION	Org.	Incum.
West Coast	5	9
South Central	11	30
North Central	13	30
Southeast	8	38
Northeast	2	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	6
Technology	0	0
Other	2	6
Non-Durable Goods Mfg.	6	41
Chemicals	4	16
Pharmaceutical	0	0
Other	2	25
Non-Manufacturing	17	66
Energy	2	11
Utilities	6	25
Research Laboratories	2	5
Services	3	14
Financial Services	0	0
Other	4	11

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	5
\$500 Million < \$1 Billion	2	3
\$1 Billion < \$3 Billion	4	16
\$3 Billion < \$5 Billion	5	18
\$5 Billion < \$10 Billion	1	4
\$10 Billion < \$20 Billion	7	45
Over \$20 Billion	4	22

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
160,214	152,657	125,000	206,033
172,974	167,722	156,294	183,870

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
163,571	161,000	125,000	199,394
169,895	167,902	139,500	194,557
159,438	147,205	134,000	208,847
160,427	149,132	130,000	214,716

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,854	140,000	125,000	170,000
174,901	171,059	141,523	220,001
168,908	163,469	141,217	208,512

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
169,977	170,000	143,732	181,302
167,925	161,250	130,000	212,627

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
191,117	175,000
177,705	170,158

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
181,141	165,000
205,275	185,000
186,134	168,768
193,203	166,630

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
156,292	144,550
211,580	193,920
209,298	179,648

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
185,495	177,413
206,081	205,164

Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervises personnel engaged in implementing the organization's environmental health compliance program in a specific site. Implements the procedures and systems to maintain and enhance environmental performance of the organization. Assists operating management in the installation and maintenance of environmental compliance measures required under Federal, State and local regulations. Assists management in interpreting and applying technical regulatory requirements on production operations. May monitor cost control measures for environmental compliance. Supervises compliance projects at the operating site. Keeps informed on new developments in regulatory changes in environmental health requirements. Provides technical leadership and functional guidance to personnel within the work group. Primarily responsible for assuring effective utilization of technical personnel and responding promptly to the needs of organization unit. Interacts daily with subordinates and/or functional peer groups. Interaction frequently involves exchange or presentation of findings, conclusions and recommendations. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians) assigning tasks related to the group.

Qualification Guidelines:

M.S. in Environmental or Environmental Science or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	21	160	127,945	103,104	111,444	124,910	140,628	168,794
Base Salary-Bonus Eligible	20	147	129,749	104,230	112,763	127,000	140,732	169,828
Base Salary-Non-Bonus Eligible	1	13						
Bonus Amount-Actual Amount Paid	17	137	19,455	9,260	16,000	20,000	24,037	28,318
Bonus Target % of Base	11	129	13	10	10	12	15	15
Total Compensation-All	21	160	144,603	110,084	122,853	141,108	167,327	185,070
Total Compensation - Bonus Eligible	20	147	147,880	114,257	126,750	144,769	168,200	186,876
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 95% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 0% No: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
95%	10%	67%

Average Salary Range

Minimum	Midpoint	Maximum
101,528	137,627	175,648

Supervisor, Environmental Sciences

Job Code: 1103

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	140
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	4	20

REGION	Org.	Incum.
West Coast	6	42
South Central	7	35
North Central	6	34
Southeast	6	41
Northeast	4	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	4	62
Chemicals	2	3
Pharmaceutical	0	0
Other	2	59
Non-Manufacturing	16	97
Energy	0	0
Utilities	11	76
Research Laboratories	3	7
Services	1	1
Financial Services	0	0
Other	1	13

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	13
\$500 Million < \$1 Billion	2	6
\$1 Billion < \$3 Billion	3	4
\$3 Billion < \$5 Billion	3	8
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	7	49
Over \$20 Billion	5	80

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
131,697	128,812	107,478	171,797

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
151,453	142,026	136,296	179,346
129,011	127,000	104,690	163,572
115,220	111,532	99,893	132,187
121,766	118,928	111,100	133,834

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
137,580	137,917	109,604	172,317
142,082	138,938	120,256	173,222

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
132,219	137,947	115,742	144,072
136,434	128,739	107,819	179,377

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,939	150,344

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
175,923	169,469
142,374	135,913
127,631	117,978
139,939	135,308

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
156,308	162,738
165,493	167,178

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,099	162,738
156,169	151,749

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines need for, designs, and coordinates large scale scientific studies, programs and projects to support the safe and efficient operation of units within the organization. Develops and performs scientific investigation which includes analyzing and interpreting trends and patterns for which no established precedents or standards exist. Evaluates proposed and existing codes, standards, regulations, and guidelines to determine the impact on proposed or existing programs and facility modifications. Provides technical support and maintenance of operating systems. Determines the need for ecological screening studies for potential sites; studies the ecological character of the sites to address concerns of various environmental and regulatory agencies. Provides technical guidance in interpreting and monitoring compliance with regulatory requirements and industry guidelines regarding remedial programs. Prepares responses to proposed regulations and legislation. Serves as a formal reviewer of technical documents to ensure their accuracy and completeness. Interfaces with industry and environmental groups and regulatory agencies to keep current on the changes developing in the regulations and legislation. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields or and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	29	257	136,603	118,415	124,798	134,002	145,906	159,321
Base Salary-Bonus Eligible	22	212	135,829	117,276	123,566	132,559	144,950	162,112
Base Salary-Non-Bonus Eligible	7	45	140,248	128,368	131,219	142,002	147,014	151,229
Bonus Amount-Actual Amount Paid	20	186	18,982	3,206	13,336	17,979	25,552	32,616
Bonus Target % of Base	16	181	12	5	10	15	15	15
Total Compensation-All	29	257	150,340	125,908	134,056	146,648	162,201	183,234
Total Compensation - Bonus Eligible	22	212	152,483	125,792	134,176	149,226	164,540	185,869

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 3% Very Close Match: 97% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
76%	7%	41%

Average Salary Range

Minimum	Midpoint	Maximum
107,699	141,463	173,103

Senior Environmental Scientist IV

Job Code: 1104

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	197
Group/Subsidiary	4	27
Division/Plant	0	0
Res. Labs., Gov't., Education	8	33

REGION	Org.	Incum.
West Coast	10	57
South Central	10	68
North Central	7	27
Southeast	10	89
Northeast	3	16

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	7
Chemicals	2	4
Pharmaceutical	0	0
Other	1	3
Non-Manufacturing	26	250
Energy	3	49
Utilities	9	106
Research Laboratories	4	18
Services	4	39
Financial Services	0	0
Other	6	38

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	19
\$500 Million < \$1 Billion	5	40
\$1 Billion < \$3 Billion	4	14
\$3 Billion < \$5 Billion	4	29
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	8	76
Over \$20 Billion	5	79

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,344	134,576	118,481	159,138
145,237	143,275	125,038	172,789

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
144,000	142,501	130,219	157,680
139,100	138,525	118,685	162,153
128,368	124,396	108,175	146,900
130,891	127,532	122,133	144,650

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,143	134,316	122,116	162,231
129,322	127,267	110,987	146,474
142,473	139,953	125,900	171,542

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
140,440	140,001	128,232	149,702
137,465	141,237	109,764	161,227
132,466	129,093	121,209	146,921

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
153,350	149,603
149,666	143,275

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
145,913	142,501
158,299	158,298
143,942	137,543
141,417	141,957

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
151,493	147,266
144,573	143,874
146,368	139,953

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
125,407	150,564
157,407	161,976
150,741	147,266

Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assignments. Work is reviewed upon completion for adequacy in meeting objectives. Conducts scientific studies to support the safe and efficient operation of units within the organization. Provides specialized technical expertise to solve various complex environmental problems. Conducts scientific investigation which includes analyzing and interpreting trends and patterns generally using established precedents and standards. Operates, maintains and monitors operating systems, e.g., water treatment and waste disposal to ensure compliance with established guidelines. Develops and oversees the use of appropriate sampling and monitoring procedures and guidelines. Prepares and revises technical documents for internal and external audit groups. Assists in the evaluation and review of proposed and existing codes, standards, regulations, and guidelines to determine the impact on programs and facility modifications. Works on ecological screening studies for potential sites. Provides technical guidance in interpreting and monitoring compliance with regulatory requirements and industry guidelines. Reviews technical documents to ensure their accuracy and completeness. Keeps current on the changes developing in the regulations and legislation. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields or and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	29	249	113,134	99,382	105,851	111,546	119,916	131,392
Base Salary-Bonus Eligible	21	229	112,987	99,417	105,500	111,027	119,451	131,904
Base Salary-Non-Bonus Eligible	8	20	114,816	97,074	108,025	116,046	121,936	130,292
Bonus Amount-Actual Amount Paid	18	190	11,768	1,890	7,445	12,192	16,093	20,422
Bonus Target % of Base	15	182	10	3	10	10	14	15
Total Compensation-All	29	249	122,114	106,385	112,000	120,228	131,184	143,834
Total Compensation - Bonus Eligible	21	229	122,751	106,560	112,011	120,669	131,790	145,290

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 97% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 7% Not Eligible: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
72%	10%	45%

Average Salary Range

Minimum	Midpoint	Maximum
92,219	119,540	146,101

Environmental Scientist III

Job Code: 1105

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	185
Group/Subsidiary	3	37
Division/Plant	1	4
Res. Labs., Gov't., Education	7	23

REGION	Org.	Incum.
West Coast	9	39
South Central	12	64
North Central	8	31
Southeast	10	97
Northeast	5	18

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	11
Technology	1	4
Other	2	7
Non-Durable Goods Mfg.	3	5
Chemicals	2	4
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	23	233
Energy	2	37
Utilities	7	112
Research Laboratories	3	26
Services	4	23
Financial Services	0	0
Other	7	35

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	26
\$500 Million < \$1 Billion	5	23
\$1 Billion < \$3 Billion	3	5
\$3 Billion < \$5 Billion	5	30
\$5 Billion < \$10 Billion	1	5
\$10 Billion < \$20 Billion	6	58
Over \$20 Billion	7	102

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,807	111,025	100,719	132,756
115,260	113,192	100,467	134,556

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,568	118,600	111,782	135,924
113,318	110,954	98,757	129,906
109,027	108,778	97,333	123,177
111,125	109,028	100,978	120,756
119,504	119,030	101,630	133,860

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,543	111,659	99,470	132,756
108,526	107,564	97,798	124,761
112,703	112,580	102,612	123,200

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
117,090	114,321	111,953	126,136
114,673	110,954	103,756	130,895
116,092	114,125	97,140	137,490
114,303	109,915	105,907	131,249

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
125,619	123,000
116,461	115,804

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
125,790	120,312
125,392	124,800
117,117	116,402
118,219	119,150
132,001	131,487

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
122,095	120,090
119,060	119,241
115,029	112,580

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
90,552	120,331
120,211	117,652
126,334	128,901
127,817	123,010

Job Description:

Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Conducts scientific studies to support the safe and efficient operation of units within the organization. Provides technical expertise to solve various environmental problems. Conducts scientific investigation which includes analyzing and interpreting trends and patterns using established precedents and standards. Operates, maintains and monitors operating systems, e.g., water treatment and waste disposal to ensure compliance with established guidelines. Provides technical support and maintenance of operating systems. Oversees the use of appropriate sampling and monitoring procedures and guidelines. Assists in reviewing technical documents for internal and external audit groups. Assists in the evaluation and review of proposed and existing codes, standards, regulations, and guidelines to determine the impact on programs and facility modifications. Provides technical guidance to field personnel in interpreting and monitoring compliance with regulatory requirements and industry guidelines. Keeps current on the changes developing in the regulations and legislation. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	27	223	95,599	81,903	86,242	94,900	102,615	111,624
Base Salary-Bonus Eligible	21	206	95,258	81,640	85,942	94,444	102,366	111,890
Base Salary-Non-Bonus Eligible	6	17	99,732	87,448	94,786	99,070	108,002	108,965
Bonus Amount-Actual Amount Paid	19	155	9,425	680	4,060	8,544	13,702	18,296
Bonus Target % of Base	15	129	9	6	7	10	10	11
Total Compensation-All	27	223	102,150	84,106	91,034	100,000	112,028	120,654
Total Compensation - Bonus Eligible	21	206	102,349	84,000	91,025	100,178	112,449	121,144

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 93% Nonexempt: 7%
- *Degree of Position Match (% of organizations):* Less than Description: 7% Very Close Match: 89% More than Description: 4%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 1% Not Eligible: 99%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	15%	37%

Average Salary Range

Minimum	Midpoint	Maximum
76,415	99,472	122,693

Environmental Scientist II

Job Code: 1106

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	20	166
Group/Subsidiary	3	44
Division/Plant	0	0
Res. Labs., Gov't., Education	4	13

REGION	Org.	Incum.
West Coast	9	31
South Central	13	62
North Central	10	31
Southeast	9	85
Northeast	5	14

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	10
Technology	0	0
Other	2	10
Non-Durable Goods Mfg.	2	36
Chemicals	0	0
Pharmaceutical	0	0
Other	2	36
Non-Manufacturing	23	177
Energy	4	25
Utilities	7	62
Research Laboratories	2	41
Services	5	16
Financial Services	0	0
Other	5	33

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	44
\$500 Million < \$1 Billion	3	12
\$1 Billion < \$3 Billion	3	5
\$3 Billion < \$5 Billion	3	13
\$5 Billion < \$10 Billion	1	9
\$10 Billion < \$20 Billion	6	75
Over \$20 Billion	8	65

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,772	95,710	83,128	114,282

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,025	106,000	91,224	120,000
94,620	95,600	81,488	105,000
94,583	92,700	84,000	110,000
92,734	90,852	82,532	104,110
100,613	101,270	89,191	109,583

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,834	93,850	81,579	108,374
92,805	89,104	81,659	109,276
97,186	98,574	93,060	103,916
97,135	96,807	86,538	108,664

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,630	95,710	83,174	115,000
96,626	95,674	83,470	104,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
105,508	104,942

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
109,751	108,002
104,156	103,445
102,974	98,849
98,301	95,444
107,652	107,913

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
98,801	98,151
99,544	97,317
97,590	98,574
103,065	107,076

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,374	103,362
106,767	107,612

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in conducting scientific studies to support the safe and efficient operation of units within the organization. Provides technical expertise to solve various environmental problems. Conducts scientific investigation which includes analyzing and interpreting trends and patterns using available precedents and guidelines. Consults with more senior environmental scientist and with technical personnel in the field to assure information is obtained in a practical and economic manner. Assists in providing technical support and maintenance of operating systems. Calibrates, operates, and maintains scientific equipment and instruments. Assists others in overseeing the use of appropriate sampling and monitoring procedures and guidelines. Assist in the evaluation and review of proposed and existing codes, standards, regulations, and guidelines to determine the impact on programs and facility modifications.

Qualification Guidelines:

M.S. in Environmental Science or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	20	64	74,960	66,627	70,031	72,646	78,536	86,135
Base Salary-Bonus Eligible	15	52	73,495	66,585	69,556	72,498	75,322	81,830
Base Salary-Non-Bonus Eligible	5	12	81,309	69,950	73,017	78,246	86,722	87,441
Bonus Amount-Actual Amount Paid	14	33	5,234	639	1,522	5,242	7,275	9,662
Bonus Target % of Base	10	30	8	2	6	10	10	10
Total Compensation-All	20	64	77,659	67,531	70,496	74,532	82,808	89,330
Total Compensation - Bonus Eligible	15	52	76,816	67,502	70,348	74,338	80,309	89,443

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 90% Nonexempt: 10%
- *Degree of Position Match (% of organizations):* Less than Description: 5% Very Close Match: 85% More than Description: 10%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	10%	50%

Average Salary Range

Minimum	Midpoint	Maximum
61,131	80,309	98,830

Environmental Scientist I

Job Code: 1107

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	32
Group/Subsidiary	2	18
Division/Plant	0	0
Res. Labs., Gov't., Education	7	14

REGION	Org.	Incum.
West Coast	5	11
South Central	5	7
North Central	4	14
Southeast	8	28
Northeast	3	4

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	6
Technology	0	0
Other	2	6
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	17	57
Energy	1	2
Utilities	5	20
Research Laboratories	3	14
Services	3	4
Financial Services	0	0
Other	5	17

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	20
\$500 Million < \$1 Billion	4	10
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	3	5
\$5 Billion < \$10 Billion	1	4
\$10 Billion < \$20 Billion	5	11
Over \$20 Billion	2	12

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,638	74,002	66,508	83,873
77,873	75,650	71,498	87,948

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
79,464	76,081	71,481	90,005
74,368	74,449	69,750	78,904
73,430	71,922	66,754	74,898

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,300	72,511	66,932	81,188
71,086	71,893	66,027	74,105
75,168	73,273	71,121	83,594

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,019	72,500	66,564	80,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,743	79,052
78,303	75,650

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,008	76,081
77,706	76,736
76,039	73,290

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
76,181	74,122
75,282	75,905
75,314	73,322

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,916	78,860

Job Description:

Under general supervision performs modestly complex quantitative and qualitative analyses, such as field sampling, testing and measuring, to determine air, ground or water pollution levels. Provides technical support activities in accordance with established procedures to assist in the performance of environmental monitoring and testing projects to enable operating units to comply with all environmental regulations. Assists in installation and set-up of complex instruments and equipment. Operates electronic equipment and conducts sampling with the current line of instrumentation. Maintains periodic inspections of equipment and performs preventative maintenance work. Maintains records pertinent to special sampling projects performed in conjunction with government agencies and consulting firms. Works on special projects, as assigned. Must keep abreast of changes in Federal, State and local regulations associated with all aspects of the work.

Qualification Guidelines:

B.S. in Environmental Science or related fields and a minimum of 1 year experience; or Associate degree in a field directly related to the position and a minimum of 3 years experience; or H.S. diploma with a minimum of 7 years practical experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	128	89,861	69,565	80,825	92,302	99,589	106,180
Base Salary-Bonus Eligible	20	108	91,503	72,882	84,230	93,245	100,836	107,878
Base Salary-Non-Bonus Eligible	5	20	80,994	61,360	70,476	81,364	95,192	99,489
Bonus Amount-Actual Amount Paid	17	91	5,210	1,018	1,938	4,535	6,942	9,500
Bonus Target % of Base	12	84	6	1	3	6	7	9
Total Compensation-All	25	128	93,564	70,456	83,612	95,962	103,022	111,334
Total Compensation - Bonus Eligible	20	108	95,892	73,952	87,460	97,030	105,784	113,019

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 16% Nonexempt: 84%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	16%	48%

Average Salary Range

Minimum	Midpoint	Maximum
69,312	89,108	108,876

Environmental Technician 3

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	62
Group/Subsidiary	2	4
Division/Plant	0	0
Res. Labs., Gov't., Education	8	62

REGION	Org.	Incum.
West Coast	2	4
South Central	13	46
North Central	6	28
Southeast	6	45
Northeast	3	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	8	25
Chemicals	6	21
Pharmaceutical	1	3
Other	1	1
Non-Manufacturing	17	103
Energy	3	13
Utilities	4	24
Research Laboratories	3	20
Services	2	4
Financial Services	0	0
Other	5	42

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	6
\$500 Million < \$1 Billion	1	2
\$1 Billion < \$3 Billion	4	8
\$3 Billion < \$5 Billion	5	50
\$5 Billion < \$10 Billion	2	9
\$10 Billion < \$20 Billion	6	31
Over \$20 Billion	6	22

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,327	95,953	74,387	109,962
85,967	89,710	66,600	102,856

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,465	94,846	66,000	107,930
88,515	95,900	61,360	108,067
86,036	89,710	72,529	95,480

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
91,225	95,446	63,106	107,178
94,197	96,800	71,905	108,640
88,408	89,792	69,191	106,381
80,492	84,000	61,360	93,488

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,715	91,926	75,286	104,142
98,284	98,932	83,242	111,946
86,711	87,076	74,387	100,984

Job Code: 1108

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
98,943	99,941
87,809	92,113

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
94,656	97,427
93,645	96,316
88,529	92,409

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
94,822	97,323
98,013	98,696
92,394	93,526
82,084	84,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,208	95,705
105,743	102,844
89,409	93,534

Job Description:

Under direct supervision performs semi-routine quantitative and qualitative analyses, such as field sampling, testing and measuring, to determine air, ground or water pollution levels. Assists others in supporting technical activities in accordance with established procedures for environmental monitoring and testing projects to enable operating units to comply with all environmental regulations. Assists in installation and set-up of modestly complex instruments and equipment. Operates electronic equipment and assists in conducting sampling procedures with the current line of instrumentation. Maintains periodic inspections of equipment and performs simple preventative maintenance work. Assists in assembling data and maintaining records pertinent to special sampling projects performed in conjunction with government agencies and consulting firms. Works on special projects, as assigned. Must be familiar with changes in Federal, State and local regulations associated with the field of work.

Qualification Guidelines:

Associate degree in a field directly related to the position and minimum of 2 years experience; or H.S. diploma with a minimum of 5 years practical experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	28	154	71,071	58,240	61,360	68,688	76,924	87,900
Base Salary-Bonus Eligible	21	131	71,545	58,240	61,087	68,619	77,896	90,584
Base Salary-Non-Bonus Eligible	7	23	68,371	56,011	62,587	68,758	73,545	76,971
Bonus Amount-Actual Amount Paid	16	108	3,840	1,002	2,398	3,178	5,379	6,433
Bonus Target % of Base	16	112	5	1	4	4	7	8
Total Compensation-All	28	154	73,764	60,681	63,404	71,774	79,548	91,987
Total Compensation - Bonus Eligible	21	131	74,711	60,736	63,446	72,125	80,178	93,590

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 14% Nonexempt: 86%
- *Degree of Position Match (% of organizations):* Less than Description: 4% Very Close Match: 96% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	11%	36%

Average Salary Range

Minimum	Midpoint	Maximum
58,601	74,956	91,354

Environmental Technician 2

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	87
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	6	66

REGION	Org.	Incum.
West Coast	4	10
South Central	14	36
North Central	6	21
Southeast	10	60
Northeast	3	27

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	9	21
Chemicals	5	15
Pharmaceutical	2	4
Other	2	2
Non-Manufacturing	19	133
Energy	4	8
Utilities	5	14
Research Laboratories	2	17
Services	3	41
Financial Services	0	0
Other	5	53

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	4
\$500 Million < \$1 Billion	2	7
\$1 Billion < \$3 Billion	4	9
\$3 Billion < \$5 Billion	6	95
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	5	10
Over \$20 Billion	9	27

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
69,518	65,116	58,240	87,867
72,948	73,299	62,252	81,746

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
76,502	75,990	56,980	102,648
67,700	68,480	56,367	77,773
67,378	68,349	57,528	74,060

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
83,607	76,914	70,391	105,333
90,791	88,880	76,817	105,546
67,024	66,756	56,954	78,342
64,044	63,818	55,245	70,924
67,664	68,710	60,736	75,556

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
69,385	68,484	58,844	83,937
71,826	65,285	60,228	93,223
68,285	68,910	55,682	77,364

Job Code: 1109

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
72,472	66,845
74,970	75,016

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,095	78,640
69,295	69,574
70,067	71,718

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
86,219	79,723
93,636	92,788
69,752	68,552
67,262	67,600
70,885	71,743

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
72,159	70,915
75,184	65,285
71,145	72,125

Job Description:

Under immediate supervision performs routine quantitative and qualitative analyses, such as field sampling, testing and measuring, to determine air, ground or water pollution levels. Assists others in supporting technical activities in accordance with established procedures for environmental monitoring and testing projects to enable operating units to comply with all environmental regulations. Assists in installation and set-up of instruments and equipment. Operates basic electronic equipment and assists in conducting sampling procedures with the current line of instrumentation. Assists others in conducting periodic inspections of equipment and performs simple preventative maintenance work. Assists in assembling data and maintaining records pertinent to sampling projects performed in conjunction with government agencies and consulting firms. Works on special projects, as assigned. Is generally made aware of changes in Federal, State and local regulations associated with the field of work.

Qualification Guidelines:

Associate degree in a field directly related to the position and minimum of 1 year experience; or H.S. diploma with a minimum 3 years practical experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	23	105	60,168	47,470	51,896	55,263	67,434	78,623
Base Salary-Bonus Eligible	14	75	61,738	47,278	51,002	55,661	68,730	83,346
Base Salary-Non-Bonus Eligible	9	30	56,242	51,217	54,674	55,205	59,377	60,805
Bonus Amount-Actual Amount Paid	11	59	4,742	637	2,514	3,358	7,695	9,786
Bonus Target % of Base	11	67	6	4	4	5	6	10
Total Compensation-All	23	105	62,832	49,226	53,477	56,802	70,657	86,062
Total Compensation - Bonus Eligible	14	75	65,468	49,226	53,069	57,622	77,170	91,036

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 9% Nonexempt: 91%
- *Degree of Position Match (% of organizations):* Less than Description: 4% Very Close Match: 91% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
61%	4%	43%

Average Salary Range

Minimum	Midpoint	Maximum
51,333	65,951	80,714

Environmental Technician 1

Job Code: 1110

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	16	86
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	5	16

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	2	4
South Central	11	43
North Central	7	24
Southeast	9	24
Northeast	3	10

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	6	15
Chemicals	4	10
Pharmaceutical	1	2
Other	1	3
Non-Manufacturing	17	90
Energy	3	10
Utilities	3	8
Research Laboratories	1	2
Services	5	39
Financial Services	0	0
Other	5	31

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	11
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	11
\$3 Billion < \$5 Billion	5	37
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	6	18
Over \$20 Billion	4	26

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
60,768	55,120	47,507	83,346
61,599	62,427	54,674	68,780

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
65,343	61,042	48,880	93,330
60,405	54,683	51,418	77,349
55,950	54,881	46,696	63,502

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
78,904	83,346	54,712	94,012
58,421	55,141	50,836	68,769
52,683	51,958	47,954	57,603
60,764	60,607	54,674	68,031

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
57,466	55,120	50,374	68,741
63,349	55,162	48,256	87,047

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
64,016	56,160
62,542	64,292

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
68,920	67,962
63,020	55,263
57,326	55,205

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
81,338	86,107
60,716	56,032
53,395	52,772
64,137	64,278

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
58,741	55,120
66,409	55,162

Job Description:

Plans and manages the regulatory compliance function for an operating unit of the organization (i.e., sector, group, division) under senior management direction based on predetermined goals and objectives. Implements an on-site inspection program required to ensure that the operating unit is complying with all Federal, State and local regulations related to health, safety and environmental control of employees and the public. Ensures that all sites within the operating unit meet the required regulatory standards to the extent that official agencies inspecting the locations can find no fault, and therefore, can not issue citations, penalties, fines or take any other legal action against the operating unit or the parent organization. Determines through independent investigation all existing and potential health, safety and environmental control problems within the operating unit. Prepares regulatory compliance reports to management that fairly and objectively details the inspection results and recommended action. Stays current on all technical and legal aspects of the regulations and how they relate to the operating unit. Provides leadership and direction to professional personnel in the compliance function.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and more than 7 years experience; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should include a minimum of 5 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	20	25	237,526	188,000	209,040	242,119	262,776	281,712
Base Salary-Bonus Eligible	19	24	237,495	186,000	207,897	242,119	262,970	281,806
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	16	19	102,625	47,578	67,890	98,112	105,000	153,956
Bonus Target % of Base	13	16	27	25	25	25	30	34
Total Compensation-All	20	25	315,521	245,643	280,000	311,250	340,231	388,481
Total Compensation - Bonus Eligible	19	24	318,740	260,682	281,568	315,591	343,223	389,970
Long Term Incentive Target	10	12	88,997	51,500	65,000	77,342	88,112	131,335
Long Term Incentive Recipients Only	10	12	88,170	51,406	64,188	75,733	85,236	131,150
Long Term Incentive as a % of Base	10	12	33	16	25	32	35	35

- *Degree of Position Match (% of organizations):* Less than Description: 5% Very Close Match: 95% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 8% Not Eligible: 92%
- *Percentage of Incumbents Eligible for LTI:* Yes: 52% No: 48%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
95%	10%	50%

Average Salary Range

Minimum	Midpoint	Maximum
181,309	236,131	290,497

Second Level Regulatory Compliance Executive

Job Code: 1201

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	20
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	2	4

REGION	Org.	Incum.
West Coast	2	5
South Central	8	8
North Central	7	9
Southeast	2	2
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	7	9
Chemicals	5	5
Pharmaceutical	1	3
Other	1	1
Non-Manufacturing	12	15
Energy	3	4
Utilities	5	5
Research Laboratories	1	3
Services	2	2
Financial Services	0	0
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	6
\$3 Billion < \$5 Billion	3	3
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	7	8
Over \$20 Billion	4	6

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
234,437	242,119	198,000	265,310

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
241,709	242,119	233,362	251,564
204,627	202,373	171,824	262,732

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
230,051	209,600	180,000	284,946
220,189	209,600	180,000	268,767
240,276	242,119	203,616	277,254
231,457	242,119	214,179	242,119

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
242,435	242,119	218,202	268,287

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
331,930	323,670

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
326,684	340,231
299,340	286,644

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
331,307	287,575
303,717	280,000
306,335	319,932
303,050	340,231

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
318,895	332,610

Job Description:

Plans and manages the regulatory compliance function under senior management direction. Implements an on-site inspection program required to ensure that the operating units are in compliance with all Federal, State and local regulations related to environmental control, health and safety of employees and the public. Ensures that all sites within the operating units meets the required regulatory standards to the extent that official agencies inspecting the location can find no fault, and therefore, can not issue citations, penalties, fines or take any other legal action against the operating facility or the parent corporation. Determines through independent investigation all existing and potential health, safety, and environmental control problems within the organizational unit. Prepares regulatory compliance reports to management that fairly and objectively details the inspection results and recommendations for remedial action. Keeps fully informed on all technical and legal regulations and how they relate to the company. Provides leadership and direction to professional personnel assigned to the compliance function.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and more than 3 years experience; or M.S. and more than 5 years experience; or B.S. and more than 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	36	116	170,184	148,086	157,935	169,477	181,163	196,362
Base Salary-Bonus Eligible	27	106	169,422	148,086	157,499	169,364	180,969	194,575
Base Salary-Non-Bonus Eligible	9	10	178,258	157,186	164,640	170,424	182,634	204,030
Bonus Amount-Actual Amount Paid	25	99	35,295	9,773	16,565	32,110	47,925	64,490
Bonus Target % of Base	22	99	20	15	16	20	20	25
Total Compensation-All	36	116	200,306	161,306	173,437	196,434	221,084	256,540
Total Compensation - Bonus Eligible	27	106	202,386	162,759	175,428	199,596	221,084	257,382
Long Term Incentive Target	5	46	31,152	14,000	15,000	33,946	38,000	38,000
Long Term Incentive Recipients Only	6	44	28,745	11,700	15,129	15,601	37,240	43,599
Long Term Incentive as a % of Base	5	46	18	8	9	18	23	25

- *Degree of Position Match (% of organizations):* Less than Description: 8% Very Close Match: 89% More than Description: 3%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 2% Not Eligible: 98%
- *Percentage of Incumbents Eligible for LTI:* Yes: 48% No: 52%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	8%	53%

Average Salary Range

Minimum	Midpoint	Maximum
136,855	177,934	219,637

Manager, Regulatory Compliance

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	24	96
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	10	17

REGION	Org.	Incum.
West Coast	9	27
South Central	11	20
North Central	10	41
Southeast	7	21
Northeast	5	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	1	1
Other	1	1
Non-Durable Goods Mfg.	5	45
Chemicals	4	21
Pharmaceutical	1	24
Other	0	0
Non-Manufacturing	29	69
Energy	5	7
Utilities	10	40
Research Laboratories	2	3
Services	4	5
Financial Services	0	0
Other	8	14

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	4
\$500 Million < \$1 Billion	4	6
\$1 Billion < \$3 Billion	3	4
\$3 Billion < \$5 Billion	5	14
\$5 Billion < \$10 Billion	3	5
\$10 Billion < \$20 Billion	9	38
Over \$20 Billion	8	45

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
169,524	169,738	146,780	194,575
174,496	168,663	150,007	216,358

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
176,127	170,543	157,579	189,753
180,708	179,874	154,343	208,302
163,619	164,900	147,474	182,111
169,518	168,148	145,204	199,497
157,642	167,400	135,721	175,745

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
166,644	168,156	145,789	192,835
171,299	170,000	150,000	199,151
184,655	181,277	178,354	192,566
171,367	170,159	152,183	200,161
165,772	163,514	150,003	188,800

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
170,799	170,847	150,182	188,964
172,377	169,775	155,100	189,753
165,533	168,148	135,974	187,449

Job Code: 1202

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
204,107	200,712
184,742	172,927

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
214,239	217,457
217,626	220,862
181,858	184,216
213,719	192,033
165,926	170,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
188,692	186,480
207,171	199,614
227,165	227,950
221,324	217,457
177,784	172,058

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
196,543	192,567
213,998	216,272
204,697	186,212

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Develops, implements and maintains complex inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control at the organization's facilities. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance through personal on-site inspections. Prepares accurate and concise reports on the inspection findings along with recommendations for corrective action to management. Maintains expert knowledge of specific requirements imposed by government agencies through extensive reading of the statutes, regulations, licenses, and permits; consultation with other members of the environmental affairs function; and consulting with operating unit and field personnel. Maintains a strong working knowledge on the scientific and technical aspects of various regulatory requirements and how they impact each operating unit. May act as a lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	42	237	146,868	116,971	132,000	142,800	159,806	178,867
Base Salary-Bonus Eligible	32	153	151,236	113,860	131,633	148,508	167,871	191,373
Base Salary-Non-Bonus Eligible	10	84	138,913	128,032	132,225	136,150	146,112	152,648
Bonus Amount-Actual Amount Paid	26	117	18,228	3,541	8,200	14,100	27,245	37,453
Bonus Target % of Base	21	105	13	5	10	15	15	20
Total Compensation-All	42	237	155,867	123,476	134,096	149,157	175,200	204,961
Total Compensation - Bonus Eligible	32	153	165,175	118,481	139,850	162,874	190,921	212,648

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 10% Very Close Match: 90% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
76%	2%	40%

Average Salary Range

Minimum	Midpoint	Maximum
117,820	152,965	188,401

Senior Regulatory Compliance Engineer/Specialist IV

Job Code: 1204

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	170
Group/Subsidiary	3	12
Division/Plant	0	0
Res. Labs., Gov't., Education	12	55

REGION	Org.	Incum.
West Coast	12	47
South Central	14	56
North Central	11	40
Southeast	14	41
Northeast	7	53

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	61
Technology	1	3
Other	2	58
Non-Durable Goods Mfg.	11	70
Chemicals	9	66
Pharmaceutical	1	3
Other	1	1
Non-Manufacturing	28	106
Energy	5	34
Utilities	6	6
Research Laboratories	7	37
Services	5	13
Financial Services	0	0
Other	5	16

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	5	15
\$500 Million < \$1 Billion	3	11
\$1 Billion < \$3 Billion	10	42
\$3 Billion < \$5 Billion	6	68
\$5 Billion < \$10 Billion	2	10
\$10 Billion < \$20 Billion	10	51
Over \$20 Billion	6	40

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,957	140,400	115,424	168,265
166,178	160,552	132,075	211,506

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
164,809	159,297	131,700	214,790
155,305	158,282	124,310	185,270
133,219	128,948	103,822	161,830
134,819	133,931	117,025	152,880
144,182	140,200	135,060	166,252

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
139,161	133,714	113,183	173,186
140,154	133,714	114,572	174,264
156,441	153,028	128,696	192,781
148,526	152,880	131,927	165,842
168,290	176,256	149,833	178,779
173,263	173,869	134,057	213,098
134,036	134,150	126,513	145,858
145,793	144,462	135,344	159,298

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
128,267	131,348	117,641	135,109
154,812	146,016	114,316	208,323
154,341	140,400	135,000	191,816
142,158	140,037	119,399	170,386
148,234	153,055	134,962	166,284

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,922	147,350
167,709	162,833

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
167,750	159,297
173,662	173,872
145,263	142,160
138,495	135,200
157,105	140,200

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,827	145,110
152,483	145,110
167,726	162,447
175,709	175,084
191,230	197,820
175,463	179,000
134,166	134,150
148,968	147,987

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,786	131,610
155,145	146,016
157,505	140,400
160,088	154,761
172,146	180,844

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Works on assignments to develop, implement and maintain inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control at an operating unit. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance through personal on-site inspections. Writes technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and recommendations for corrective action and submits the document to the supervisor for presentation to management. Maintains current knowledge of specific requirements imposed by government agencies through reading of the statutes, regulations, licenses, and permits; consultation with other members of the environmental affairs function; and consulting with operating unit and field personnel. Maintains a good working knowledge on the scientific and technical aspects of various regulatory requirements and how they may impact each operating unit. May also act as a lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	40	399	123,050	102,554	111,003	120,684	130,725	148,865
Base Salary-Bonus Eligible	32	276	124,557	100,964	109,534	119,892	135,875	157,912
Base Salary-Non-Bonus Eligible	8	123	119,666	107,861	115,400	121,000	127,100	129,538
Bonus Amount-Actual Amount Paid	25	221	17,579	5,150	11,856	15,691	25,426	27,549
Bonus Target % of Base	20	183	13	10	12	15	15	15
Total Compensation-All	40	399	132,786	108,798	119,208	129,400	145,856	161,558
Total Compensation - Bonus Eligible	32	276	138,633	111,599	124,624	137,906	154,651	164,339

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	10%	45%

Average Salary Range

Minimum	Midpoint	Maximum
99,616	127,861	156,309

Regulatory Compliance Engineer/Specialist III

Job Code: 1205

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	23	323
Group/Subsidiary	3	4
Division/Plant	0	0
Res. Labs., Gov't., Education	14	72

REGION	Org.	Incum.
West Coast	8	67
South Central	17	76
North Central	11	43
Southeast	14	130
Northeast	5	83

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	100
Technology	1	1
Other	2	99
Non-Durable Goods Mfg.	5	27
Chemicals	5	27
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	32	272
Energy	5	80
Utilities	8	113
Research Laboratories	7	51
Services	4	5
Financial Services	0	0
Other	8	23

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	4
\$500 Million < \$1 Billion	5	17
\$1 Billion < \$3 Billion	6	38
\$3 Billion < \$5 Billion	7	118
\$5 Billion < \$10 Billion	2	11
\$10 Billion < \$20 Billion	10	101
Over \$20 Billion	7	110

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
118,842	118,492	100,964	135,563
137,576	133,890	107,879	163,529

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
139,190	127,400	118,740	164,831
126,009	126,372	100,964	149,250
116,161	119,191	98,421	135,052
112,803	114,096	96,370	128,600
125,629	123,000	117,455	140,479

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,083	115,023	100,791	151,820
124,083	115,023	100,791	151,820
121,700	119,191	100,427	143,577
123,415	124,696	103,987	138,377
110,758	111,592	98,132	118,502
143,387	144,782	113,127	164,062
121,511	121,890	108,189	135,604

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,720	127,000	109,238	130,996
143,037	161,513	107,037	163,440
126,448	123,050	118,490	139,554
112,207	111,593	98,299	130,529
120,903	118,166	108,730	137,557

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
131,287	127,820
138,637	137,668

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,372	127,400
137,588	135,004
125,632	129,888
126,997	127,860
134,397	123,203

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
129,592	121,221
129,592	121,221
134,528	135,209
141,503	140,348
129,050	133,242
144,603	146,518
124,384	125,850

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,391	127,253
143,231	161,513
127,651	123,050
123,382	123,097
142,322	141,446

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Works on assignments to develop, implement and maintain inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control at the organization's facilities. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Assists in the identification of potential or actual areas of non-compliance through personal on-site inspections. Assists in preparing technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and recommendations for corrective action. Keeps current on specific requirements imposed by government agencies through reading of the statutes, regulations, licenses, and permits; consultation with other members of the Environmental Division; and consulting with operating unit and field personnel. Maintains a working knowledge on the scientific and technical aspects of various regulatory requirements and how they may impact each operating unit. May also act as a lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Environmental or Safety Engineering or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	43	286	96,861	80,370	86,470	95,103	104,187	115,000
Base Salary-Bonus Eligible	33	190	98,942	80,000	88,412	97,378	108,035	117,050
Base Salary-Non-Bonus Eligible	10	96	92,743	81,900	84,539	92,206	100,117	105,200
Bonus Amount-Actual Amount Paid	25	151	9,193	1,191	2,903	8,000	14,144	19,774
Bonus Target % of Base	18	125	10	2	10	10	14	15
Total Compensation-All	43	286	101,715	83,080	89,244	99,000	111,582	128,826
Total Compensation - Bonus Eligible	33	190	106,248	85,539	92,144	105,084	119,592	130,727

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 95% Nonexempt: 5%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 4% Not Eligible: 96%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
77%	7%	37%

Average Salary Range

Minimum	Midpoint	Maximum
78,213	100,225	122,702

Regulatory Compliance Engineer/Specialist II

Job Code: 1206

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	28	224
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	13	60

REGION	Org.	Incum.
West Coast	12	54
South Central	15	66
North Central	13	54
Southeast	11	84
Northeast	7	28

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	38
Technology	1	4
Other	3	34
Non-Durable Goods Mfg.	9	56
Chemicals	8	53
Pharmaceutical	0	0
Other	1	3
Non-Manufacturing	30	192
Energy	5	51
Utilities	8	75
Research Laboratories	6	17
Services	5	10
Financial Services	0	0
Other	6	39

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	5
\$500 Million < \$1 Billion	3	20
\$1 Billion < \$3 Billion	11	29
\$3 Billion < \$5 Billion	8	58
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	11	124
Over \$20 Billion	6	46

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,938	95,337	80,336	114,167
100,805	95,292	87,307	129,069

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,245	103,938	83,650	129,600
100,311	99,115	87,492	115,950
91,941	89,236	78,000	115,000
92,120	93,432	79,000	103,824
100,931	103,500	88,460	104,800

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,574	92,036	84,844	124,400
97,192	92,000	84,482	124,760
97,489	96,950	80,540	114,238
101,811	100,276	87,272	115,650
96,027	98,306	79,500	112,596
109,328	106,533	88,484	130,373
81,620	84,000	68,642	91,137
95,025	94,897	88,512	104,967

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,750	94,508	80,548	131,408
96,300	95,550	85,500	107,306
95,364	94,810	82,059	110,953
97,233	98,796	78,034	114,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,954	99,315
101,481	96,741

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
112,677	120,326
106,268	106,292
93,482	89,799
97,996	94,774
103,716	104,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
99,005	92,036
97,729	92,000
104,981	102,984
110,384	108,008
108,452	111,432
110,097	107,300
82,081	85,296
95,768	95,902

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
105,807	94,508
97,289	97,413
102,826	99,233
105,611	110,102

Job Description:

Works under close supervision. Performs tasks that are usually from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment for following the defined policies and procedures. Assists others in developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control at the organization's facilities. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Assists in the identification of potential or actual areas of non-compliance through personal on-site inspections. Assists in preparing technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and recommendations for corrective action. Keeps current on specific requirements imposed by government agencies through reading of the statutes, regulations, licenses, and permits. Maintains a working knowledge on the scientific and technical aspects of various regulatory requirements and how they may impact each operating unit.

Qualification Guidelines:

M.S. in Environmental or Safety Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	32	113	74,222	63,645	69,344	73,000	77,000	83,742
Base Salary-Bonus Eligible	22	46	76,413	65,063	68,664	73,220	78,116	90,646
Base Salary-Non-Bonus Eligible	10	67	72,718	63,800	69,344	72,800	76,886	80,310
Bonus Amount-Actual Amount Paid	16	32	5,661	979	1,296	5,094	9,375	12,076
Bonus Target % of Base	15	29	9	5	7	10	10	12
Total Compensation-All	32	113	75,825	64,534	69,345	74,000	79,202	86,574
Total Compensation - Bonus Eligible	22	46	80,351	67,025	69,684	78,295	85,277	95,224

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 81% Nonexempt: 19%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 97% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 1% Not Eligible: 99%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	3%	59%

Average Salary Range

Minimum	Midpoint	Maximum
67,171	85,944	104,979

Regulatory Compliance Engineer/Specialist I

Job Code: 1207

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	96
Group/Subsidiary	1	6
Division/Plant	0	0
Res. Labs., Gov't., Education	9	11

REGION	Org.	Incum.
West Coast	9	16
South Central	8	10
North Central	11	38
Southeast	9	31
Northeast	2	18

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	24
Technology	1	1
Other	2	23
Non-Durable Goods Mfg.	8	42
Chemicals	7	41
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	21	47
Energy	3	3
Utilities	7	22
Research Laboratories	4	4
Services	3	12
Financial Services	0	0
Other	4	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	11
\$500 Million < \$1 Billion	3	3
\$1 Billion < \$3 Billion	7	13
\$3 Billion < \$5 Billion	5	28
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	8	39
Over \$20 Billion	5	17

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
73,634	72,800	65,486	79,161
79,214	78,458	55,965	95,340

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,613	78,295	70,190	94,506
84,424	74,644	66,040	117,965
69,494	69,344	57,000	77,126
73,784	73,202	63,526	80,184

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
73,527	69,598	62,800	82,588
73,028	69,517	62,200	76,568
75,865	73,238	62,963	90,646
72,673	73,225	63,526	78,295

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
72,985	67,000	57,400	94,230
70,895	73,000	53,600	76,452
74,171	73,735	67,068	78,295
78,959	75,000	70,852	94,282

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,492	73,568
80,140	78,903

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,613	78,295
88,727	78,165
70,191	69,680
77,542	77,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
73,961	69,598
73,451	69,517
79,524	78,295
78,625	79,202

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
73,094	67,050
71,586	73,000
75,723	74,176
86,659	84,498

Second Level Industrial Hygiene Executive

Job Code: 1401

Job Description:

Plans, directs and manages the industrial hygiene programs of the organization unit under senior management direction based on predetermined goals and objectives. Manages all activities associated with subcontracting of vendors for services and equipment including laboratory and research facilities. Recognizes, evaluates, recommends and implements policies and procedures for monitoring and preventing chemical, biological and physical hazards and diseases present throughout the organization's work sites. Reviews and incorporates, as appropriate, health standards originated by OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control procedures are established to monitor all aspects of Federal, State and local regulations. Must keep fully informed on all existing and proposed changes in industrial health regulations. Maintains and controls the financial budget related to Industrial Hygiene activities. Responsible for making recommendations and presentations to the senior management based on accepted industrial hygiene scientific methodology. Manages all activities of the function within the scope of the jobs responsibilities. Develops and evaluates the personnel in the function and provides leadership direction to management of the organization unit.

Qualification Guidelines:

Ph.D. in Industrial Hygiene or related fields and more than 7 years experience; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should include a minimum of 5 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	12	238,234	226,933	232,981	237,578	247,111	249,364
Base Salary-Bonus Eligible	10	10	239,671	228,354	233,854	241,364	247,842	252,143
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	8	8	57,229	17,036	40,507	52,927	66,382	102,140
Bonus Target % of Base	7	7	24	15	20	25	30	31
Total Compensation-All	12	12	276,386	236,062	244,738	265,288	296,422	327,446
Total Compensation - Bonus Eligible	10	10	285,454	245,943	254,513	282,718	303,178	333,311
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 25% No: 75%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	8%	58%

Average Salary Range

Minimum	Midpoint	Maximum
166,848	224,665	281,503

Second Level Industrial Hygiene Executive

Job Code: 1401

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	7
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	4	4

REGION	Org.	Incum.
West Coast	5	5
South Central	5	5
North Central	0	0
Southeast	1	1
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	10	10
Energy	2	2
Utilities	0	0
Research Laboratories	4	4
Services	4	4
Financial Services	0	0
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
234,489	239,284	218,302	247,330

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
250,565	248,207	238,128	265,397
226,185	233,181	205,792	240,415

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
242,742	239,658	231,777	252,143

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
287,972	293,044

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
267,674	254,577
282,546	289,435

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
274,816	265,288

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans, organizes and manages the industrial hygiene programs under senior management direction. Manages activities associated with subcontracting of vendors for services and equipment including laboratory and research facilities. Recognizes, evaluates, recommends and implements policies and procedures for monitoring and preventing chemical, biological, physical hazards and diseases from occurring throughout the work site. Reviews and incorporates, as appropriate, health standards originated by OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control procedures are established to monitor all aspects of Federal, State and local regulations. Must keep fully informed on all existing and proposed changes in industrial health regulations. Maintains and controls the financial budget related to industrial hygiene activities. Responsible for making recommendations and presentations to the senior management based on accepted industrial hygiene scientific methodology. Develops and evaluates the personnel in the Industrial Hygiene function within the scope of the jobs responsibilities. Manages the activities and provides leadership direction to professional, technical and support personnel in the functional unit.

Qualification Guidelines:

Ph.D. in Industrial Hygiene or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	24	39	165,305	135,041	153,754	162,939	177,876	196,968
Base Salary-Bonus Eligible	15	25	162,664	133,580	149,435	159,276	181,477	197,434
Base Salary-Non-Bonus Eligible	9	14	170,022	142,548	160,735	172,458	176,632	186,130
Bonus Amount-Actual Amount Paid	12	17	23,241	6,570	13,500	22,518	26,001	33,758
Bonus Target % of Base	13	22	14	5	5	14	20	24
Total Compensation-All	24	39	175,436	139,600	159,183	174,339	190,024	217,882
Total Compensation - Bonus Eligible	15	25	178,468	143,896	156,607	176,495	196,735	220,165
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 96% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 3% No: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	8%	50%

Average Salary Range

Minimum	Midpoint	Maximum
122,272	165,514	206,971

Manager, Industrial Hygiene

Job Code: 1402

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	19
Group/Subsidiary	4	8
Division/Plant	0	0
Res. Labs., Gov't., Education	10	12

REGION	Org.	Incum.
West Coast	5	13
South Central	8	10
North Central	3	4
Southeast	6	10
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	4	7
Chemicals	3	6
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	19	31
Energy	1	4
Utilities	1	1
Research Laboratories	5	7
Services	5	12
Financial Services	0	0
Other	7	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	7
\$500 Million < \$1 Billion	6	12
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	5	6
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	4	8
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,806	157,942	146,271	190,228
170,757	177,267	132,873	199,413

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
165,609	157,942	153,120	179,945
174,205	179,974	139,000	199,818
170,465	174,339	156,689	179,810

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
167,787	169,802	138,698	198,404
180,210	186,550	134,421	210,843
174,138	173,056	161,296	190,342
154,450	160,000	123,380	177,026

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
161,833	162,473	135,041	178,161
169,313	179,974	129,225	198,740

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
179,251	173,698
177,370	181,807

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
175,035	169,332
192,651	197,008
180,599	176,064

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
178,780	175,350
188,072	190,127
179,671	173,056
158,812	160,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,118	168,772
182,372	196,458

Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervise personnel engaged in implementing programs, policies, procedures and processes for monitoring and preventing chemical, physical and biological hazards and diseases present in the organization's work areas. Provide direction to employees involved in monitoring and controlling the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Provides technical leadership and functional guidance to personnel in the work group to insure that quality control procedures are implemented according to Federal, State and local regulations. Keeps informed on new requirements imposed by all agencies. Primarily responsible for assuring effective utilization of technical personnel and responding promptly to the needs of organization unit. Interacts daily with subordinates and/or functional peer groups. Interaction frequently involves exchange or presentation of findings, conclusions and recommendations. Provide direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians).

Qualification Guidelines:

M.S. in Industrial Hygiene or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	41	126,700	101,900	118,325	127,870	138,753	146,989
Base Salary-Bonus Eligible	7	18	115,247	97,340	102,325	121,145	126,275	132,028
Base Salary-Non-Bonus Eligible	6	23	135,663	118,903	129,746	137,038	142,334	150,645
Bonus Amount-Actual Amount Paid	4	14						
Bonus Target % of Base	6	17	7	5	7	7	7	10
Total Compensation-All	13	41	131,751	108,037	122,221	132,879	140,146	147,471
Total Compensation - Bonus Eligible	7	18	126,752	104,582	121,016	130,870	137,274	138,742
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 92% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 2% No: 98%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
54%	8%	46%

Average Salary Range

Minimum	Midpoint	Maximum
99,964	130,956	162,674

Supervisor, Industrial Hygiene

Job Code: 1403

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	21
Group/Subsidiary	2	11
Division/Plant	0	0
Res. Labs., Gov't., Education	7	9

REGION	Org.	Incum.
West Coast	1	8
South Central	3	13
North Central	4	5
Southeast	5	14
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	2	13
Chemicals	2	13
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	10	26
Energy	0	0
Utilities	0	0
Research Laboratories	2	2
Services	2	10
Financial Services	0	0
Other	6	14

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	14
\$500 Million < \$1 Billion	3	10
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	2	3
\$5 Billion < \$10 Billion	2	6
\$10 Billion < \$20 Billion	0	0
Over \$20 Billion	1	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
126,503	124,490	105,133	145,507

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,960	139,141	133,172	149,483

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
126,088	126,180	101,957	147,095
117,001	106,918	100,370	137,456

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
128,292	131,371

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
141,960	139,141

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
129,649	130,706
124,835	122,078

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Develops, recommends and implements programs, policies and procedures for monitoring and preventing chemical, physical and biological hazards and diseases present in the organization's work areas. Monitors and controls the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control procedures are implemented according to all regulations. Maintains professional knowledge of existing and proposed changes in all industrial health and safety regulations. Provides expert knowledge of diverse chemical, physical and biological hazards. Makes recommendations and presentations based on accepted industrial hygiene scientific methodology. May prepare technical reports based on the expert interpretation of data, observations, and current regulations. Develops and conducts employee training and hazardous materials communications programs. Provides leadership to less experienced Industrial Hygienist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Industrial Hygiene or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	28	126	150,920	123,564	137,787	148,432	161,932	174,613
Base Salary-Bonus Eligible	16	97	152,350	122,221	138,877	148,563	162,719	180,499
Base Salary-Non-Bonus Eligible	12	29	146,137	125,178	132,075	148,300	159,001	169,801
Bonus Amount-Actual Amount Paid	14	41	12,050	1,000	2,500	7,792	25,000	29,624
Bonus Target % of Base	12	40	9	5	5	8	13	15
Total Compensation-All	28	126	154,841	123,564	137,787	150,698	168,570	188,228
Total Compensation - Bonus Eligible	16	97	157,443	122,801	139,479	154,277	171,841	193,058

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 7% Very Close Match: 93% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
57%	7%	43%

Average Salary Range

Minimum	Midpoint	Maximum
116,662	153,685	191,031

Senior Industrial Hygienist IV

Job Code: 1404

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	13	29
Group/Subsidiary	4	27
Division/Plant	0	0
Res. Labs., Gov't., Education	11	70

REGION	Org.	Incum.
West Coast	15	80
South Central	4	16
North Central	1	4
Southeast	8	25
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	3	14
Chemicals	3	14
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	24	110
Energy	2	9
Utilities	4	7
Research Laboratories	7	58
Services	6	14
Financial Services	0	0
Other	5	22

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	18
\$500 Million < \$1 Billion	5	25
\$1 Billion < \$3 Billion	7	46
\$3 Billion < \$5 Billion	2	14
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	6	19
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
144,509	143,808	114,770	168,339
157,667	153,030	135,905	188,365

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
155,401	149,143	129,175	185,631
137,349	129,605	121,908	168,079

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,841	149,302	125,678	176,399
162,716	156,915	138,659	201,792
154,033	160,400	130,131	172,596
141,986	147,663	122,582	154,440

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
147,519	148,816	131,358	159,001
164,792	157,950	137,026	204,780
140,541	142,217	120,110	165,210

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
158,218	162,741
158,617	155,718

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
159,966	154,660
139,123	129,605

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
157,095	154,468
163,810	158,175
158,098	160,400
142,427	147,663

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
142,139	158,509
165,391	157,950
157,113	171,841

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Develops, recommends and implements programs, policies and procedures for monitoring and preventing chemical, physical and biological hazards and diseases present in the organization's work areas. Participates in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs industrial hygiene field measurements, safety measurements, safety evaluations, and hazardous waste evaluations. Evaluates and interprets current regulations and assists in compliance. Develops hazardous materials communications. Writes technical reports based on the interpretation of data, observations, and current regulations. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Must keep current on existing and proposed changes all industrial health and safety regulations. Uses and maintains industrial hygiene equipment. Very proficient in all I/H tasks. May provide leadership to less experienced Industrial Hygienist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Industrial Hygiene or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	39	164	128,670	107,787	116,107	125,441	140,584	156,764
Base Salary-Bonus Eligible	26	136	131,179	110,385	117,700	126,934	143,096	158,225
Base Salary-Non-Bonus Eligible	13	28	116,485	97,250	109,514	119,812	125,192	130,032
Bonus Amount-Actual Amount Paid	21	56	11,552	2,000	3,931	8,384	21,144	25,664
Bonus Target % of Base	16	47	10	4	5	12	12	15
Total Compensation-All	39	164	132,615	111,654	120,616	129,382	146,321	158,259
Total Compensation - Bonus Eligible	26	136	135,936	114,892	123,399	132,520	149,110	159,997

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 97% Nonexempt: 3%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 97% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	8%	41%

Average Salary Range

Minimum	Midpoint	Maximum
95,698	124,095	153,098

Industrial Hygienist III

Job Code: 1405

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	23	58
Group/Subsidiary	4	11
Division/Plant	0	0
Res. Labs., Gov't., Education	12	95

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	15	70
South Central	13	52
North Central	8	13
Southeast	9	27
Northeast	2	2

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	9	24
Chemicals	6	14
Pharmaceutical	2	9
Other	1	1
Non-Manufacturing	28	138
Energy	2	2
Utilities	5	13
Research Laboratories	9	84
Services	5	17
Financial Services	0	0
Other	7	22

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	4	8
\$500 Million < \$1 Billion	6	21
\$1 Billion < \$3 Billion	10	56
\$3 Billion < \$5 Billion	3	39
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	9	22
Over \$20 Billion	5	16

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
120,920	119,400	104,181	143,062
134,810	130,538	111,590	162,186

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
134,460	126,417	115,000	163,669
130,036	130,145	105,484	148,222
114,606	111,160	103,584	134,573
114,265	111,780	94,950	130,006

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
118,958	112,000	99,787	145,589
122,776	125,639	99,787	145,589
131,378	126,946	111,636	158,276
114,807	115,000	104,880	119,054
137,478	131,797	116,429	164,012
126,321	124,946	116,748	135,624
123,221	120,940	110,703	139,469

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
123,901	122,360	114,617	137,061
130,356	124,717	111,500	162,047
121,341	117,700	103,584	145,929
118,628	118,834	105,926	131,643

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
130,125	130,384
136,067	130,938

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
137,150	130,713
136,583	136,140
121,911	118,952
119,164	116,064

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
130,286	132,473
127,054	132,000
134,344	130,713
128,399	135,527
138,933	132,917
126,907	124,946
125,714	121,462

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
133,246	132,756
131,285	126,946
127,112	127,938
139,430	140,336

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Develops, recommends and implements programs and procedures for monitoring and preventing chemical, physical and biological hazards and diseases in the position's work areas. Participates in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs industrial hygiene field measurements, safety measurements, safety evaluations and hazardous waste evaluations. Evaluates and interprets current regulations and assists in compliance. Develops hazardous materials communications. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Uses and maintains industrial hygiene equipment. Proficient in most I/H tasks. May provide leadership to less experienced Industrial Hygienist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Industrial Hygiene or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	32	101	104,569	87,099	97,810	103,150	109,056	126,000
Base Salary-Bonus Eligible	24	79	104,515	86,897	96,313	102,396	108,953	129,326
Base Salary-Non-Bonus Eligible	8	22	104,765	95,646	100,105	104,362	109,536	113,056
Bonus Amount-Actual Amount Paid	15	33	3,593	500	1,000	1,500	3,000	9,601
Bonus Target % of Base	7	14	6	1	5	7	8	10
Total Compensation-All	32	101	105,743	88,881	98,832	103,584	110,556	128,508
Total Compensation - Bonus Eligible	24	79	106,016	88,784	98,155	103,584	111,616	130,061

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 94% Nonexempt: 6%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 97% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	3%	56%

Average Salary Range

Minimum	Midpoint	Maximum
80,384	104,987	129,641

Industrial Hygienist II

Job Code: 1406

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	36
Group/Subsidiary	4	11
Division/Plant	0	0
Res. Labs., Gov't., Education	16	54

REGION	Org.	Incum.
West Coast	8	31
South Central	10	27
North Central	5	15
Southeast	8	16
Northeast	3	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	5	8
Chemicals	5	8
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	26	92
Energy	1	1
Utilities	2	12
Research Laboratories	9	44
Services	5	20
Financial Services	0	0
Other	9	15

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	9
\$500 Million < \$1 Billion	7	28
\$1 Billion < \$3 Billion	9	22
\$3 Billion < \$5 Billion	4	18
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	5	17
Over \$20 Billion	2	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,041	101,928	85,594	107,766
108,769	104,842	90,919	134,974

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,835	105,319	96,964	138,178
102,169	102,222	87,000	117,300
97,415	103,584	84,880	104,558
101,562	102,669	84,582	118,140

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,410	98,572	85,000	119,100
99,410	98,572	85,000	119,100
105,399	103,584	88,881	130,554
111,045	105,330	98,560	136,111
102,762	102,656	91,192	112,590
97,182	97,652	84,718	111,158

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,088	102,642	98,582	109,167
107,252	104,898	85,000	136,734
101,679	103,584	98,311	109,056

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,482	103,584
109,374	105,518

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
112,045	105,319
105,407	102,496
97,703	103,584
103,771	103,944

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,501	100,060
102,501	100,060
106,490	103,584
111,787	106,305
103,180	103,048
98,836	97,810

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,360	103,547
107,502	105,648
102,770	103,584

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in developing and implementing programs for monitoring and preventing chemical, physical and biological hazards and diseases in the organization's work areas. Participates with others in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs basic industrial hygiene field measurements, safety measurements, safety evaluations and hazardous waste evaluations. Evaluates and interprets current regulations and assists in compliance. Provides input in the development of hazardous materials communications. Uses industrial hygiene equipment. Working to become proficient in the Industrial Hygiene field.

Qualification Guidelines:

M.S. in Industrial Hygiene or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	22	70	80,363	62,963	75,072	83,466	86,640	90,043
Base Salary-Bonus Eligible	12	30	79,904	71,684	75,340	81,150	85,348	87,000
Base Salary-Non-Bonus Eligible	10	40	80,706	58,012	74,180	84,565	90,011	90,662
Bonus Amount-Actual Amount Paid	7	11	6,732	1,801	3,398	4,631	9,142	16,170
Bonus Target % of Base	7	19	8	4	6	10	10	10
Total Compensation-All	22	70	81,420	62,963	75,340	84,024	88,766	96,670
Total Compensation - Bonus Eligible	12	30	82,373	73,714	75,562	83,440	87,134	99,356

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 82% Nonexempt: 18%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
55%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
71,003	94,646	114,290

Industrial Hygienist I

Job Code: 1407

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	9	33
Group/Subsidiary	3	9
Division/Plant	0	0
Res. Labs., Gov't., Education	10	28

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	2	3
South Central	6	17
North Central	8	18
Southeast	8	32
Northeast	0	0

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	8
Technology	0	0
Other	1	8
Non-Durable Goods Mfg.	4	11
Chemicals	3	10
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	17	51
Energy	0	0
Utilities	2	2
Research Laboratories	5	16
Services	5	19
Financial Services	0	0
Other	5	14

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	5	24
\$500 Million < \$1 Billion	3	6
\$1 Billion < \$3 Billion	5	7
\$3 Billion < \$5 Billion	3	16
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	5	14
Over \$20 Billion	1	3

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
78,560	83,600	56,842	90,043
80,500	82,900	65,244	93,114

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
85,846	83,800	78,875	98,552
79,151	82,500	60,130	86,145
77,622	77,799	57,328	90,043

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
81,773	84,000	66,994	92,517
86,109	85,113	82,301	90,000
84,701	85,082	71,684	91,934
75,160	75,518	57,936	85,998

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
82,271	85,082	71,983	88,820
87,234	84,000	74,985	103,425
72,975	73,332	57,143	86,504

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
80,806	85,082
80,838	82,900

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
89,357	86,450
80,642	85,082
77,918	77,799

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
83,492	85,082
86,898	85,113
85,076	85,082
78,419	75,518

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
64,540	82,242
87,234	84,000
74,938	75,207

Job Description:

Plans, directs and manages the toxicological programs under senior management direction. Directs research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Provides expert knowledge in technical areas of risk assessment including: general and mammalian toxicology, litigation philosophy, and regulatory nuances for within the company. Provides expert knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments including development of potency slopes, etc. Provides expert technical advice and assistance in interpreting toxicological and health data relative to individual chemicals and mixtures and their effects on health related values. Prepares comprehensive toxicological profiles of materials relative to site-specific hazardous waste regulatory actions. Makes recommendations and presentations to senior management of the organization. Develops and evaluates personnel in the Toxicology function. Provides leadership direction to supervisory and professional personnel of the unit.

Qualification Guidelines:

Ph.D. in Toxicology or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	20	210,175	177,596	197,430	219,919	231,250	238,323
Base Salary-Bonus Eligible	11	18	208,149	172,080	194,390	213,130	229,306	243,008
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	9	14	39,666	9,030	15,393	29,156	45,642	55,777
Bonus Target % of Base	6	10	18	14	16	20	20	21
Total Compensation-All	13	20	237,942	195,587	217,852	235,970	272,844	282,042
Total Compensation - Bonus Eligible	11	18	239,001	186,183	215,987	238,512	274,948	282,128
Long Term Incentive Target	2	4						
Long Term Incentive Recipients Only	1	3						
Long Term Incentive as a % of Base	2	4						

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 92% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 45% No: 55%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
85%	0%	85%

Average Salary Range

Minimum	Midpoint	Maximum
148,077	197,506	247,876

Manager, Toxicology

Job Code: 1502

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	3	7
Group/Subsidiary	3	3
Division/Plant	0	0
Res. Labs., Gov't., Education	7	10

REGION	Org.	Incum.
West Coast	5	10
South Central	3	3
North Central	3	4
Southeast	2	2
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	1	1
Other	0	0
Non-Durable Goods Mfg.	3	5
Chemicals	2	2
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	9	14
Energy	0	0
Utilities	1	3
Research Laboratories	3	6
Services	2	2
Financial Services	0	0
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	8
\$3 Billion < \$5 Billion	3	3
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	2	6

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
210,367	221,613	138,618	264,041

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
233,223	235,000	211,271	264,041

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
211,766	221,226	164,800	252,401

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
217,876	228,401	177,517	247,710

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
214,053	221,613

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
254,902	262,800

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
238,989	238,512

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
223,405	228,401

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Conducts research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Prepares and implements models of exposures for detailed human risk assessment. Provides expert knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments including development of potency slopes etc. Provides expert technical advice and assistance in interpreting toxicological and health data (e.g. epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Prepares fully comprehensive toxicological profiles of materials relative to site-specific hazardous waste regulatory actions. Provides leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Toxicology or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	26	166,998	140,622	161,070	167,516	174,980	191,963
Base Salary-Bonus Eligible	10	21	165,458	134,499	160,457	166,145	172,555	192,288
Base Salary-Non-Bonus Eligible	2	5						
Bonus Amount-Actual Amount Paid	9	14	17,128	1,900	5,328	10,312	28,624	41,783
Bonus Target % of Base	8	10	14	5	12	14	18	20
Total Compensation-All	12	26	176,221	146,394	162,233	172,111	192,527	212,732
Total Compensation - Bonus Eligible	10	21	176,877	145,044	160,457	171,667	200,914	219,289

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 92% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	75%

Average Salary Range

Minimum	Midpoint	Maximum
133,800	174,668	215,541

Senior Toxicologist IV

Job Code: 1504

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	5	7
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	5	16

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	5	16
South Central	3	4
North Central	2	4
Southeast	2	2
Northeast	0	0

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	2
Technology	1	2
Other	0	0
Non-Durable Goods Mfg.	5	7
Chemicals	4	4
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	6	17
Energy	1	1
Utilities	0	0
Research Laboratories	3	13
Services	1	2
Financial Services	0	0
Other	1	1

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	15
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	2	4

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
172,417	166,912	141,127	209,213
172,651	171,100	165,083	183,830

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
170,275	169,224	165,083	175,032

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
166,596	167,678	131,824	205,610
165,701	166,285	154,972	191,898

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
201,931	210,252
176,396	174,825

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
177,589	174,825

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
185,021	170,000
172,219	171,667

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Conducts research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Assists in preparing and implementing models of exposures for detailed human risk assessment. Provides comprehensive knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides extensive technical advice and assistance in interpreting toxicological and health data (e.g. epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Prepares comprehensive toxicological profiles of materials relative to site-specific hazardous waste regulatory actions. Provides leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Toxicology or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	10	27	132,480	117,297	124,482	128,376	143,355	156,520
Base Salary-Bonus Eligible	7	24	132,308	117,684	124,491	129,309	141,195	154,280
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	6	13	11,606	1,773	5,600	12,693	14,500	17,664
Bonus Target % of Base	5	12	10	7	8	8	10	17
Total Compensation-All	10	27	138,068	117,297	124,750	132,504	148,491	167,092
Total Compensation - Bonus Eligible	7	24	138,594	117,684	124,875	132,552	148,083	169,301

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 80% More than Description: 20%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
70%	20%	80%

Average Salary Range

Minimum	Midpoint	Maximum
106,999	139,538	172,050

Toxicologist III

Job Code: 1505

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	15
Group/Subsidiary	1	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	10

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	1	8
South Central	5	11
North Central	3	7
Southeast	1	1
Northeast	0	0

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	5	12
Chemicals	3	6
Pharmaceutical	1	5
Other	1	1
Non-Manufacturing	5	15
Energy	1	3
Utilities	0	0
Research Laboratories	2	9
Services	1	2
Financial Services	0	0
Other	1	1

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	8
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	2	6
\$10 Billion < \$20 Billion	1	3
Over \$20 Billion	4	8

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
137,854	134,950	121,328	157,600

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
137,525	141,150	101,783	159,608

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
138,724	138,218	117,924	158,000
127,484	128,176	109,853	142,586

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
146,920	145,818

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
148,875	152,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
146,968	146,155
130,948	132,417

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Conducts research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Assists in preparing and implementing models of exposures for human risk assessment. Provides a good working knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides basic technical advice and assistance in interpreting toxicological and health data (e.g., epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Prepares toxicological profiles of materials relative to site-specific hazardous waste regulatory actions. May provide leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Toxicology or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	41	104,052	90,000	102,000	105,700	109,826	118,520
Base Salary-Bonus Eligible	9	34	106,131	98,493	102,750	106,097	111,220	119,556
Base Salary-Non-Bonus Eligible	3	7						
Bonus Amount-Actual Amount Paid	7	12	1,359	500	876	1,316	1,725	2,022
Bonus Target % of Base	4	11						
Total Compensation-All	12	41	104,449	90,000	102,203	105,894	110,789	118,575
Total Compensation - Bonus Eligible	9	34	106,611	98,493	102,750	107,128	111,230	119,672

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 83% More than Description: 17%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	8%	83%

Average Salary Range

Minimum	Midpoint	Maximum
76,900	100,341	122,670

Toxicologist II

Job Code: 1506

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	16
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	6	23

REGION	Org.	Incum.
West Coast	2	15
South Central	4	4
North Central	4	12
Southeast	3	6
Northeast	2	4

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	4	16
Chemicals	1	5
Pharmaceutical	1	6
Other	2	5
Non-Manufacturing	8	25
Energy	0	0
Utilities	0	0
Research Laboratories	3	17
Services	1	1
Financial Services	0	0
Other	4	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	2
\$1 Billion < \$3 Billion	3	16
\$3 Billion < \$5 Billion	3	6
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	3
Over \$20 Billion	3	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,008	105,753	81,164	118,056

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,987	105,753	98,265	112,129

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
103,514	106,781

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,330	106,781

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in conducting research regarding toxicological, ecological and human risk assessment. Assists in assembling, preparing and analyzing data regarding information services, regulatory affairs and litigation support. Assists in preparing and implementing models of exposures for human risk assessment. Develops and maintains basic knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Participates with others in providing technical advice and assistance in interpreting toxicological and health data (e.g. epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Provides input in the preparation of toxicological profiles of materials relative to site-specific hazardous waste regulatory actions.

Qualification Guidelines:

M.S. in Toxicology or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	9	18	92,539	81,744	88,595	93,790	96,764	98,501
Base Salary-Bonus Eligible	7	16	93,107	82,310	90,247	94,300	97,008	98,858
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	6	7	5,021	980	1,069	2,630	4,644	11,458
Bonus Target % of Base	4	10						
Total Compensation-All	9	18	94,492	83,065	91,337	96,357	98,548	100,204
Total Compensation - Bonus Eligible	7	16	95,304	86,134	91,866	96,764	98,873	100,508

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 89% More than Description: 11%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	0%	78%

Average Salary Range

Minimum	Midpoint	Maximum
77,733	100,121	124,815

Toxicologist I

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	10
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	4	7

<i>REGION</i>	Org.	Incum.
West Coast	2	2
South Central	2	3
North Central	2	6
Southeast	3	6
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	8
Chemicals	0	0
Pharmaceutical	2	7
Other	1	1
Non-Manufacturing	6	10
Energy	0	0
Utilities	0	0
Research Laboratories	2	2
Services	1	2
Financial Services	0	0
Other	3	6

<i>FINANCIAL DIMENSION</i>	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	3	6
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	1	6

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

[illegible]

Base Salary

[illegible]**Job Code: 1507*****Ttl. Cash Comp. (No LTI)***

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Pt. Cash Comp. (No LTI)	
Wt. Average	Median
94,210	95,372

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans, organizes and manages the risk assessment programs and projects under senior management direction. Responsible for developing and overseeing implementation of a comprehensive program to examine sources of programmatic or operational risk in terms of regulatory and operational criterion of the program. Accountable for managing technical preparation of complex risk assessment examination involving multiple pathways, routes, and model systems. Responsible for recognizing, evaluating, recommending and implementing policies and procedures for ensuring the safety of employees. Answerable for insuring all appropriate data is assembled, prepared and analyzed regarding exposure, toxicology, human risk assessment, information services, regulatory affairs and litigation support. Reviews and incorporates health and safety standards promulgated by OSHA, EPA, DOT, DOE, DOD and other Federal, State and local agencies. Responsible for making recommendations and technical presentations to senior management based on accepted safety and risk assessment methodology. Responsible for developing and evaluating the personnel in the function. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Ph.D. in Physical or Biological Science or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	46	178,888	155,750	166,675	182,868	190,273	194,250
Base Salary-Bonus Eligible	16	43	179,581	157,296	166,950	183,830	191,547	194,250
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	14	36	42,955	12,268	31,368	45,625	57,638	59,142
Bonus Target % of Base	14	36	19	15	15	20	20	25
Total Compensation-All	19	46	212,505	173,790	187,752	216,250	234,576	248,326
Total Compensation - Bonus Eligible	16	43	215,543	181,079	190,294	222,626	240,380	248,326
Long Term Incentive Target	6	8	43,947	22,715	33,720	36,000	67,900	67,900
Long Term Incentive Recipients Only	3	6						
Long Term Incentive as a % of Base	6	8	24	14	19	20	35	35

- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 59% No: 41%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
84%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
131,778	169,872	208,522

Manager, Risk Assessment

Job Code: 1602

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	34
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	10

REGION	Org.	Incum.
West Coast	7	24
South Central	5	7
North Central	3	3
Southeast	5	11
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	6
Technology	1	6
Other	0	0
Non-Durable Goods Mfg.	4	6
Chemicals	1	1
Pharmaceutical	1	1
Other	2	4
Non-Manufacturing	14	34
Energy	2	2
Utilities	8	26
Research Laboratories	2	4
Services	2	2
Financial Services	0	0
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	2	7
\$3 Billion < \$5 Billion	1	3
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	8	20
Over \$20 Billion	6	14

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
178,307	183,414	155,250	194,250

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
188,407	187,595	162,324	210,265
164,410	169,900	143,290	180,041
170,320	175,910	147,182	185,390

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
178,953	179,697	157,444	194,250
178,238	182,808	157,740	194,250

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
179,624	186,172	158,333	194,250
174,494	180,200	147,351	190,944

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
221,719	228,654

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
224,581	228,654
179,002	184,664
214,721	221,264

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
222,490	228,654
229,509	228,928

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
223,961	228,928
214,102	219,902

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self initiated. Determines and pursues courses of action necessary to obtain desired results. Works on complex problems where analysis of data or situations requires an in-depth evaluation of various factors. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May serve as the internal expert by providing knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non cancer risk assessments. Provides extensive technical expert advice and assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. Prepares technical reports based on the expert interpretation of analyzed data. Provides leadership to less experienced analyst and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Physical or Biological Science or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	15	27	157,247	127,329	142,748	150,897	163,021	197,783
Base Salary-Bonus Eligible	13	25	159,693	135,624	144,329	151,752	163,501	198,504
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	10	18	20,963	9,407	14,029	16,208	25,141	40,842
Bonus Target % of Base	9	16	14	9	10	14	16	22
Total Compensation-All	15	27	171,223	135,576	152,994	164,193	194,850	201,677
Total Compensation - Bonus Eligible	13	25	174,786	140,585	155,283	168,500	196,343	201,965

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 93% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
87%	7%	60%

Average Salary Range

Minimum	Midpoint	Maximum
124,341	163,035	201,836

Senior Risk Analyst/Specialist IV

Job Code: 1604

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	18
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	7

REGION	Org.	Incum.
West Coast	4	10
South Central	5	5
North Central	4	6
Southeast	5	6
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	3	5
Chemicals	1	1
Pharmaceutical	1	2
Other	1	2
Non-Manufacturing	11	20
Energy	2	4
Utilities	3	6
Research Laboratories	3	7
Services	1	1
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	2
\$1 Billion < \$3 Billion	1	5
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	7	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,284	146,990	129,262	161,173

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,093	150,897	123,940	159,901
142,226	146,990	123,518	156,170

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
158,041	148,596	115,358	200,469

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,775	145,718	136,279	159,878

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
165,094	159,496

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
165,299	168,500
164,584	159,431

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
169,358	161,006

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
167,062	158,762

Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assignments. Work is reviewed upon completion for adequacy in meeting objectives. Works on problems of diverse scope and complexity where analysis of data requires evaluation of identifiable factors. Uses technical discretion within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May serve as the internal expert by providing knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non cancer risk assessments. Provides extensive technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. May provide leadership to less experienced analyst and to technicians through work assignments, monitoring schedules and resolving problems. May also act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Physical or Biological Science or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	33	133,687	121,347	125,440	130,725	135,193	159,006
Base Salary-Bonus Eligible	13	28	136,077	122,664	128,790	131,152	135,193	160,235
Base Salary-Non-Bonus Eligible	4	5						
Bonus Amount-Actual Amount Paid	9	19	19,313	9,580	14,436	24,374	25,322	25,995
Bonus Target % of Base	8	15	17	12	15	15	20	25
Total Compensation-All	17	33	144,806	128,382	134,179	146,458	157,016	159,567
Total Compensation - Bonus Eligible	13	28	149,182	132,213	142,458	151,622	157,720	160,300

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
76%	0%	65%

Average Salary Range

Minimum	Midpoint	Maximum
104,680	134,116	163,566

Risk Analyst/Specialist III

Job Code: 1605

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	16
Group/Subsidiary	1	5
Division/Plant	0	0
Res. Labs., Gov't., Education	6	12

REGION	Org.	Incum.
West Coast	6	14
South Central	4	10
North Central	4	4
Southeast	2	2
Northeast	2	3

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	2	6
Chemicals	2	6
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	14	26
Energy	2	5
Utilities	4	7
Research Laboratories	3	8
Services	1	1
Financial Services	0	0
Other	4	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	2	7
\$3 Billion < \$5 Billion	4	5
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	6	16
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
131,940	130,558	127,095	137,848
132,354	131,578	104,864	163,001

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
139,508	135,193	128,804	159,474

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
135,433	132,060	122,294	160,743

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,504	129,579	122,169	135,193

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
146,755	146,029
132,940	131,778

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
153,233	157,136

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,290	147,508

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,587	154,688

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May serve as the internal source for information on physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non cancer risk assessments. Provides extensive technical advice and operating assistance in interpreting fate and transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. May provide technical direction to less experienced analyst and to technicians. May also act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Physical or Biological Science or related fields up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	14	31	104,646	95,264	99,516	103,568	110,518	118,230
Base Salary-Bonus Eligible	10	20	106,993	99,948	102,345	104,336	111,884	123,904
Base Salary-Non-Bonus Eligible	4	11						
Bonus Amount-Actual Amount Paid	7	13	10,961	1,304	1,600	10,964	18,500	19,790
Bonus Target % of Base	7	13	10	1	5	10	12	20
Total Compensation-All	14	31	109,243	95,264	101,104	105,613	117,522	125,114
Total Compensation - Bonus Eligible	10	20	114,117	102,490	104,680	111,475	124,725	126,438

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 14% Very Close Match: 86% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
71%	0%	64%

Average Salary Range

Minimum	Midpoint	Maximum
87,109	111,028	135,537

Risk Analyst/Specialist II

Job Code: 1606

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	15
Group/Subsidiary	1	3
Division/Plant	0	0
Res. Labs., Gov't., Education	7	13

REGION	Org.	Incum.
West Coast	2	4
South Central	5	9
North Central	2	8
Southeast	5	9
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	4
Chemicals	1	3
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	12	27
Energy	0	0
Utilities	2	4
Research Laboratories	4	7
Services	1	2
Financial Services	0	0
Other	5	14

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	3
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	4	9
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	3
Over \$20 Billion	5	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
107,699	106,606	97,806	117,897
103,052	103,652	86,926	121,264

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,707	102,587	93,634	104,417
108,151	105,112	100,832	119,892

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,598	103,568	95,007	122,661
100,169	102,434	95,984	104,510

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
108,147	109,644	97,598	119,338

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
114,857	113,945
103,712	104,154

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
107,242	105,613
114,698	108,107

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,637	104,154
102,877	104,053

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
117,692	115,700

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following defined policies and procedures. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. Assembles, prepares and analyzes specific data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Assist in preparing and implementing statistical models of exposure for detailing human risk assessment in the work place. Works with more senior analyst to provide information on physical, chemical, toxicological, and health related hazardous organic and inorganic substances. Assist in the evaluation of both cancer and non cancer risk assessments. May provide basic technical advice in interpreting fate and transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. Provides input in the preparation of technical reports based on the interpretation of analyzed data.

Qualification Guidelines:

M.S. in Physical or Biological Science or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	20	79,570	71,997	75,182	78,000	82,000	89,444
Base Salary-Bonus Eligible	8	13	80,032	59,099	74,497	77,898	84,308	105,743
Base Salary-Non-Bonus Eligible	5	7	78,711	76,404	77,939	78,000	80,451	81,341
Bonus Amount-Actual Amount Paid	4	4						
Bonus Target % of Base	4	8						
Total Compensation-All	13	20	80,664	72,316	76,083	78,000	82,000	98,242
Total Compensation - Bonus Eligible	8	13	81,716	59,413	75,845	77,898	92,116	107,698

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
62%	0%	85%

Average Salary Range

Minimum	Midpoint	Maximum
67,598	88,367	109,129

Risk Analyst/Specialist I

Job Code: 1607

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	12
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	5	8

REGION	Org.	Incum.
West Coast	1	2
South Central	3	3
North Central	3	5
Southeast	4	7
Northeast	2	3

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	4	5
Chemicals	1	1
Pharmaceutical	1	2
Other	2	2
Non-Manufacturing	9	15
Energy	0	0
Utilities	2	5
Research Laboratories	4	6
Services	1	1
Financial Services	0	0
Other	2	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	3	4
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	3	3
Over \$20 Billion	3	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
76,440	76,162	73,840	84,308
87,119	80,136	77,963	110,400

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,765	79,370	62,926	101,086

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,430	76,803
87,119	80,136

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
81,938	79,370

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans, directs and manages the radioactive waste management programs and procedures of the total corporation under executive management direction based on predetermined goals and objectives. Manages all activities associated with subcontracting of vendors for radiation equipment, waste handling and disposal services. Recommends, designs, implements, and evaluates radiation research, training and monitoring programs, inspection standards, safe-work methods, decontamination procedures, and radiological emergency procedures. Reviews and incorporates, as appropriate, government and industry radiation protection standards and requirements into the organization's programs to ensure ALARA. Ensures radiation levels are in compliance with permissible standards. Must keep fully informed on all existing and proposed Federal, State, local and industry changes in radiation protection regulations. Maintains and controls the financial budget related to Health Physics activities. Prepares required reports to management, industry and the NRC. Responsible for making recommendations and presentations to the executive management of the organization. Responsible for assuring an effective utilization of personnel and provides leadership direction to management personnel in the functional unit.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and more than 10 years experience; or M.S. and more than 15 years experience; or B.S. and more than 20 years experience. Experience should include a minimum of 7 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	16	271,204	236,302	249,572	267,842	282,644	304,948
Base Salary-Bonus Eligible	13	13	272,917	234,206	240,000	270,174	287,143	313,017
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	11	11	77,384	15,125	55,107	88,054	104,328	117,500
Bonus Target % of Base	10	10	28	15	21	30	35	40
Total Compensation-All	16	16	324,405	258,992	277,274	321,693	362,858	398,186
Total Compensation - Bonus Eligible	13	13	338,395	280,464	306,625	329,072	379,546	408,841
Long Term Incentive Target	4	4						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	3	3						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 19% No: 81%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
81%	0%	69%

Average Salary Range

Minimum	Midpoint	Maximum
194,709	267,804	340,897

Top Health Physics Executive

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	8
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	6	6

REGION	Org.	Incum.
West Coast	5	5
South Central	5	5
North Central	1	1
Southeast	5	5
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	3	3
Chemicals	3	3
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	12	12
Energy	1	1
Utilities	2	2
Research Laboratories	5	5
Services	3	3
Financial Services	0	0
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	5	5
Over \$20 Billion	2	2

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
257,743	257,769	237,700	282,944
290,320	285,040	247,219	338,702

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
274,621	273,355	249,110	302,470
276,053	265,510	240,790	323,474
258,878	265,221	228,568	284,744

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
269,607	263,998	233,508	315,706
304,168	291,500	275,445	342,763

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
268,207	270,174	248,988	284,744

Job Code: 1700

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
337,647	341,318
307,276	292,602

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
296,664	288,000
350,473	353,564
329,633	357,296

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
305,083	297,312
322,699	306,625

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
371,641	379,546

Job Description:

Plans, directs and manages the radioactive waste management programs and procedures of an operating unit under senior management direction based on predetermined goals and objectives. Manages all activities associated with subcontracting of vendors for radiation equipment, waste handling and disposal services. Recommends, designs, implements, and evaluates radiation research, training and monitoring programs, inspection standards, safe-work methods, decontamination procedures, and radiological emergency procedures. Reviews and incorporates, as appropriate, government and industry radiation protection standards and requirements into the operating units programs to ensure ALARA. Ensures radiation levels are in compliance with permissible standards. Must keep fully informed on all existing and proposed Federal, State and industry changes in radiation protection regulations. Maintains and controls the financial budget related to Health Physics activities. Prepares required reports to management, industry and the NRC. Responsible for making recommendations and presentations to the senior management of the organization. Responsible for assuring an effective utilization of personnel and provides leadership direction to management personnel in the functional unit.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and more than 7 years experience; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should include a minimum of 5 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	29	217,545	186,292	193,164	216,956	230,587	272,016
Base Salary-Bonus Eligible	12	16	232,189	202,708	217,538	224,524	244,400	280,476
Base Salary-Non-Bonus Eligible	6	13	199,522	183,753	188,129	193,164	215,162	221,073
Bonus Amount-Actual Amount Paid	8	8	41,614	9,050	17,972	25,810	51,631	88,886
Bonus Target % of Base	7	7	18	8	12	15	22	31
Total Compensation-All	18	29	229,025	187,931	194,902	221,378	239,926	276,631
Total Compensation - Bonus Eligible	12	16	252,996	217,104	223,698	234,775	272,190	285,054
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 89% More than Description: 11%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 3% No: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	0%	72%

Average Salary Range

Minimum	Midpoint	Maximum
164,215	222,085	282,925

Second Level Health Physics Executive

Job Code: 1701

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	5	5
Group/Subsidiary	3	9
Division/Plant	0	0
Res. Labs., Gov't., Education	10	15

REGION	Org.	Incum.
West Coast	7	10
South Central	4	4
North Central	2	3
Southeast	4	11
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	2
Other	1	1
Non-Durable Goods Mfg.	1	7
Chemicals	1	7
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	15	19
Energy	0	0
Utilities	2	2
Research Laboratories	3	5
Services	5	5
Financial Services	0	0
Other	5	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	9
\$500 Million < \$1 Billion	2	2
\$1 Billion < \$3 Billion	5	8
\$3 Billion < \$5 Billion	4	6
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
234,094	224,472	216,146	262,117
223,635	219,350	180,247	273,408

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
239,526	230,002	214,473	275,935

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
224,309	222,102	189,057	272,016
205,086	217,971	173,504	223,524
218,521	230,587	184,874	241,656

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
221,740	217,971	173,578	279,341

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
283,193	269,492
229,463	230,587

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
246,497	245,463

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
235,052	230,587
205,086	217,971
226,538	230,587

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
224,640	217,971

Job Description:

Plans, directs and manages the radioactive waste management programs and procedures under senior management direction. Manages all activities associated with subcontracting of vendors for radiation equipment, radiation waste handling and disposal services. Recommends, designs, implements, and evaluates radiation research, training and monitoring programs, inspection standards, safe-work methods, decontamination procedures, and radiological emergency procedures. Reviews and incorporates government and industry radiation protection standards and requirements into the company's programs to ensure ALARA. Ensures radiation levels are in compliance with permissible standards. Must keep fully informed on all existing and proposed Federal, State and industry changes in radiation protection regulations. Prepares required reports to management, industry and the NRC. Responsible for making recommendations and presentations to the senior management of the organization. Develops and evaluates the personnel in the Health Physicist function. Manages the activities and provides leadership direction to the management, professional, technical and support personnel within the organization unit.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	32	114	180,674	145,435	163,090	179,236	191,455	212,410
Base Salary-Bonus Eligible	18	79	187,978	154,826	169,854	183,955	201,952	213,977
Base Salary-Non-Bonus Eligible	14	35	164,188	130,117	146,900	165,485	176,966	189,980
Bonus Amount-Actual Amount Paid	15	58	24,932	2,376	5,250	17,442	46,279	55,954
Bonus Target % of Base	10	46	15	2	7	15	25	25
Total Compensation-All	32	114	193,359	148,897	167,647	187,826	219,714	239,720
Total Compensation - Bonus Eligible	18	79	206,283	163,258	182,500	204,347	227,671	247,478
Long Term Incentive Target	1	12						
Long Term Incentive Recipients Only	2	15						
Long Term Incentive as a % of Base	1	12						

- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 91% More than Description: 3%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 6% No: 94%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	3%	47%

Average Salary Range

Minimum	Midpoint	Maximum
134,492	177,714	223,637

Manager, Health Physics

Job Code: 1702

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	35
Group/Subsidiary	5	18
Division/Plant	0	0
Res. Labs., Gov't., Education	20	61

REGION	Org.	Incum.
West Coast	8	27
South Central	9	20
North Central	7	19
Southeast	9	38
Northeast	4	10

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	1	1
Other	0	0
Non-Durable Goods Mfg.	2	12
Chemicals	2	12
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	29	101
Energy	2	16
Utilities	1	6
Research Laboratories	9	27
Services	6	18
Financial Services	0	0
Other	11	34

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	7	27
\$500 Million < \$1 Billion	8	25
\$1 Billion < \$3 Billion	5	14
\$3 Billion < \$5 Billion	6	22
\$5 Billion < \$10 Billion	3	6
\$10 Billion < \$20 Billion	0	0
Over \$20 Billion	3	20

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
174,248	177,005	147,060	190,350
162,839	160,493	145,417	177,868
188,928	185,105	149,768	219,119

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
200,183	187,801	158,690	263,088
193,640	196,548	174,573	212,890
169,363	173,979	125,139	198,353
169,435	170,529	145,686	191,425

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
181,406	179,308	145,518	214,930
197,613	185,105	156,744	263,088
166,104	163,155	145,650	182,200
180,512	183,955	125,235	219,119

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,221	161,824	125,068	179,969
181,569	180,001	151,300	211,406
221,821	204,780	162,551	296,016
188,407	190,000	166,420	203,702

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
202,418	195,249
162,898	160,493
195,160	191,589

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
204,174	190,366
207,821	209,245
188,224	177,249
178,740	174,300

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
194,946	190,564
204,081	190,564
166,104	163,155
185,121	190,366

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
172,121	178,214
207,443	212,068
226,044	204,918
196,603	194,393

Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervise personnel engaged in monitoring radiation levels in the environment and internal workplace to determine contamination levels. Provide guidance to personnel performing radiation surveys. Interprets survey data submitted by employees conducting investigation when excessive contamination levels are detected. Makes decision as to the most appropriate action to take for corrective measures to reduce contamination levels. Oversees the collection of data from personnel monitoring instruments and from recording radiation protection instruments for analysis and inclusion in regular reports to management. Insures all data are compiled and records retained regarding the calibration of personnel monitoring instruments. Keeps informed on new requirements imposed by Federal, State and local regulations. Primarily responsible for assuring effective utilization of technical personnel and responding promptly to the needs of organization unit. Interacts daily with subordinates and/or functional peer groups. Interaction frequently involves exchange or presentation of findings, conclusions and recommendations. Provide direct supervision to entry level exempt employees and/or skilled non exempt employees (i.e., technicians) assigning tasks related to the group. Serve as a member of the Emergency Radiation Safety Incident team.

Qualification Guidelines:

M.S. in Health Physics or related scientific fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 year of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	225	128,750	108,929	119,691	128,076	136,549	144,895
Base Salary-Bonus Eligible	14	155	131,898	115,113	121,782	129,000	137,426	149,517
Base Salary-Non-Bonus Eligible	11	70	121,779	98,765	109,242	120,848	132,234	138,059
Bonus Amount-Actual Amount Paid	13	125	13,437	4,000	7,583	13,432	17,269	23,591
Bonus Target % of Base	9	105	11	6	10	12	13	15
Total Compensation-All	25	225	136,215	111,529	122,386	136,282	149,941	159,979
Total Compensation - Bonus Eligible	14	155	142,735	121,929	129,956	140,932	152,793	163,394
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 92% More than Description: 4%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 14% No: 86%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	8%	40%

Average Salary Range

Minimum	Midpoint	Maximum
108,179	142,529	176,265

Supervisor, Health Physics

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	102
Group/Subsidiary	5	46
Division/Plant	0	0
Res. Labs., Gov't., Education	10	77

REGION	Org.	Incum.
West Coast	8	65
South Central	7	30
North Central	9	43
Southeast	9	67
Northeast	5	20

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	24	224
Energy	2	32
Utilities	4	44
Research Laboratories	4	27
Services	6	49
Financial Services	0	0
Other	8	72

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	5	43
\$500 Million < \$1 Billion	4	61
\$1 Billion < \$3 Billion	4	19
\$3 Billion < \$5 Billion	5	35
\$5 Billion < \$10 Billion	2	9
\$10 Billion < \$20 Billion	2	26
Over \$20 Billion	3	32

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
128,759	129,000	115,961	141,047
130,963	126,672	121,540	137,365
128,286	123,705	100,610	163,763

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
132,922	131,067	119,969	145,000
135,603	130,412	113,979	169,959
120,317	126,928	100,449	138,295
127,208	125,000	113,508	143,893
131,702	129,500	125,261	139,169

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,052	128,284	108,956	146,013
129,884	125,860	120,028	139,108
119,922	120,550	100,610	137,838

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
120,687	122,637	100,718	142,031
120,889	122,118	108,917	131,900

Job Code: 1703

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
141,547	140,569
131,732	126,672
132,889	135,078

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
135,073	132,500
145,485	142,226
130,290	137,197
135,523	132,887
149,800	152,490

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
137,166	136,844
130,495	125,860
124.043	125.285

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
103,178	124,120
132,008	136,111

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self initiated. Determines and pursues courses of action necessary to obtain desired results. Works on complex problems where analysis of data or situations requires an in-depth evaluation of various factors. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Responsible for testing and monitoring equipment and recording of personnel and plant area radiation exposure data. Develops, procures and modifies health physics equipment. Monitors and controls the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Maintains professional knowledge of existing and proposed changes in radiation protection requirements. Provides expert knowledge of diverse radioactive materials and hazards. Makes recommendations and presentations to government, industry and management based on interpretations and principles of professional practices. Provides expert assistance and guidance on complex radiological control problems. Provides leadership to less experienced Physicist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	29	171	156,725	135,000	143,952	152,714	165,258	181,110
Base Salary-Bonus Eligible	16	104	161,269	139,000	146,630	156,141	172,105	190,161
Base Salary-Non-Bonus Eligible	13	67	149,673	130,596	142,376	149,941	159,308	165,271
Bonus Amount-Actual Amount Paid	13	49	11,590	366	2,000	8,224	17,059	20,371
Bonus Target % of Base	8	37	10	5	5	10	13	19
Total Compensation-All	29	171	160,046	140,000	146,900	154,856	170,000	195,004
Total Compensation - Bonus Eligible	16	104	166,729	142,240	150,509	159,774	180,186	203,032

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 7% Very Close Match: 93% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
55%	3%	52%

Average Salary Range

Minimum	Midpoint	Maximum
118,355	159,177	200,215

Senior Health Physicist IV

Job Code: 1704

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	64
Group/Subsidiary	5	29
Division/Plant	0	0
Res. Labs., Gov't., Education	17	78

REGION	Org.	Incum.
West Coast	10	87
South Central	5	7
North Central	4	18
Southeast	10	44
Northeast	7	15

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	4
Technology	0	0
Other	1	4
Non-Durable Goods Mfg.	1	5
Chemicals	1	5
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	27	162
Energy	2	16
Utilities	0	0
Research Laboratories	8	42
Services	7	51
Financial Services	0	0
Other	10	53

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	6	29
\$500 Million < \$1 Billion	6	70
\$1 Billion < \$3 Billion	7	42
\$3 Billion < \$5 Billion	5	12
\$5 Billion < \$10 Billion	3	10
\$10 Billion < \$20 Billion	1	4
Over \$20 Billion	1	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
149,996	150,010	132,000	164,565
142,895	149,176	120,108	155,646
165,817	161,400	140,288	202,176

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
163,234	156,532	140,904	202,008
165,326	165,205	147,108	180,734
148,955	150,321	123,728	171,412
147,653	145,300	121,848	170,577

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
158,030	153,272	138,882	182,584
168,057	168,298	140,000	195,247
151,619	150,858	139,855	162,723
159,685	154,122	141,242	188,099

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
144,497	145,912	120,269	162,760
149,023	150,331	135,230	159,490
167,516	162,244	147,501	196,919
163,904	167,043	143,870	176,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
156,711	152,714
142,915	149,176
168,249	163,334

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
164,663	156,594
170,792	170,000
151,180	150,449
158,514	158,200

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
161,885	155,194
169,854	168,623
151,619	150,858
161,969	154,673

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
122,491	142,148
150,137	150,933
168,181	162,244
173,010	179,012

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Responsible for developing, implementing and evaluating research, training and monitoring programs to protect plant and laboratory personnel from radiation hazards. Recommends and develops policies and procedures to include: inspection standards, safe-work methods, decontamination procedures, radiological emergency procedures. Develops, procures and modifies health physics equipment. Participates in monitoring and controlling the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measurements. Maintains records and supporting data for required government, industry and management reports. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Must keep current on existing and proposed changes in Federal, State and Industry radiation protection regulations. Provides technical assistance and guidance on comprehensive radiological control problems. May provide leadership to less experienced Physicist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	33	203	132,680	114,502	122,434	129,495	140,640	157,716
Base Salary-Bonus Eligible	19	159	134,184	114,875	122,382	131,248	144,366	162,009
Base Salary-Non-Bonus Eligible	14	44	127,246	114,230	122,929	127,292	132,237	138,768
Bonus Amount-Actual Amount Paid	16	99	12,369	1,624	3,142	12,000	21,454	25,428
Bonus Target % of Base	11	94	11	2	5	13	15	15
Total Compensation-All	33	203	138,713	117,851	125,852	137,374	150,010	163,551
Total Compensation - Bonus Eligible	19	159	141,886	117,961	129,440	141,724	153,248	166,626

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 97% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
58%	6%	45%

Average Salary Range

Minimum	Midpoint	Maximum
100,111	132,508	165,110

Health Physicist III

Job Code: 1705

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	11	88
Group/Subsidiary	4	15
Division/Plant	0	0
Res. Labs., Gov't., Education	18	100

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	11	57
South Central	4	23
North Central	8	37
Southeast	12	63
Northeast	7	23

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	11
Technology	0	0
Other	1	11
Non-Durable Goods Mfg.	1	3
Chemicals	1	3
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	31	189
Energy	2	41
Utilities	4	17
Research Laboratories	9	60
Services	6	23
Financial Services	0	0
Other	10	48

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	5	27
\$500 Million < \$1 Billion	6	19
\$1 Billion < \$3 Billion	9	49
\$3 Billion < \$5 Billion	5	35
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	4	23
Over \$20 Billion	3	47

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
123,036	124,560	105,071	133,886
141,295	138,254	121,233	165,629

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
141,061	138,366	120,913	163,472
127,747	126,933	120,960	135,620
125,143	126,026	101,784	144,653
121,995	126,706	111,197	128,718

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
134,003	130,248	118,356	157,685
145,976	144,264	129,587	165,070
125,163	126,890	118,669	133,628
131,365	127,306	116,387	147,466

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
125,631	126,131	110,413	133,711
124,649	123,924	115,000	137,178
141,229	138,366	120,801	162,188
141,279	138,122	123,380	164,710

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
132,996	133,732
142,989	140,325

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
142,359	140,756
138,030	138,486
127,985	127,941
136,613	139,765

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
140,847	138,604
147,366	144,956
125,163	126,890
133,384	128,048

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
127,402	129,566
129,759	125,002
142,170	142,469
144,731	139,741

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Responsible for developing, implementing and evaluating research, training and monitoring programs to protect plant and laboratory personnel from radiation hazards. Responsible for recommending and developing policies and procedures to include: inspection standards, safe-work methods, decontamination procedures, radiological emergency procedures. Responsible for the development, procurement and modification of health physics equipment. Participates in monitoring the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measurements. Evaluates and interprets current regulations and assists in compliance. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Provides technical assistance and guidance on basic radiological control problems. May provide leadership to less experienced Physicist and to technicians. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Health Physics or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	30	128	112,410	96,151	104,701	111,248	119,918	126,739
Base Salary-Bonus Eligible	19	93	115,774	102,037	107,650	115,584	121,552	132,616
Base Salary-Non-Bonus Eligible	11	35	103,473	87,286	97,324	104,302	111,438	114,919
Bonus Amount-Actual Amount Paid	14	28	6,046	675	1,317	2,375	10,560	16,536
Bonus Target % of Base	10	30	8	1	5	10	10	15
Total Compensation-All	30	128	113,733	96,151	105,267	114,112	121,171	132,231
Total Compensation - Bonus Eligible	19	93	117,594	103,580	108,052	116,950	124,407	135,813

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 97% Nonexempt: 3%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	3%	57%

Average Salary Range

Minimum	Midpoint	Maximum
83,213	111,134	136,110

Health Physicist II

Job Code: 1706

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	33
Group/Subsidiary	1	9
Division/Plant	0	0
Res. Labs., Gov't., Education	19	86

REGION	Org.	Incum.
West Coast	9	38
South Central	6	30
North Central	5	8
Southeast	8	33
Northeast	8	19

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	7
Technology	0	0
Other	1	7
Non-Durable Goods Mfg.	1	9
Chemicals	1	9
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	28	112
Energy	2	7
Utilities	4	8
Research Laboratories	7	56
Services	3	11
Financial Services	0	0
Other	12	30

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	18
\$500 Million < \$1 Billion	5	22
\$1 Billion < \$3 Billion	5	29
\$3 Billion < \$5 Billion	8	38
\$5 Billion < \$10 Billion	3	3
\$10 Billion < \$20 Billion	3	10
Over \$20 Billion	2	8

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,927	108,052	88,113	117,087
115,929	115,792	101,675	132,787

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
118,307	117,720	102,900	136,827
115,948	116,617	106,968	121,780
97,925	102,228	81,622	111,923
104,678	105,780	89,618	113,355
104,373	107,500	88,516	110,769

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,222	112,533	101,550	127,104
121,436	120,000	107,560	137,442
104,088	105,867	85,456	115,057

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
107,989	108,000	101,800	116,425
119,120	123,606	97,871	133,974
111,253	116,000	95,538	121,600

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
110,145	110,000
116,271	115,792

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
118,465	117,720
119,902	119,034
101,413	102,228
104,933	106,781
107,950	107,650

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
114,889	115,076
121,724	120,216
104,631	106,855

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
110,548	110,001
119,273	124,731
113,243	116,000

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in protecting plant and laboratory personnel from radiation hazards. Conducts research to assist in the development of policies and procedures to include: inspection standards, safe-work methods, decontamination procedures, radiological emergency procedures. Participates with others in monitoring the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measurements. Assists others in the development, procurement and modification of health physics equipment. Evaluates and interprets current regulations and assists in compliance. Develops familiarity with nuclear systems and equipment in order to provide basic technical assistance and guidance on radiological control problems.

Qualification Guidelines:

M.S. in Health Physics or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	24	97	88,062	73,297	81,314	89,578	93,330	101,302
Base Salary-Bonus Eligible	13	31	93,806	69,852	83,616	95,196	106,045	110,050
Base Salary-Non-Bonus Eligible	11	66	85,364	74,187	81,516	86,032	90,043	92,562
Bonus Amount-Actual Amount Paid	9	19	4,423	860	936	3,933	7,843	8,912
Bonus Target % of Base	7	32	8	1	6	10	10	10
Total Compensation-All	24	97	88,929	73,297	82,122	90,043	95,150	105,105
Total Compensation - Bonus Eligible	13	31	96,517	70,723	88,567	97,600	107,722	111,050

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 79% Nonexempt: 21%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 92% More than Description: 8%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
54%	0%	63%

Average Salary Range

Minimum	Midpoint	Maximum
72,698	94,851	118,162

Health Physicist I

Job Code: 1707

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	7	47
Group/Subsidiary	2	9
Division/Plant	0	0
Res. Labs., Gov't., Education	15	41

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	5	7
South Central	2	6
North Central	9	28
Southeast	6	44
Northeast	5	12

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	17
Technology	0	0
Other	1	17
Non-Durable Goods Mfg.	1	8
Chemicals	1	8
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	22	72
Energy	2	5
Utilities	2	2
Research Laboratories	5	13
Services	4	25
Financial Services	0	0
Other	9	27

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	4	36
\$500 Million < \$1 Billion	2	10
\$1 Billion < \$3 Billion	6	7
\$3 Billion < \$5 Billion	6	21
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	2	18
Over \$20 Billion	2	3

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
87,482	86,437	79,003	92,714
89,820	94,308	69,852	107,400

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
97,583	95,196	85,900	113,263
85,995	85,082	72,230	95,713
84,676	88,448	69,820	90,612
88,231	83,700	79,757	100,380

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
88,609	90,043	72,841	102,943
101,125	99,750	95,018	108,455
84,562	80,057	69,287	102,759

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
92,307	94,308	80,516	101,745
84,627	80,057	69,132	106,596

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
89,106	90,043
90,602	94,808

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
99,274	96,172
87,330	85,082
84,769	88,448
89,347	87,263

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
89,830	90,043
101,292	99,750
85,658	80,831

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
92,521	94,808
85,941	80,057

Job Description:

Under general supervision participates in planning experiments related to measurements of radioactive materials. Monitors radiation levels in the environment and internal workplace to determine contamination levels using the appropriate instruments to make radioactive measurements. Performs radiation surveys collecting and processing samples of soil, water, vegetation, and other environmental media. Notifies supervisor when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination levels to acceptable levels. Repeats survey, either partially or completely, to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research employees working with sources of radiation. Collects data from personnel monitoring instruments and from recording radiation protection instruments for analysis and inclusion in summary reports. Compiles and retains records regarding the calibration of personnel monitoring instruments, i.e., pocket dosimeters, and other radiation instruments. Determines invalid functioning of processes and procedures and suggest probable corrective action. May assist in the training of less experienced technicians. May serve as a member of the Emergency Radiation Safety Incident team.

Qualification Guidelines:

B.S. in Health Physics or related scientific fields and a minimum of 1 year experience; or Associate degree in a technical field directly related to the position and a minimum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	604	100,341	87,006	88,366	96,342	116,834	118,248
Base Salary-Bonus Eligible	11	386	105,573	85,228	92,194	107,070	118,248	121,992
Base Salary-Non-Bonus Eligible	7	218	91,076	87,006	87,006	87,732	91,251	103,584
Bonus Amount-Actual Amount Paid	9	269	8,465	2,733	7,458	9,250	10,397	11,360
Bonus Target % of Base	6	316	6	4	4	5	9	10
Total Compensation-All	18	604	104,111	87,006	88,366	101,019	122,646	128,311
Total Compensation - Bonus Eligible	11	386	111,472	85,228	96,558	111,416	127,491	129,602

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 17% Nonexempt: 83%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 94% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
61%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
86,137	109,494	132,535

Health Physics Technician 3

Job Code: 1708

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	292
Group/Subsidiary	3	43
Division/Plant	0	0
Res. Labs., Gov't., Education	9	269

REGION	Org.	Incum.
West Coast	4	34
South Central	6	62
North Central	5	170
Southeast	8	278
Northeast	4	60

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	39
Technology	0	0
Other	1	39
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	17	565
Energy	2	142
Utilities	2	107
Research Laboratories	8	137
Services	2	27
Financial Services	0	0
Other	3	152

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	19
\$500 Million < \$1 Billion	3	182
\$1 Billion < \$3 Billion	5	35
\$3 Billion < \$5 Billion	2	54
\$5 Billion < \$10 Billion	1	26
\$10 Billion < \$20 Billion	3	146
Over \$20 Billion	2	142

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,729	103,584	89,678	118,248
92,307	88,982	84,991	107,743

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,063	91,324	89,412	111,802
105,279	103,584	88,982	118,248
93,157	88,733	87,006	101,652

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
101,267	99,112	87,006	118,248
94,806	90,646	83,811	109,689

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,892	107,966	85,365	113,880

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
111,481	109,808
92,586	88,982

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
98,561	92,198
109,045	103,584
96,614	88,733

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
105,430	103,584
95,270	90,646

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,249	108,155

Job Description:

Under direct supervision participates in planning experiments related to measurements of radioactive materials. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards using the appropriate instruments to make radioactive measurements. Performs radiation surveys collecting and processing samples of soil, water, vegetation, and other environmental media. Notifies supervisor when excessive contamination levels are detected. Repeats survey, either partially or completely, to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research employees working with sources of radiation. Collects data from personnel monitoring instruments and from recording radiation protection instruments for analysis and inclusion in summary reports. Compiles and retains records regarding the calibration of personnel monitoring instruments, i.e., pocket dosimeters, and other radiation instruments. Determines invalid functioning of processes and procedures and suggest probable corrective action. May serve as a member of the Emergency Radiation Safety Incident team.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and minimum of 2 years progressive experience; or H.S. diploma with a minimum of 5 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	20	352	79,708	65,846	73,549	76,128	87,006	97,490
Base Salary-Bonus Eligible	10	171	80,354	65,000	67,458	77,650	92,680	99,540
Base Salary-Non-Bonus Eligible	10	181	79,097	73,549	73,752	76,128	84,467	93,038
Bonus Amount-Actual Amount Paid	8	62	3,351	275	1,000	3,027	4,955	6,971
Bonus Target % of Base	5	85	8	4	4	10	10	10
Total Compensation-All	20	352	80,298	66,016	73,549	76,128	87,006	99,327
Total Compensation - Bonus Eligible	10	171	81,569	65,000	67,750	78,087	96,216	100,300

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 10% Nonexempt: 90%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 95% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
50%	0%	55%

Average Salary Range

Minimum	Midpoint	Maximum
66,149	82,432	98,545

Health Physics Technician 2

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	120
Group/Subsidiary	3	39
Division/Plant	0	0
Res. Labs., Gov't., Education	11	193

REGION	Org.	Incum.
West Coast	5	36
South Central	6	85
North Central	5	26
Southeast	9	179
Northeast	5	26

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	43
Technology	0	0
Other	1	43
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	19	309
Energy	2	63
Utilities	1	10
Research Laboratories	9	125
Services	3	24
Financial Services	0	0
Other	4	87

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	21
\$500 Million < \$1 Billion	3	124
\$1 Billion < \$3 Billion	6	44
\$3 Billion < \$5 Billion	3	72
\$5 Billion < \$10 Billion	1	20
\$10 Billion < \$20 Billion	2	53
Over \$20 Billion	2	18

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
82,555	81,893	74,475	93,750
77,665	76,128	65,000	99,540

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
94,163	95,870	87,460	101,080
73,368	67,236	65,000	93,212
91,402	93,279	79,604	97,490
77,122	76,128	70,129	86,195
84,953	83,586	72,694	97,694

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
81,542	78,031	67,226	99,300
80,157	76,530	65,046	101,207

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,134	88,359	67,080	101,080

Job Code: 1709

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
84,116	83,304
77,744	76,128

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
95,037	98,212
73,426	67,236
93,703	96,840
77,469	76,128
87,094	90,034

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,286	78,998
80,309	76,530

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
85,289	88,359

Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and procedures. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards using the appropriate instruments to make radioactive measurements. Performs radiation surveys collecting and processing samples of soil, water, vegetation, and other environmental media. Notifies supervisor when excessive contamination levels are detected. Repeats survey, either partially or completely, to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. May recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research employees working with sources of radiation. Collects data from personnel monitoring instruments and from recording radiation protection instruments for analysis and inclusion in summary reports. Compiles and retains records regarding the calibration of personnel monitoring instruments, i.e., pocket dosimeters, and other radiation instruments. Analysis of data are limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels. May serve as a member of the Emergency Radiation Safety Incident team.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and minimum of 1 year progressive experience; or H.S. diploma with a minimum of 3 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	20	188	67,927	54,792	57,000	63,000	69,076	98,976
Base Salary-Bonus Eligible	7	91	74,123	57,000	60,000	63,294	98,496	99,072
Base Salary-Non-Bonus Eligible	13	97	62,114	54,792	56,324	62,141	64,584	70,604
Bonus Amount-Actual Amount Paid	6	14	2,927	1,000	1,062	2,950	3,919	5,566
Bonus Target % of Base	5	52	9	5	10	10	10	10
Total Compensation-All	20	188	68,145	54,792	57,000	63,000	71,302	98,976
Total Compensation - Bonus Eligible	7	91	74,573	57,000	60,000	63,500	98,496	99,072

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 10% Nonexempt: 90%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
35%	0%	70%

Average Salary Range

Minimum	Midpoint	Maximum
62,997	78,314	93,654

Health Physics Technician 1

Job Code: 1710

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	65
Group/Subsidiary	3	7
Division/Plant	0	0
Res. Labs., Gov't., Education	11	116

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	3	35
South Central	6	55
North Central	4	13
Southeast	8	78
Northeast	5	7

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	42
Technology	0	0
Other	1	42
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	19	146
Energy	2	6
Utilities	1	4
Research Laboratories	8	90
Services	4	8
Financial Services	0	0
Other	4	38

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	6
\$500 Million < \$1 Billion	3	30
\$1 Billion < \$3 Billion	6	40
\$3 Billion < \$5 Billion	3	50
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	2	46
Over \$20 Billion	2	13

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
63,357	59,862	54,792	75,720
73,473	64,584	58,450	99,072

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
58,913	60,000	50,726	60,000
62,126	64,584	54,898	66,768
67,890	66,854	63,885	73,017

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
71,200	64,584	58,341	99,072
76,435	65,241	58,195	99,072

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
83,608	98,976	63,823	99,072

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
64,010	59,862
73,557	64,584

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
59,014	60,000
62,356	64,584
70,202	71,262

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
71,501	64,584
76,452	65,241

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
83,608	98,976

Job Description:

Plans, directs and manages the safety programs and policies for the total organization under executive management direction based on predetermined goals and objectives. Directs all activities associated with subcontracting of vendors for services and equipment. Develops and incorporates, as appropriate, safety and health standards originated by OSHA. Must keep fully informed on all existing and proposed changes in OSHA regulations, protective equipment requirements and permit requirements. Directs audits of safety programs throughout the corporation and identifies and controls significant loss producing exposures. Directs the investigation of serious accidents. Evaluates performances of program activities and provides summary report to corporate management. Develops and implements record keeping and investigation procedures for occupational injuries and illness. Develops and conducts emergency preparedness and safety training programs. Maintains and controls the financial budget related to occupational safety activities. Responsible for making recommendations and presentations to senior executives based on accepted scientific methodology. Responsible for assuring an effective utilization of personnel and provides leadership direction to management personnel in the safety function.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and more than 10 years experience; or M.S. and more than 15 years experience; or B.S. and more than 20 years experience. Experience should include a minimum of 7 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	19	283,536	232,079	261,862	271,421	315,460	327,600
Base Salary-Bonus Eligible	17	17	287,620	247,138	265,510	280,010	325,477	327,600
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	15	15	123,335	12,071	22,450	88,054	196,374	292,900
Bonus Target % of Base	13	13	36	25	30	35	50	50
Total Compensation-All	19	19	380,906	247,617	265,014	348,400	483,064	620,500
Total Compensation - Bonus Eligible	17	17	396,446	258,426	295,321	350,010	519,839	620,500
Long Term Incentive Target	8	8	213,446	123,540	168,450	204,133	294,300	294,300
Long Term Incentive Recipients Only	7	7	230,108	138,301	209,034	250,000	294,840	294,840
Long Term Incentive as a % of Base	8	8	68	45	55	64	90	90

- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 47% No: 53%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
89%	0%	74%

Average Salary Range

Minimum	Midpoint	Maximum
198,662	263,821	328,447

Top Safety Executive

Job Code: 1800

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	11
Group/Subsidiary	4	4
Division/Plant	0	0
Res. Labs., Gov't., Education	4	4

REGION	Org.	Incum.
West Coast	5	5
South Central	6	6
North Central	2	2
Southeast	4	4
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	4	4
Chemicals	2	2
Pharmaceutical	0	0
Other	2	2
Non-Manufacturing	14	14
Energy	1	1
Utilities	5	5
Research Laboratories	4	4
Services	3	3
Financial Services	0	0
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	6	6
Over \$20 Billion	4	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
300,933	281,914	267,937	327,600

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
315,255	327,600	290,991	327,600
271,479	273,974	248,968	291,497

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
278,650	267,968	231,215	327,600
311,249	327,600	282,978	327,600

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
319,980	327,600	274,926	357,414

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
464,298	446,290

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
507,075	620,500
350,034	351,787

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
378,998	323,778
545,948	620,500

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
540,023	578,508

Job Description:

Plans, directs and manages the safety programs and policies within an organization unit under senior management direction based on predetermined goals and objectives. Manages all activities associated with subcontracting of vendors for services and equipment. Reviews and incorporates, as appropriate, safety and health standards originated by OSHA. Must keep fully informed on all existing and proposed changes in OSHA regulations, protective equipment requirements and permit requirements. Conducts audits of safety programs at the division and identifies and controls significant loss producing exposures. Conducts investigations of serious accidents. Evaluates performances of program activities and provides summary report to division and corporate management. Develops and implements record keeping and investigation procedures for occupational injuries and illness. Develops and conducts emergency preparedness and safety training programs. Maintains and controls the financial budget related to occupational safety activities. Responsible for making recommendations and presentations to senior management based on accepted safety methodology. Plans, develops and evaluates personnel within the scope of the jobs responsibility. Manages activities and provides leadership direction to management personnel of the unit.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and more than 7 years experience; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should include a minimum of 5 years of management responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	32	42	214,066	175,524	193,216	215,000	227,869	261,898
Base Salary-Bonus Eligible	29	39	216,171	179,192	196,975	217,602	229,796	264,060
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	24	30	65,488	10,440	26,119	50,024	75,978	100,800
Bonus Target % of Base	18	23	24	11	20	25	29	30
Total Compensation-All	32	42	260,843	193,355	219,158	255,025	292,308	324,708
Total Compensation - Bonus Eligible	29	39	266,546	213,778	232,020	262,275	293,580	327,320
Long Term Incentive Target	10	15	73,547	30,200	53,874	75,950	94,900	103,800
Long Term Incentive Recipients Only	9	11	67,604	25,000	29,619	70,242	72,534	138,163
Long Term Incentive as a % of Base	10	15	33	15	24	35	40	40

- **Degree of Position Match (% of organizations):** Less than Description: 3% Very Close Match: 91% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 2% Not Eligible: 98%
- **Percentage of Incumbents Eligible for LTI:** Yes: 38% No: 62%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
91%	9%	53%

Average Salary Range

Minimum	Midpoint	Maximum
166,578	221,846	276,726

Second Level Safety Executive

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	25
Group/Subsidiary	3	5
Division/Plant	0	0
Res. Labs., Gov't., Education	11	12

REGION	Org.	Incum.
West Coast	9	10
South Central	8	10
North Central	8	9
Southeast	6	11
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	1
Other	1	2
Non-Durable Goods Mfg.	7	11
Chemicals	1	1
Pharmaceutical	1	1
Other	5	9
Non-Manufacturing	23	28
Energy	2	3
Utilities	5	5
Research Laboratories	4	5
Services	5	8
Financial Services	0	0
Other	7	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	4
\$500 Million < \$1 Billion	3	3
\$1 Billion < \$3 Billion	6	7
\$3 Billion < \$5 Billion	6	7
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	8	11
Over \$20 Billion	5	8

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
210,256	217,602	177,096	232,738
218,562	207,306	162,470	298,092

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
230,412	218,526	202,035	276,073
221,770	220,040	186,376	282,117
181,485	189,731	142,180	222,780
210,816	202,613	185,796	255,050

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
219,683	221,107	192,102	262,275
222,589	225,000	191,000	265,822
215,780	217,602	168,776	263,582
210,699	217,602	199,754	217,602
219,223	219,450	187,936	256,431
170,135	189,731	117,264	206,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
242,698	225,672	197,113	295,979
191,591	192,102	132,025	252,432
205,202	215,000	180,240	225,000
224,895	225,080	201,980	245,251

Job Code: 1801

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
282,590	269,058
229,186	232,020

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
263,112	272,854
273,657	280,596
268,617	246,738
240,205	235,844

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
276,426	265,000
280,829	265,000
262,204	255,050
274,288	293,580
305,481	255,050
183,919	212,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
255,241	230,672
289,114	242,662
271,521	272,700
278,655	269,058

Job Description:

Plans, directs and manages the safety programs and policies under senior management direction. Manages all activities associated with subcontracting of vendors for services and equipment. Reviews and incorporates, as appropriate, safety and health standards originated by OSHA. Must keep fully informed on all existing and proposed changes in OSHA regulations, protective equipment requirements and permit requirements. Conducts audits of safety programs at the facility and identifies and controls significant loss producing exposures. Conducts investigations of accidents at the company's operating sites. Evaluates performances of program activities and provides summary report to division management. Develops and implements record keeping and investigation procedures for occupational injuries and illness. Develops and conducts emergency preparedness and safety training programs. Responsible for making recommendations and presentations to senior management based on accepted safety methodology. Develops and evaluates personnel within the scope of the jobs responsibility. Manages activities and provides leadership direction to management, professional, technical and support personnel of the unit.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	52	203	159,756	121,750	140,067	159,441	180,300	196,481
Base Salary-Bonus Eligible	44	191	160,436	123,600	140,067	160,000	181,333	200,000
Base Salary-Non-Bonus Eligible	8	12	148,936	121,569	136,157	150,728	162,081	176,930
Bonus Amount-Actual Amount Paid	40	151	33,552	4,000	15,150	30,000	44,500	67,733
Bonus Target % of Base	28	105	21	13	15	23	25	25
Total Compensation-All	52	203	184,714	136,606	150,646	176,648	208,008	250,884
Total Compensation - Bonus Eligible	44	191	186,961	139,000	152,165	177,914	210,965	251,272
Long Term Incentive Target	7	37	43,508	25,000	25,000	25,000	53,249	95,520
Long Term Incentive Recipients Only	7	29	53,067	23,950	25,000	25,000	70,995	112,991
Long Term Incentive as a % of Base	7	37	25	15	16	19	25	50

- *Degree of Position Match (% of organizations):* Less than Description: 2% Very Close Match: 94% More than Description: 4%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 3% Not Eligible: 97%
- *Percentage of Incumbents Eligible for LTI:* Yes: 19% No: 81%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
85%	10%	37%

Average Salary Range

Minimum	Midpoint	Maximum
127,937	168,742	208,603

Manager, Safety

Job Code: 1802

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	34	155
Group/Subsidiary	4	15
Division/Plant	1	2
Res. Labs., Gov't., Education	13	31

REGION	Org.	Incum.
West Coast	13	34
South Central	21	75
North Central	19	35
Southeast	13	52
Northeast	6	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	6
Technology	1	2
Other	2	4
Non-Durable Goods Mfg.	12	87
Chemicals	6	28
Pharmaceutical	1	5
Other	5	54
Non-Manufacturing	37	110
Energy	4	25
Utilities	9	23
Research Laboratories	6	20
Services	9	28
Financial Services	0	0
Other	9	14

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	12
\$500 Million < \$1 Billion	5	8
\$1 Billion < \$3 Billion	10	36
\$3 Billion < \$5 Billion	7	16
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	14	70
Over \$20 Billion	11	58

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
155,782	150,150	120,000	191,456
170,281	174,396	126,204	203,515

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
173,635	175,048	141,031	192,421
164,323	160,158	135,175	206,999
141,545	141,500	111,760	172,680
157,332	159,799	135,000	185,095
152,945	140,476	113,041	197,772

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
153,255	144,862	129,395	192,730
173,391	180,000	139,000	211,526
139,422	140,067	124,386	154,288
163,773	165,052	122,113	195,290
162,208	161,116	141,142	187,288
188,843	176,562	171,804	220,016
155,451	159,833	104,854	190,188
139,325	139,688	118,000	166,832

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
159,367	159,833	139,544	179,742
165,444	166,000	136,394	191,958
150,890	152,887	114,555	179,999
153,047	147,846	118,880	191,002
166,031	164,886	137,453	203,657

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
184,486	176,667
176,117	177,910

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
190,541	184,224
194,752	185,000
163,820	157,915
183,236	172,564
160,973	145,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
173,621	162,329
196,255	185,000
155,852	150,196
191,475	182,008
207,175	193,616
194,251	184,772
169,325	159,833
152,289	155,328

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
158,517	176,088
168,737	174,264
159,766	159,441
180,090	169,987
210,791	208,597

Job Description:

Under general direction supervises personnel engaged in industrial safety functions to maintain a safe and healthy work environment within OSHA guidelines. Provides technical leadership and functional guidance to operating unit personnel to assure prevention of accidents and elimination of safety hazards within the work area. Directs the inspection and survey of facilities and sites to identify unsafe working conditions. Investigates industrial accidents to find ways to eliminate any unsafe conditions. Promotes employee awareness of safety through publications, posters and training seminars. Ensures that safety requirements are included in the design, construction, installation, operation and maintenance of facility systems and the applicable training and procedures are given operating personnel. Maintains working knowledge of current and proposed Federal, State and local standards and regulations and recommends actions in anticipation of potential impacts on operations. Provides advice, instructions, requirements and reports on matters pertaining to employee and facility safety to operating management.

Qualification Guidelines:

M.S. in Safety Engineering or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	32	117	137,406	114,539	123,785	132,934	148,500	171,782
Base Salary-Bonus Eligible	28	113	137,703	115,214	124,982	132,934	148,500	170,050
Base Salary-Non-Bonus Eligible	4	4						
Bonus Amount-Actual Amount Paid	25	89	18,139	2,480	5,600	16,440	28,000	37,140
Bonus Target % of Base	19	76	15	10	12	14	18	25
Total Compensation-All	32	117	151,203	118,597	128,147	147,237	173,738	193,640
Total Compensation - Bonus Eligible	28	113	151,989	121,184	128,351	147,328	173,738	192,951
Long Term Incentive Target	2	6						
Long Term Incentive Recipients Only	2	6						
Long Term Incentive as a % of Base	2	6						

- **Degree of Position Match (% of organizations):** Less than Description: 3% Very Close Match: 97% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%
- **Percentage of Incumbents Eligible for LTI:** Yes: 10% No: 90%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	9%	38%

Average Salary Range

Minimum	Midpoint	Maximum
110,677	142,169	174,113

Supervisor, Safety

Job Code: 1803

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	24	102
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	6	12

REGION	Org.	Incum.
West Coast	10	22
South Central	18	42
North Central	8	12
Southeast	7	34
Northeast	1	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	5
Technology	0	0
Other	1	5
Non-Durable Goods Mfg.	8	46
Chemicals	5	10
Pharmaceutical	0	0
Other	3	36
Non-Manufacturing	23	66
Energy	4	9
Utilities	11	36
Research Laboratories	4	10
Services	2	6
Financial Services	0	0
Other	2	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	3	12
\$1 Billion < \$3 Billion	6	17
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	12	41
Over \$20 Billion	7	43

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
134,993	131,754	115,183	159,635
148,187	173,250	70,642	190,197

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
149,583	148,500	121,911	180,563
134,906	130,976	113,266	164,709
125,502	128,032	113,002	146,182
128,479	130,044	115,468	144,969

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
130,525	128,500	114,323	149,430
142,558	141,050	118,000	167,640
143,613	142,340	115,922	180,022
141,413	138,164	120,550	171,140

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
131,372	123,785	118,000	135,533
138,347	134,190	113,622	165,396
139,013	133,902	124,350	158,226

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,368	145,316
149,520	173,750

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
163,086	157,920
146,501	136,360
145,228	147,118
146,947	137,483

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
136,642	130,416
155,362	155,036
163,498	168,586
167,244	161,894

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
131,372	123,785
154,666	148,500
162,134	159,044

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Develops, implements and evaluates programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Monitors and controls the organization's safety standards in accordance with OSHA and State regulations. Maintains professional knowledge of protective equipment and existing and proposed changes in Federal and State safety regulations. Develops and implements programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Analyzes data and advises appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Responsible for evaluating and approving material and equipment requisition, new and modified processes and non-routine work. Provides leadership to less experienced engineers and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	43	261	147,908	119,600	129,156	145,500	161,388	186,142
Base Salary-Bonus Eligible	31	218	149,907	120,604	129,158	145,736	164,082	189,720
Base Salary-Non-Bonus Eligible	12	43	137,774	105,582	129,260	145,296	149,689	155,313
Bonus Amount-Actual Amount Paid	24	152	18,771	1,410	8,763	20,754	28,000	32,102
Bonus Target % of Base	18	138	13	5	10	13	16	17
Total Compensation-All	43	261	158,840	122,252	143,698	157,213	173,701	194,075
Total Compensation - Bonus Eligible	31	218	162,995	124,625	147,804	161,524	177,368	196,841

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 9% Very Close Match: 91% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 10% Not Eligible: 90%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
72%	12%	40%

Average Salary Range

Minimum	Midpoint	Maximum
119,713	155,823	192,094

Senior Safety Engineer/Specialist IV

Job Code: 1804

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	23	155
Group/Subsidiary	5	10
Division/Plant	1	1
Res. Labs., Gov't., Education	14	95

REGION	Org.	Incum.
West Coast	13	101
South Central	19	107
North Central	14	21
Southeast	10	28
Northeast	3	4

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	5	20
Technology	2	13
Other	3	7
Non-Durable Goods Mfg.	11	53
Chemicals	8	40
Pharmaceutical	0	0
Other	3	13
Non-Manufacturing	27	188
Energy	4	56
Utilities	2	13
Research Laboratories	8	63
Services	7	34
Financial Services	0	0
Other	6	22

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	7
\$500 Million < \$1 Billion	6	26
\$1 Billion < \$3 Billion	13	85
\$3 Billion < \$5 Billion	3	12
\$5 Billion < \$10 Billion	2	6
\$10 Billion < \$20 Billion	7	42
Over \$20 Billion	9	83

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,271	140,971	115,000	165,568
149,235	152,931	124,044	166,376
158,614	156,000	121,886	197,326

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
158,170	153,113	125,640	196,206
146,220	141,590	122,042	178,681
132,512	124,955	105,000	158,954
133,055	131,606	111,267	158,705

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,602	155,854	125,134	190,336
139,458	146,978	112,000	163,910
146,432	155,380	108,500	168,427
147,914	143,100	122,088	184,625
165,321	161,388	123,474	214,788
145,103	147,252	124,413	165,091
134,199	136,001	113,371	154,363

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,095	133,000	115,461	156,285
154,856	152,208	118,493	197,326
139,305	130,526	115,000	166,732
145,832	142,056	124,860	172,316

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
158,682	157,875
150,981	153,819
160,056	156,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
160,389	154,260
165,424	164,279
145,873	145,575
140,863	136,467

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
159,102	160,378
155,036	162,872
160,779	169,559
158,248	156,262
166,718	162,388
146,405	147,252
136,911	136,185

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,751	142,176
155,078	153,164
154,265	155,449
169,024	165,338

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Develops, implements and evaluates programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Participates in monitoring and controlling the organization's safety standards in accordance with OSHA and State regulations. Maintains comprehensive knowledge of protective equipment and existing and proposed changes in Federal and State industrial safety regulations. Develops and implements programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Analyzes data in compliance with current regulations and makes appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Evaluates and approves material and equipment requisition, new and modified processes and non-routine work. Provides leadership to less experienced engineers and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	56	624	119,087	102,661	108,805	116,975	127,310	138,676
Base Salary-Bonus Eligible	43	569	119,629	103,219	108,840	117,185	128,070	139,207
Base Salary-Non-Bonus Eligible	13	55	113,485	94,677	108,494	114,951	121,216	128,874
Bonus Amount-Actual Amount Paid	40	470	12,751	1,800	4,636	12,684	20,000	24,871
Bonus Target % of Base	29	385	11	3	10	13	15	15
Total Compensation-All	56	624	128,691	107,958	114,858	127,341	141,835	152,737
Total Compensation - Bonus Eligible	43	569	130,161	108,469	115,913	129,260	142,783	153,097

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 5% Very Close Match: 95% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 4% Not Eligible: 96%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
77%	9%	38%

Average Salary Range

Minimum	Midpoint	Maximum
95,714	123,553	151,332

Safety Engineer/Specialist III

Job Code: 1805

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	36	509
Group/Subsidiary	5	26
Division/Plant	1	5
Res. Labs., Gov't., Education	14	84

REGION	Org.	Incum.
West Coast	23	167
South Central	26	153
North Central	22	88
Southeast	18	168
Northeast	8	48

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	19
Technology	2	14
Other	1	5
Non-Durable Goods Mfg.	13	123
Chemicals	8	58
Pharmaceutical	2	17
Other	3	48
Non-Manufacturing	40	482
Energy	7	83
Utilities	10	185
Research Laboratories	8	55
Services	7	88
Financial Services	0	0
Other	8	71

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	12
\$500 Million < \$1 Billion	9	76
\$1 Billion < \$3 Billion	11	105
\$3 Billion < \$5 Billion	5	29
\$5 Billion < \$10 Billion	2	7
\$10 Billion < \$20 Billion	14	253
Over \$20 Billion	11	142

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
117,340	115,638	102,625	134,196
123,963	124,182	111,678	131,334
128,570	131,170	101,779	159,570

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,212	120,001	105,872	151,142
121,798	120,047	104,970	141,095
115,526	114,616	101,882	132,208
115,579	114,728	101,188	129,055
111,932	109,352	104,000	125,772

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
117,231	115,000	103,122	133,862
122,136	120,000	106,400	140,267
119,639	118,275	102,711	137,543
118,612	119,600	107,744	127,860
116,722	116,229	100,943	132,085
134,620	139,072	103,322	161,713
121,678	122,372	110,466	131,485
113,266	111,111	105,629	124,646

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,321	110,863	99,132	123,940
122,129	115,000	104,400	152,785
133,091	133,078	114,948	149,606
118,740	118,092	101,764	135,852
118,470	118,367	104,782	132,155

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
128,732	127,488
129,022	124,182
129,382	131,280

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
129,835	124,035
130,882	131,746
125,359	118,993
128,166	128,422
125,940	125,068

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
123,955	118,245
128,075	122,814
131,137	130,874
134,736	135,575
134,399	135,936
135,399	139,200
124,429	125,412
115,443	115,274

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
94,446	116,002
122,530	116,000
139,493	141,770
130,754	129,536
135,001	139,031

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Develops, implements and evaluates programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Participates in monitoring and controlling the organization's safety standards in accordance with OSHA and State regulations. Develops and implements programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Analyzes data in compliance with current regulations and makes appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Evaluates and approves material and equipment requisition, new and modified processes and non-routine work. May provide leadership to less experienced engineers and to technicians. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Safety Engineering or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	59	400	101,468	83,028	91,315	99,409	108,934	123,245
Base Salary-Bonus Eligible	44	335	103,615	85,072	93,000	101,618	113,011	123,792
Base Salary-Non-Bonus Eligible	15	65	90,406	74,833	83,821	91,800	96,202	100,175
Bonus Amount-Actual Amount Paid	35	246	8,768	1,025	3,995	8,764	13,232	15,382
Bonus Target % of Base	24	193	10	6	10	11	13	14
Total Compensation-All	59	400	106,861	85,000	95,000	105,000	117,925	128,895
Total Compensation - Bonus Eligible	44	335	110,054	90,070	98,522	108,617	121,134	130,602

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 98% Nonexempt: 2%
- *Degree of Position Match (% of organizations):* Less than Description: 7% Very Close Match: 88% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 6% Not Eligible: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	8%	44%

Average Salary Range

Minimum	Midpoint	Maximum
81,104	105,287	127,632

Safety Engineer/Specialist II

Job Code: 1806

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	36	306
Group/Subsidiary	5	9
Division/Plant	1	12
Res. Labs., Gov't., Education	17	73

REGION	Org.	Incum.
West Coast	18	60
South Central	29	136
North Central	21	52
Southeast	17	142
Northeast	6	10

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	5	29
Technology	2	15
Other	3	14
Non-Durable Goods Mfg.	12	89
Chemicals	8	36
Pharmaceutical	1	1
Other	3	52
Non-Manufacturing	42	282
Energy	7	58
Utilities	8	97
Research Laboratories	7	50
Services	8	40
Financial Services	0	0
Other	12	37

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	6	11
\$500 Million < \$1 Billion	8	34
\$1 Billion < \$3 Billion	11	56
\$3 Billion < \$5 Billion	8	53
\$5 Billion < \$10 Billion	2	9
\$10 Billion < \$20 Billion	17	176
Over \$20 Billion	7	61

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,835	98,386	83,007	118,602
104,112	101,885	89,953	118,910
108,737	113,400	87,275	125,290

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
107,152	103,670	91,227	125,980
103,544	102,000	87,850	123,182
94,939	92,304	80,032	112,410
98,928	98,239	82,917	117,326
96,954	96,057	83,849	112,056

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
92,753	89,556	82,077	105,451
99,978	96,880	83,550	118,997
106,947	107,747	88,000	128,233
101,263	100,880	84,600	121,200
98,975	100,446	85,252	107,800
104,461	103,216	92,545	115,227
112,954	121,133	89,187	125,000
93,468	96,202	74,800	104,385
94,083	96,000	80,431	103,748

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
87,034	88,313	74,000	100,019
92,606	94,806	79,705	103,920
105,040	100,680	85,808	124,798
104,399	102,968	90,000	123,448
101,324	100,000	85,000	119,782
98,605	98,238	86,297	108,002

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
106,573	104,750
107,636	101,885
109,654	114,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
111,531	109,070
108,682	107,400
98,178	95,110
105,046	105,000
105,346	105,490

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
92,753	89,556
102,258	98,005
110,234	110,258
107,528	106,800
108,848	109,475
116,043	113,854
113,646	121,133
96,297	96,202
96,070	98,799

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,803	89,620
95,019	96,064
105,610	100,862
106,785	107,835
108,739	108,203
107,113	104,628

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in developing, implementing and evaluating programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Participates with others in monitoring and controlling the organization's safety standards in accordance with OSHA and State regulations. Provides input for the development and implementation of programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts basic trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Assists others in developing and conducting employee training, emergency preparedness and quality assurance programs.

Qualification Guidelines:

M.S. in Safety Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	35	251	75,531	59,935	65,518	76,000	83,829	93,000
Base Salary-Bonus Eligible	21	186	75,465	56,680	65,102	75,606	82,487	96,464
Base Salary-Non-Bonus Eligible	14	65	75,718	62,677	65,860	76,055	84,198	88,367
Bonus Amount-Actual Amount Paid	17	117	3,747	304	1,290	3,091	5,784	7,954
Bonus Target % of Base	12	81	8	2	6	10	10	10
Total Compensation-All	35	251	77,278	60,060	66,350	76,960	85,110	98,259
Total Compensation - Bonus Eligible	21	186	77,823	58,240	66,805	76,960	85,636	100,300

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 86% Nonexempt: 14%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 89% More than Description: 8%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
60%	6%	43%

Average Salary Range

Minimum	Midpoint	Maximum
66,612	87,004	107,278

Safety Engineer/Specialist I

Job Code: 1807

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	199
Group/Subsidiary	5	15
Division/Plant	0	0
Res. Labs., Gov't., Education	13	37

REGION	Org.	Incum.
West Coast	7	15
South Central	13	94
North Central	13	49
Southeast	11	87
Northeast	3	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	35
Technology	0	0
Other	2	35
Non-Durable Goods Mfg.	9	90
Chemicals	5	16
Pharmaceutical	0	0
Other	4	74
Non-Manufacturing	24	126
Energy	3	6
Utilities	2	11
Research Laboratories	7	17
Services	7	72
Financial Services	0	0
Other	5	20

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	8
\$500 Million < \$1 Billion	5	10
\$1 Billion < \$3 Billion	8	10
\$3 Billion < \$5 Billion	6	76
\$5 Billion < \$10 Billion	2	7
\$10 Billion < \$20 Billion	10	106
Over \$20 Billion	1	34

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,116	74,393	59,911	89,875
90,613	86,196	74,819	111,085
77,811	80,400	60,295	103,516

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
87,748	85,363	78,069	105,000
81,484	76,960	64,451	106,965
68,684	68,000	55,811	83,620
75,721	73,930	63,400	91,139

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,426	70,000	56,160	98,402
94,355	98,041	66,252	111,085
80,500	79,786	64,702	94,344
92,772	89,900	81,068	107,769
79,460	76,960	72,800	88,081
67,329	64,070	50,149	80,641

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,925	83,032	69,064	90,531
76,912	80,781	56,160	89,896
74,707	75,920	61,127	99,055
78,089	76,055	64,451	97,383

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
76,044	75,882
93,987	87,314
78,066	80,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
89,173	85,421
83,438	76,960
70,716	69,830
77,846	75,690

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,590	74,092
100,361	100,434
82,195	81,127
93,206	90,334
80,079	76,960
67,329	64,070

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,171	84,692
77,851	80,781
74,887	75,920
80,542	77,575

Job Description:

Under general supervision performs assigned tasks from detailed instructions, established policies and procedures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in accordance with OSHA and State codes and regulations. Evaluates new equipment and materials for safety. Monitors employee exposure to chemicals and other toxic substances. Assists in performing surveys and inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to employee safety. Assists with testing and servicing safety equipment and systems, and conducting drills. May assist with calibrating, testing and maintaining monitoring sampling and analytical equipment and instruments related to safety programs. Documents non-compliance or hazardous conditions found and the remedial action taken. Maintains storage areas, consumable supply inventories, and personnel protection equipment. Responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility. Must keep abreast of changes in all OSHA and State safety codes and regulations.

Qualification Guidelines:

B.S. in Occupational Safety or related fields and a minimum of 1 years experience; or Associate degree in a technical field directly related to the position and minimum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	118	95,437	75,865	81,120	91,338	107,976	117,754
Base Salary-Bonus Eligible	12	94	97,147	78,000	81,193	94,744	108,157	118,427
Base Salary-Non-Bonus Eligible	5	24	88,741	71,957	79,153	90,505	93,426	104,484
Bonus Amount-Actual Amount Paid	10	22	9,358	566	3,664	7,840	13,688	19,830
Bonus Target % of Base	8	27	11	9	10	10	12	12
Total Compensation-All	17	118	97,182	75,895	81,120	91,645	108,160	119,376
Total Compensation - Bonus Eligible	12	94	99,337	78,000	81,193	97,152	109,948	127,705

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 41% Nonexempt: 59%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 94% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
71%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
74,086	96,042	117,653

Safety Technician 3

Job Code: 1808

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	55
Group/Subsidiary	2	15
Division/Plant	1	4
Res. Labs., Gov't., Education	6	44

REGION	Org.	Incum.
West Coast	1	29
South Central	9	55
North Central	5	11
Southeast	5	23
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	10
Technology	1	4
Other	1	6
Non-Durable Goods Mfg.	3	39
Chemicals	2	8
Pharmaceutical	0	0
Other	1	31
Non-Manufacturing	12	69
Energy	2	5
Utilities	2	9
Research Laboratories	4	42
Services	1	10
Financial Services	0	0
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	10
\$500 Million < \$1 Billion	1	3
\$1 Billion < \$3 Billion	3	61
\$3 Billion < \$5 Billion	4	12
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	5	19
Over \$20 Billion	3	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,500	83,179	79,567	135,375
92,032	93,084	74,230	108,711

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,477	82,160	75,383	119,000
95,774	93,084	73,898	123,220
95,567	91,770	71,647	127,496

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
101,861	106,080	75,692	119,770

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,659	96,174	74,011	124,787

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
100,983	85,218
92,343	93,666

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
92,943	82,160
99,704	93,084
99,273	91,770

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,264	106,080

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
103,396	101,646

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in accordance with OSHA and State codes and regulations. Participates in evaluating new equipment and materials for safety. Monitors employee exposure to chemicals and other toxic substances. Assists others in performing surveys and inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to employee safety. Assists with testing and servicing safety equipment and systems. May assist with maintaining monitoring sampling and analytical equipment and instruments related to safety programs. Documents non-compliance or hazardous conditions found and the remedial action taken. May maintain storage areas, consumable supply inventories, and personnel protection equipment. Responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility. Must keep abreast of changes in all OSHA and State safety codes and regulations.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and a minimum of 2 years progressive experience; or H.S. diploma with minimum of 5 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	81	75,644	58,240	70,720	75,150	83,346	88,322
Base Salary-Bonus Eligible	11	52	79,130	70,720	72,280	78,468	85,850	91,379
Base Salary-Non-Bonus Eligible	8	29	69,393	56,992	58,240	70,380	78,624	82,642
Bonus Amount-Actual Amount Paid	7	13	5,123	596	1,496	4,262	6,500	11,468
Bonus Target % of Base	5	8	9	5	6	10	11	13
Total Compensation-All	19	81	76,466	59,222	70,720	75,446	85,935	88,322
Total Compensation - Bonus Eligible	11	52	80,411	70,720	72,280	82,098	87,344	91,379

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 16% Nonexempt: 84%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 95% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
58%	0%	42%

Average Salary Range

Minimum	Midpoint	Maximum
55,240	70,351	85,371

Safety Technician 2

Job Code: 1809

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	37
Group/Subsidiary	2	8
Division/Plant	1	1
Res. Labs., Gov't., Education	6	35

REGION	Org.	Incum.
West Coast	1	12
South Central	10	37
North Central	6	18
Southeast	7	14
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	1
Other	1	2
Non-Durable Goods Mfg.	3	22
Chemicals	1	1
Pharmaceutical	0	0
Other	2	21
Non-Manufacturing	14	56
Energy	2	6
Utilities	1	1
Research Laboratories	4	30
Services	3	9
Financial Services	0	0
Other	4	10

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	7
\$500 Million < \$1 Billion	2	12
\$1 Billion < \$3 Billion	4	35
\$3 Billion < \$5 Billion	3	10
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	5	10
Over \$20 Billion	4	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,554	77,428	72,052	91,788
72,594	71,580	57,668	87,512

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,897	73,239	64,400	84,263
71,830	73,570	57,720	84,739
74,036	74,820	57,774	85,986

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
76,088	78,260	57,990	89,931

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,657	81,806	57,308	93,919

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
81,077	84,062
72,628	71,580

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
76,777	73,476
72,284	73,570
74,934	74,820

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,233	79,420

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,184	85,935

Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and procedures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in accordance with OSHA and State codes and regulations. Participates in evaluating new equipment and materials for safety. Assists with monitoring employee exposure to chemicals and other toxic substances. Assists others in performing surveys and inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to employee safety. Assists with testing and servicing safety equipment and systems. Reports non-compliance or hazardous conditions found and suggest remedial action to be taken. May maintain storage areas, consumable supply inventories, and personnel protection equipment. Along with more senior personnel responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and a minimum of 1 year progressive experience; or H.S. diploma with a minimum of 3 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	116	62,901	49,296	56,337	64,824	68,640	73,466
Base Salary-Bonus Eligible	6	62	64,395	51,095	56,618	66,560	69,388	73,064
Base Salary-Non-Bonus Eligible	11	54	61,186	45,571	56,274	60,008	66,058	74,299
Bonus Amount-Actual Amount Paid	6	40	6,523	492	1,606	8,210	10,118	11,816
Bonus Target % of Base	4	39						
Total Compensation-All	17	116	65,151	50,018	58,011	65,350	71,390	80,936
Total Compensation - Bonus Eligible	6	62	68,604	56,090	61,919	68,120	74,044	82,505

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 18% Nonexempt: 82%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 88% More than Description: 12%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
35%	0%	59%

Average Salary Range

Minimum	Midpoint	Maximum
52,721	68,389	83,897

Safety Technician 1

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	81
Group/Subsidiary	2	9
Division/Plant	0	0
Res. Labs., Gov't., Education	7	26

REGION	Org.	Incum.
West Coast	1	1
South Central	9	60
North Central	5	22
Southeast	5	22
Northeast	2	11

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	9
Technology	0	0
Other	1	9
Non-Durable Goods Mfg.	3	30
Chemicals	1	1
Pharmaceutical	0	0
Other	2	29
Non-Manufacturing	13	77
Energy	2	4
Utilities	0	0
Research Laboratories	3	4
Services	2	9
Financial Services	0	0
Other	6	60

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	8
\$500 Million < \$1 Billion	3	3
\$1 Billion < \$3 Billion	3	27
\$3 Billion < \$5 Billion	4	21
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	19
Over \$20 Billion	2	38

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
65,389	66,560	52,676	76,755
55,326	57,232	42,353	64,717

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
64,478	66,560	54,496	69,638
60,960	58,568	41,889	77,519
59,893	59,174	47,840	65,158

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
62,626	60,486	52,853	77,894
61,563	59,571	51,380	75,720

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Job Code: 1810

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
68,313	67,600
55,394	57,392

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
68,209	68,200
61,766	58,568
60,057	59,174

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
65,112	62,150
64,375	62,130

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans and directs the environmental engineering function under senior management direction. Accountable for developing and implementing the policies, procedures and systems relating to the environmental pollution compliance program. Ensures that the company is in compliance with all government agencies ordinances and regulations. Communicates with senior management regarding the policies and procedures for ensuring environmental standards. Responsible for directing the installation, operation and maintenance of environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains expert knowledge of all existing and proposed changes in Federal, State and Local environmental and occupational health regulations. Responsible for interpreting data, observations and current regulations. Assesses environmental risk and develops required regulatory documentation. Performs hazardous waste site inspections and recommends appropriate action to senior management in compliance with regulations. Responsible for requisition of and use of protective equipment. May review planned expansion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous materials. Provides leadership and direction to management, professional and technical personnel of the organization unit.

Qualification Guidelines:

Ph.D. in Environmental Engineering or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	27	104	161,230	110,000	144,277	166,000	182,075	189,954
Base Salary-Bonus Eligible	23	98	162,388	109,789	145,760	167,040	182,600	190,548
Base Salary-Non-Bonus Eligible	4	6						
Bonus Amount-Actual Amount Paid	20	88	35,077	9,479	16,745	32,114	50,000	60,000
Bonus Target % of Base	16	74	17	15	15	15	18	20
Total Compensation-All	27	104	190,911	128,936	159,807	193,144	222,698	240,972
Total Compensation - Bonus Eligible	23	98	193,886	130,545	160,430	196,523	224,648	240,972
Long Term Incentive Target	4	15						
Long Term Incentive Recipients Only	5	34	60,242	23,665	24,848	63,896	79,200	92,182
Long Term Incentive as a % of Base	4	15						

- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 89% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 30% Not Eligible: 70%
- **Percentage of Incumbents Eligible for LTI:** Yes: 39% No: 61%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
85%	7%	48%

Average Salary Range

Minimum	Midpoint	Maximum
128,869	167,823	207,065

Manager, Environmental Protection

Job Code: 2002

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	86
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	5	17

REGION	Org.	Incum.
West Coast	8	24
South Central	10	46
North Central	8	11
Southeast	5	21
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	0	0
Other	2	4
Non-Durable Goods Mfg.	8	15
Chemicals	4	4
Pharmaceutical	1	1
Other	3	10
Non-Manufacturing	17	85
Energy	3	9
Utilities	6	19
Research Laboratories	3	15
Services	3	17
Financial Services	0	0
Other	2	25

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	3	8
\$1 Billion < \$3 Billion	5	16
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	11	33
Over \$20 Billion	5	43

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,909	163,500	108,625	188,788
169,066	175,980	142,468	186,624

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
182,073	186,192	162,782	217,264
163,366	168,980	136,545	181,780
129,151	132,160	101,130	158,700
150,093	160,000	108,457	188,978

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
159,866	170,331	110,000	192,206
163,830	168,980	109,213	190,276
160,477	161,847	141,254	188,026

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,414	178,740	110,000	186,732
138,092	141,051	100,944	175,205
174,464	175,014	160,979	189,032

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
189,890	199,078
175,386	185,841

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
197,503	192,587
198,224	211,800
149,145	150,664
177,911	170,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
172,901	179,431
197,788	201,295
209,915	225,141

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
168,156	186,165
160,000	152,994
220,267	222,995

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Responsible for installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains expert knowledge of all existing and proposed changes in Federal, State and Local environmental and occupational health regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Responsible for interpreting data, observations and current regulations. Assesses environmental risk and develops required regulatory documentation. Performs hazardous waste site inspections and recommends appropriate action to management in compliance with regulations. Develops, maintains and uses protective equipment. Performs tests or experiments requiring the use of unconventional procedures and current line of instrumentation. May review planned expansion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous materials. Provides leadership to less experienced engineers and to technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Environmental Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	27	183	150,685	127,707	137,530	147,927	162,885	177,430
Base Salary-Bonus Eligible	23	169	152,490	130,192	140,000	149,317	163,184	178,271
Base Salary-Non-Bonus Eligible	4	14						
Bonus Amount-Actual Amount Paid	20	133	24,495	1,300	5,399	18,421	39,345	54,763
Bonus Target % of Base	14	98	17	4	15	18	21	25
Total Compensation-All	27	183	168,487	130,400	144,038	162,373	188,550	215,552
Total Compensation - Bonus Eligible	23	169	171,767	135,829	146,093	165,000	190,784	218,149

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 7% Very Close Match: 93% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 1% Not Eligible: 99%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
85%	7%	41%

Average Salary Range

Minimum	Midpoint	Maximum
117,941	150,947	185,396

Senior Environmental Protection Engineer IV

Job Code: 2004

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	114
Group/Subsidiary	3	9
Division/Plant	0	0
Res. Labs., Gov't., Education	8	60

REGION	Org.	Incum.
West Coast	6	47
South Central	16	81
North Central	4	16
Southeast	8	33
Northeast	2	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	3
Technology	0	0
Other	1	3
Non-Durable Goods Mfg.	9	53
Chemicals	5	41
Pharmaceutical	2	2
Other	2	10
Non-Manufacturing	17	127
Energy	4	37
Utilities	0	0
Research Laboratories	3	40
Services	3	28
Financial Services	0	0
Other	7	22

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	8
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	48
\$3 Billion < \$5 Billion	5	20
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	6	45
Over \$20 Billion	6	59

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
154,074	152,360	130,392	180,689
145,325	147,468	126,045	160,979

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,652	151,215	144,000	191,813
148,539	147,847	129,930	170,969
147,369	144,076	123,310	195,421

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
147,484	147,139	123,892	177,571
137,786	138,000	123,892	156,004
151,803	148,697	131,982	172,201
137,283	137,117	123,169	149,272

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,230	147,504	138,000	160,274
138,645	138,000	120,656	154,440
145,606	146,498	130,921	160,608
164,498	162,706	143,391	192,087

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
181,937	181,070
146,855	148,038

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
174,270	155,476
169,983	166,324
159,409	145,700

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
157,956	162,373
148,577	139,806
171,322	163,347
140,214	140,658

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,148	147,774
142,140	140,000
166,142	166,173
198,541	189,938

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Responsible for installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains a comprehensive knowledge of all existing and proposed changes in Federal, State and Local environmental legislation and regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses environmental risk and assists in developing regulatory documentation of results. Performs hazardous waste site inspections and recommends appropriate action to management in compliance with regulations. Prepares, maintains and uses protective equipment. May perform tests or experiments requiring the use of unconventional procedures and current line of instrumentation. May review planned expansion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous materials. Provides leadership to less experienced engineers and to technicians. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Environmental Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	213	127,624	110,048	116,722	126,326	137,600	148,622
Base Salary-Bonus Eligible	21	206	128,212	110,607	117,500	126,904	137,600	149,114
Base Salary-Non-Bonus Eligible	4	7						
Bonus Amount-Actual Amount Paid	16	158	21,323	1,324	4,500	23,500	35,000	42,346
Bonus Target % of Base	12	136	15	4	10	15	20	25
Total Compensation-All	25	213	143,441	110,723	124,100	141,497	161,100	179,369
Total Compensation - Bonus Eligible	21	206	144,567	113,026	125,516	142,565	161,775	179,571

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 4% Very Close Match: 96% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 18% Not Eligible: 82%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
84%	12%	48%

Average Salary Range

Minimum	Midpoint	Maximum
94,867	121,792	148,901

Environmental Protection Engineer III

Job Code: 2005

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	13	115
Group/Subsidiary	4	11
Division/Plant	0	0
Res. Labs., Gov't., Education	8	87

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	8	55
South Central	14	99
North Central	5	10
Southeast	9	39
Northeast	2	10

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	7	21
Chemicals	4	10
Pharmaceutical	1	1
Other	2	10
Non-Manufacturing	17	190
Energy	3	32
Utilities	0	0
Research Laboratories	4	68
Services	4	38
Financial Services	0	0
Other	6	52

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	4
\$1 Billion < \$3 Billion	6	44
\$3 Billion < \$5 Billion	5	45
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	5	54
Over \$20 Billion	5	63

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
127,814	127,198	113,894	146,376
126,502	126,326	105,177	148,980

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
126,542	122,553	106,616	149,400
128,944	129,474	114,350	147,255
127,215	125,000	119,900	136,746
125,798	125,575	106,894	153,676

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
128,160	125,000	106,699	155,000
127,967	127,440	110,638	147,150
126,188	126,604	106,491	144,612

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
118,060	121,766	105,177	126,109
129,625	131,435	106,944	142,919
129,316	126,944	113,982	151,993
128,087	129,474	110,275	144,773

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
154,435	156,050
128,106	127,900

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
136,224	124,100
146,939	145,424
140,545	138,800
141,660	136,608

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
140,005	125,000
143,242	142,565
137,884	142,765

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
118,628	121,766
132,454	137,900
153,174	156,766
153,336	155,656

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Responsible for installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains a good working knowledge of Federal, State and Local environmental and occupational health legislation and regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses environmental risk and assists in developing regulatory documentation of results. Performs hazardous waste site inspections and recommends appropriate action to management in compliance with regulations. Maintains and uses protective equipment. May provide leadership to less experienced engineers and to technicians. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Environmental Engineering or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	121	110,785	93,184	101,920	110,000	118,113	130,000
Base Salary-Bonus Eligible	15	113	111,038	92,701	101,920	110,050	118,700	130,160
Base Salary-Non-Bonus Eligible	4	8						
Bonus Amount-Actual Amount Paid	13	91	11,873	500	2,500	10,000	20,435	24,031
Bonus Target % of Base	9	70	11	5	5	10	15	15
Total Compensation-All	19	121	119,714	96,391	107,770	119,900	132,700	141,467
Total Compensation - Bonus Eligible	15	113	120,599	95,353	108,000	120,202	135,353	142,773

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 5% Very Close Match: 95% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
79%	5%	47%

Average Salary Range

Minimum	Midpoint	Maximum
82,881	105,115	128,172

Environmental Protection Engineer II

Job Code: 2006

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	69
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	8	50

REGION	Org.	Incum.
West Coast	4	20
South Central	10	61
North Central	3	8
Southeast	7	24
Northeast	2	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	4	20
Chemicals	1	1
Pharmaceutical	1	1
Other	2	18
Non-Manufacturing	14	100
Energy	3	16
Utilities	0	0
Research Laboratories	3	39
Services	2	18
Financial Services	0	0
Other	6	27

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	5
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	18
\$3 Billion < \$5 Billion	4	30
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	38
Over \$20 Billion	4	30

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
112,090	110,200	98,320	130,000
105,072	105,128	91,018	118,740

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
112,425	114,400	99,962	125,000
107,690	108,404	88,662	125,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
109,096	110,000	92,580	120,818
107,028	110,764	92,103	115,060

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
125,997	126,000
106,853	107,770

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,186	122,400
113,709	120,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
118,065	119,451
115,060	111,559

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land, or water pollution levels. Develops and maintains basic knowledge of Federal, State and Local environmental and occupational health legislation and regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses environmental risk and assists in developing required regulatory documentation. Participates with others in performing hazardous waste site inspections, and provides input in recommending appropriate action. Maintains and uses protective equipment.

Qualification Guidelines:

M.S. in Environmental Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	28	185	91,176	78,000	81,300	90,000	97,000	106,334
Base Salary-Bonus Eligible	25	177	90,889	78,000	81,200	89,440	97,000	105,673
Base Salary-Non-Bonus Eligible	3	8						
Bonus Amount-Actual Amount Paid	19	119	8,102	744	2,000	6,652	14,998	16,749
Bonus Target % of Base	11	92	8	2	7	7	10	15
Total Compensation-All	28	185	96,388	81,561	86,600	95,830	102,918	115,130
Total Compensation - Bonus Eligible	25	177	96,336	81,641	86,200	95,786	102,918	115,250

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 4% Very Close Match: 96% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
89%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
71,389	91,548	110,791

Environmental Protection Engineer I

Job Code: 2007

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	147
Group/Subsidiary	4	5
Division/Plant	0	0
Res. Labs., Gov't., Education	8	33

REGION	Org.	Incum.
West Coast	6	15
South Central	15	84
North Central	10	34
Southeast	7	42
Northeast	3	10

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	3
Technology	0	0
Other	3	3
Non-Durable Goods Mfg.	9	64
Chemicals	6	34
Pharmaceutical	1	1
Other	2	29
Non-Manufacturing	16	118
Energy	1	9
Utilities	1	1
Research Laboratories	4	13
Services	5	31
Financial Services	0	0
Other	5	64

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	3
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	7	40
\$3 Billion < \$5 Billion	6	29
\$5 Billion < \$10 Billion	2	6
\$10 Billion < \$20 Billion	6	55
Over \$20 Billion	4	51

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,899	88,000	78,000	106,334
93,859	94,445	78,432	107,703

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,941	99,600	79,625	119,000
89,317	85,400	79,800	101,226
95,375	90,000	79,496	110,000
89,550	92,000	76,238	96,396

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,074	95,000	83,800	110,000
94,510	92,400	86,200	106,200
91,569	91,700	79,150	106,527
89,379	85,078	77,000	105,500
90,113	88,350	79,800	101,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,492	95,000	82,766	108,000
96,204	95,103	83,660	110,797
88,508	89,000	78,150	95,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,048	95,950
94,949	95,622

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,280	99,600
95,742	95,728
97,576	94,342
94,666	95,786

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
96,510	95,190
95,317	95,000
96,913	96,288
94,216	92,774
95,734	96,044

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
95,922	95,000
97,552	96,288
94,689	95,298

Job Description:

Plans, organizes and manages the fire protection engineering function under senior management direction. Responsible for directing all activities associated with fire protection engineering, including the development and implementation of a comprehensive program to ensure effective monitoring of each operating site's activities to assess fire protection and life safety implications. Responsible for the review of all building construction designs, fire protection oversight and audit programs, fire loss control methodologies, fire safety inspection reports, property damage investigation reports and fire prevention training activities. Develops short and long range plans to maintain the highest standards of fire protection. Maintains state-of-the-art knowledge in areas of responsibility through contacts with industry peers and involvement with fire protection engineering associations. Develops new policies and procedures to incorporate fire protection standards promulgated by NFPA, OSHA, EPA, DOE, DOD and other Federal, State and local agencies. Guides the establishment of monitoring and control procedures. Directs all investigation and analysis of all facets of any major fire within the organization to determine the origin, cause, and what, if any breakdown in the fire protection plans and procedures may have occurred. Develops remedial plans for approval by senior management. Provides leadership direction to supervisory and professional staff in the functional unit.

Qualification Guidelines:

Ph.D. in Fire Protection Engineering or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	25	163,276	147,548	151,200	160,990	172,388	187,083
Base Salary-Bonus Eligible	12	18	162,692	150,981	151,236	159,180	171,980	182,202
Base Salary-Non-Bonus Eligible	5	7	164,778	117,112	140,390	161,412	182,924	212,884
Bonus Amount-Actual Amount Paid	9	15	27,714	13,111	24,236	31,070	31,208	40,082
Bonus Target % of Base	10	16	14	8	12	15	16	20
Total Compensation-All	17	25	179,904	152,026	161,412	188,439	192,183	201,969
Total Compensation - Bonus Eligible	12	18	185,787	157,390	176,401	191,282	192,183	201,547
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 94% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 0% No: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
71%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
131,325	167,822	212,763

Manager, Fire Protection Engineering

Job Code: 2102

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	13
Group/Subsidiary	4	4
Division/Plant	0	0
Res. Labs., Gov't., Education	6	8

REGION	Org.	Incum.
West Coast	6	13
South Central	5	5
North Central	1	2
Southeast	5	5
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	2	2
Chemicals	2	2
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	14	22
Energy	1	1
Utilities	3	9
Research Laboratories	2	2
Services	3	3
Financial Services	0	0
Other	5	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	5
\$500 Million < \$1 Billion	4	5
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	4	10
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,916	157,369	151,200	170,108
163,713	170,849	117,765	191,151

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
160,594	157,369	151,200	170,122
173,961	174,900	163,187	184,529
178,291	170,756	150,821	213,995

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,950	160,990	146,087	187,289
164,041	180,286	117,112	192,415

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
184,602	191,282
171,990	180,706

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
185,262	191,282
186,205	200,108
185,051	170,756

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
180,654	189,860
173,501	200,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Under general direction supervises personnel engaged in fire protection engineering activities within a facility of the organization. Work is reviewed upon completion for adequacy in meeting objectives. Provides technical leadership and administrative guidance to personnel to assure effective monitoring of the facilities activities to assess fire protection and life safety implications. Develops short-term plans to maintain the highest standards of fire protection. Schedules project work and personnel assignments to meet the completion dates and sets priority of work assignments. Supervises and coordinates development of fire protection projects. Evaluates progress and results and institutes changes in procedures and objectives as needed. Directs the establishment of monitoring and control procedures. Oversees investigation and analyses of all facets of any fire within the organization to determine the origin, cause, and what, if any breakdown in the fire protection plans and procedures may have occurred. Prepares remedial plans and procedures for approval by management. Determines and implements training for subordinates. Maintains current knowledge of building and fire protection codes and regulations to assure the organization's compliance. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees assigned to the work unit.

Qualification Guidelines:

M.S. in Fire Protection Engineering or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	15	28	128,050	95,492	109,050	133,748	141,172	151,638
Base Salary-Bonus Eligible	8	11	120,069	66,117	93,380	132,600	140,628	152,167
Base Salary-Non-Bonus Eligible	7	17	133,214	108,144	118,400	134,897	142,541	150,783
Bonus Amount-Actual Amount Paid	6	7	13,040	6,320	7,588	9,488	17,142	23,953
Bonus Target % of Base	5	6	13	8	10	12	14	20
Total Compensation-All	15	28	131,310	103,715	110,554	139,070	146,632	163,899
Total Compensation - Bonus Eligible	8	11	128,367	66,117	104,318	139,600	152,779	174,064
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 7% No: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
53%	7%	80%

Average Salary Range

Minimum	Midpoint	Maximum
105,929	139,382	174,165

Supervisor, Fire Protection Engineering

Job Code: 2103

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	8
Group/Subsidiary	4	8
Division/Plant	0	0
Res. Labs., Gov't., Education	7	12

REGION	Org.	Incum.
West Coast	1	1
South Central	3	3
North Central	4	8
Southeast	6	11
Northeast	2	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	6
Technology	0	0
Other	2	6
Non-Durable Goods Mfg.	2	4
Chemicals	2	4
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	11	18
Energy	0	0
Utilities	1	1
Research Laboratories	3	4
Services	2	3
Financial Services	0	0
Other	5	10

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	11
\$500 Million < \$1 Billion	3	3
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	4	9
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
121,318	138,541	66,117	152,167

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,228	140,655	134,897	151,411

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
130,166	139,688	90,592	160,624
113,386	109,078	64,394	142,957

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,534	138,541

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
146,864	140,655

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,659	139,688
115,819	109,078

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Responsible for developing and implementing fire protection programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Implement programs and procedures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code requirements. Maintain current knowledge of all building and fire protection codes and regulations to assure compliance. Monitors new construction and facility fire safety. Designs, inspects, tests and maintains fire protection systems and equipment to ensure that in an emergency they operate and perform to standards. Analyzes all facets of any fire to determine the origin, cause, and what, if any, breakdown in the fire protection plans and procedures may have occurred. Drafts remedial plans and procedures for approval by fire protection management. Organizes, trains and provides leadership to a facility fire brigade. Develops and maintains emergency procedures and personnel accountability systems. Performs audits and fire investigations and provides fire fighter and first aid/CPR training. Reviews and approves material and equipment requisitions, new and modified processes and non-routine work. Provides technical leadership to less experience engineers and to technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Fire Protection Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	81	149,128	121,570	127,802	143,328	165,653	186,472
Base Salary-Bonus Eligible	13	60	152,899	121,471	127,508	154,536	169,848	192,040
Base Salary-Non-Bonus Eligible	6	21	138,351	125,261	130,900	135,138	145,309	155,002
Bonus Amount-Actual Amount Paid	9	37	20,516	1,320	9,417	24,008	29,507	32,690
Bonus Target % of Base	7	35	13	5	7	14	17	18
Total Compensation-All	19	81	158,499	121,570	130,900	154,500	185,172	203,437
Total Compensation - Bonus Eligible	13	60	165,551	121,471	133,030	164,323	192,437	210,015

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 95% Nonexempt: 5%
- **Degree of Position Match (% of organizations):** Less than Description: 16% Very Close Match: 84% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
68%	16%	53%

Average Salary Range

Minimum	Midpoint	Maximum
120,537	154,884	190,312

Senior Fire Protection Engineer IV

Job Code: 2104

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	16
Group/Subsidiary	4	24
Division/Plant	0	0
Res. Labs., Gov't., Education	9	41

REGION	Org.	Incum.
West Coast	7	17
South Central	4	12
North Central	2	3
Southeast	7	46
Northeast	2	3

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	1	2
Other	1	3
Non-Durable Goods Mfg.	3	11
Chemicals	2	9
Pharmaceutical	1	2
Other	0	0
Non-Manufacturing	14	65
Energy	0	0
Utilities	1	2
Research Laboratories	5	23
Services	3	9
Financial Services	0	0
Other	5	31

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	23
\$500 Million < \$1 Billion	5	11
\$1 Billion < \$3 Billion	4	10
\$3 Billion < \$5 Billion	3	26
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	4
Over \$20 Billion	3	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
147,171	141,156	108,737	184,863
160,072	156,688	140,673	187,448

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
161,212	155,035	141,425	189,522
142,779	137,647	120,556	170,670

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,233	154,536	123,643	173,072
144,161	140,715	122,438	178,981
159,169	156,902	141,885	169,962

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,282	143,328	136,901	155,145

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
159,062	145,490
172,458	165,627

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
161,906	155,035
152,586	140,406

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
162,725	155,600
145,371	143,328
176,014	172,228

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,996	152,851

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Participates in developing and implementing fire protection programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Implements programs and procedures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code requirements. Maintains current knowledge of building and fire protection codes and regulations to assure compliance. Surveys facilities to determine potential fire hazards and recommends corrective action. Reviews the more complex documents required for new construction or modification of existing facilities to determine appropriate fire prevention. Inspects, tests and maintains fire protection systems and equipment to ensure that in an emergency they operate and perform to standards. Participates in the investigation of all facets of any fire to determine the origin, cause, and what, if any, breakdown in the fire protection plans and procedures may have occurred. Prepares reports and maintains records on fire investigations. Drafts remedial plans and procedures. Conducts fire fighter and first aid/CPR training. Provides technical leadership to less experience engineers and to technicians. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Fire Protection Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	80	119,339	106,488	108,614	114,176	123,364	143,755
Base Salary-Bonus Eligible	13	69	120,907	107,809	109,591	114,667	126,100	147,655
Base Salary-Non-Bonus Eligible	4	11						
Bonus Amount-Actual Amount Paid	10	33	13,148	731	2,000	18,922	20,802	23,058
Bonus Target % of Base	7	24	14	4	15	15	16	18
Total Compensation-All	17	80	124,763	106,488	109,680	115,840	137,091	153,812
Total Compensation - Bonus Eligible	13	69	127,195	108,447	112,116	119,309	140,682	154,688

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 12% Very Close Match: 88% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
76%	0%	65%

Average Salary Range

Minimum	Midpoint	Maximum
97,349	126,042	155,547

Fire Protection Engineer III

Job Code: 2105

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	12
Group/Subsidiary	2	39
Division/Plant	0	0
Res. Labs., Gov't., Education	8	29

REGION	Org.	Incum.
West Coast	9	13
South Central	3	12
North Central	1	4
Southeast	5	50
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	1	7
Chemicals	1	7
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	15	71
Energy	1	4
Utilities	3	3
Research Laboratories	5	40
Services	2	3
Financial Services	0	0
Other	4	21

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	39
\$500 Million < \$1 Billion	2	2
\$1 Billion < \$3 Billion	4	12
\$3 Billion < \$5 Billion	3	17
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	4	5
Over \$20 Billion	1	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
123,628	120,692	107,371	143,328
130,708	122,646	112,951	162,724

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,789	147,600	107,371	166,262
115,535	111,258	106,476	130,130

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
125,226	120,692	108,627	152,974
127,577	112,628	109,052	161,690

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
136,413	126,293
139,125	136,308

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
143,655	148,100
118,041	112,328

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
134,036	133,472
127,856	112,628

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Assists others in developing and implementing fire protection programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Participates in the implementation of programs and procedures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code requirements. Maintains good working knowledge of building and fire protection codes and regulations to assure compliance. Surveys specific facilities to determine potential fire hazards and recommends corrective action. Reviews modestly complex documents required for new construction or modification of existing facilities to determine appropriate fire prevention. Participates with others in inspecting, testing and maintaining fire protection systems and equipment to ensure that in an emergency they operate and perform to standards. Assists in the investigation of any fire to determine the origin, cause, and what, if any, breakdown in the fire protection plans and procedures may have occurred. Maintains records and prepares reports on fire investigations. Participates in fire fighter and first aid/CPR training. Provides technical leadership to less experience Engineers and to technicians. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Fire Protection Engineering or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	74	111,247	92,736	94,940	105,778	125,000	135,415
Base Salary-Bonus Eligible	12	62	110,533	92,853	94,659	103,492	125,000	133,934
Base Salary-Non-Bonus Eligible	7	12	114,936	90,514	95,462	105,852	126,842	146,924
Bonus Amount-Actual Amount Paid	12	39	11,941	1,000	3,022	11,690	20,940	24,542
Bonus Target % of Base	8	29	14	7	15	15	15	19
Total Compensation-All	19	74	117,540	93,308	95,782	116,883	128,330	152,032
Total Compensation - Bonus Eligible	12	62	118,044	93,673	96,565	118,044	128,330	152,829

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 5% Very Close Match: 95% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	0%	74%

Average Salary Range

Minimum	Midpoint	Maximum
81,407	109,640	135,089

Fire Protection Engineer II

Job Code: 2106

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	20
Group/Subsidiary	3	21
Division/Plant	0	0
Res. Labs., Gov't., Education	9	33

REGION	Org.	Incum.
West Coast	6	25
South Central	6	16
North Central	1	3
Southeast	5	29
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	5
Chemicals	3	5
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	16	69
Energy	0	0
Utilities	4	15
Research Laboratories	4	30
Services	2	3
Financial Services	0	0
Other	6	21

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	24
\$500 Million < \$1 Billion	2	4
\$1 Billion < \$3 Billion	3	11
\$3 Billion < \$5 Billion	5	17
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	3	12
Over \$20 Billion	1	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,888	128,932	101,450	136,050
113,764	107,800	95,417	136,189

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,458	127,344	117,954	139,446
110,253	102,773	89,544	134,980
99,055	94,735	93,498	113,367

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
112,355	106,164	93,089	136,050
110,389	105,712	95,061	141,710

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
110,839	103,492	94,980	132,700

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
138,903	147,804
119,319	119,648

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
137,345	128,344
116,596	113,702
106,683	95,349

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
118,822	118,500
118,077	118,500

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
120,297	119,014

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in implementing fire protection programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Works with others in the implementation of programs and procedures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code requirements. Maintains basic working knowledge of building and fire protection codes and regulations to assure compliance. Helps in surveys of specific facilities which are conducted to determine potential fire hazards. Provides support in the review of less complex documents required for new construction or modification of existing facilities to determine appropriate fire prevention. Collaborates with others in inspecting, testing and maintaining fire protection systems and equipment to ensure that in an emergency they operate and perform to standards. Assists in the investigation of any fire to determine the origin, cause, and what, if any, breakdown in the fire protection plans and procedures may have occurred. Prepares records and reports on fire investigations. Assists in the preparation and maintenance of emergency procedures. Assists in fire fighting and first aid/CPR training.

Qualification Guidelines:

M.S. in Fire Protection Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	54	89,082	74,650	82,111	89,814	93,078	103,625
Base Salary-Bonus Eligible	10	31	91,264	84,544	88,928	90,567	92,692	98,800
Base Salary-Non-Bonus Eligible	8	23	86,140	65,744	74,704	80,981	94,121	116,719
Bonus Amount-Actual Amount Paid	8	15	3,719	721	1,306	2,915	4,640	7,180
Bonus Target % of Base	5	12	6	2	2	5	10	10
Total Compensation-All	18	54	90,114	74,650	82,111	90,549	99,007	104,222
Total Compensation - Bonus Eligible	10	31	93,064	86,960	90,199	91,415	97,999	102,600

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 89% Nonexempt: 11%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 89% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	0%	56%

Average Salary Range

Minimum	Midpoint	Maximum
70,100	95,116	116,016

Fire Protection Engineer I

Job Code: 2107

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	5	10
Group/Subsidiary	3	15
Division/Plant	0	0
Res. Labs., Gov't., Education	10	29

REGION	Org.	Incum.
West Coast	5	12
South Central	5	13
North Central	2	3
Southeast	7	21
Northeast	3	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	3	5
Chemicals	3	5
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	14	47
Energy	0	0
Utilities	0	0
Research Laboratories	4	19
Services	3	7
Financial Services	0	0
Other	7	21

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	15
\$500 Million < \$1 Billion	3	12
\$1 Billion < \$3 Billion	4	5
\$3 Billion < \$5 Billion	7	19
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	3
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
87,131	84,922	77,794	99,091
90,916	90,567	67,321	111,680

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,789	103,200	82,577	119,096
87,945	90,292	80,147	96,920
86,309	88,661	74,841	91,284

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,487	90,567	74,902	104,284
90,707	90,017	65,218	118,398

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
83,984	89,195	63,536	97,160

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
89,191	88,512
92,059	90,567

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
100,235	103,200
90,996	90,567
86,677	90,549

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
91,480	90,567
91,464	90,567

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
86,254	90,567

Job Description:

Plan, organizes and supervises, fire suppression, emergency medical services and hazardous materials emergency response activities under consultative direction toward predetermined goals and objectives. Develops and implements policies and procedures to ensure an effective fire suppression, fire prevention, emergency response and rescue operations program. Responsible for supervising all fire suppression activities at fire sites. Directs the department's fire protection training for in-service fire department personnel and employees of off-site fire departments. Supervises fire inspection programs and assures that appropriate documentation is provided. Ensures that all regulations are observed in accordance with NFPA, OSHA, EPA, DOE, DOD and other Federal, State and local agencies. Reviews all construction projects and building specifications to assure that fire protection concerns are addressed and incorporated. Investigates fire incidents to determine cause and implements procedures to reduce potential of recurrence of similar incidents. Responsible for the obtaining the necessary fire fighting and emergency response equipment, supplies and apparatus to maintain an effective emergency unit. Assures that all personnel are informed and knowledgeable of Fire Codes. Functions as the Incident Commander at most emergencies. Provides leadership direction to supervisory and technical personnel in the fire department.

Qualification Guidelines:

B.S. in Fire Science or related fields and more than 5 years experience; or Associate degree in Fire Science or related fields and more than 7 years experience, including a least 4 years of fire ground command; H.S. diploma or a certification in fire prevention or fire suppression and 10 years experience. NFPA and EMT special skills certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	27	164,920	136,087	145,173	168,480	176,006	183,773
Base Salary-Bonus Eligible	11	18	158,255	125,629	140,148	149,520	169,045	182,572
Base Salary-Non-Bonus Eligible	6	9	178,251	168,347	173,572	176,001	176,010	186,154
Bonus Amount-Actual Amount Paid	9	16	32,040	6,610	15,780	35,144	45,685	49,518
Bonus Target % of Base	7	14	15	10	13	16	18	18
Total Compensation-All	17	27	183,907	148,356	170,748	176,010	200,148	226,699
Total Compensation - Bonus Eligible	11	18	186,735	132,413	170,000	187,222	209,585	231,334
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 82% More than Description: 12%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 4% No: 96%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
65%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
123,575	166,126	210,405

Chief, Fire and Emergency Response Services

Job Code: 2120

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	17
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	6	9

REGION	Org.	Incum.
West Coast	8	12
South Central	4	8
North Central	4	4
Southeast	2	3
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	1	2
Other	1	2
Non-Durable Goods Mfg.	4	4
Chemicals	3	3
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	11	19
Energy	2	8
Utilities	2	2
Research Laboratories	4	4
Services	2	2
Financial Services	0	0
Other	1	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	3	5
\$1 Billion < \$3 Billion	6	7
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	3	9

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
149,786	147,270	119,509	176,260
189,329	176,010	154,560	237,122

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
183,868	176,006	154,670	219,184

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
173,566	169,233	145,250	197,514

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
182,036	176,010	140,000	223,782

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
174,468	173,647
190,932	176,010

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
196,056	181,954

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
196,693	187,313

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
191,800	176,010

Job Description:

Works under consultative direction. Exercises reasonable discretion in determining work assignments, setting priorities and coordinating the activities of personnel in the Fire Department on an assigned shift. Supervises shift personnel and directs activities associated with the department's objectives. Prepares schedules and assigns fire fighters and conducts follow-up reviews to assure compliance with work directives and proper fire protection and emergency response procedures. Supervises activities at fires employing all fire suppression necessary. Investigates fire incidents to determine cause and suggest procedures to reduce potential of recurrence of similar incidents. Supervises the emergency response unit for medical services or hazardous spills and specialized rescue operations such as; high angle technical rescues, confined space rescues and subsurface rescues in accordance with NFPA, Federal, State and local standards. Ensures that all rescue equipment is appropriately tested and serviced. Conducts fire prevention inspections and assures that appropriate documentation is provided. Reports on periodic inspections and recommends placement of fire fighting equipment at strategic locations. Maintains cognizance of and compliance with applicable environmental, health and safety directives. May act as the Incident Commander at emergencies. Provides leadership direction and training to fire fighter and emergency response personnel during the assigned shift.

Qualification Guidelines:

Associate degree in Fire Science or related fields and more than 5 years fire fighting experience; or H.S. diploma and certification in fire prevention or fire suppression and 7 years fire fighting experience including a least 3 years supervisory responsibility. NFPA and EMT special skills certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	56	121,286	105,009	106,059	118,934	130,053	147,312
Base Salary-Bonus Eligible	9	36	118,580	105,009	105,290	113,477	128,424	134,114
Base Salary-Non-Bonus Eligible	7	20	126,156	106,610	112,321	123,027	139,053	153,888
Bonus Amount-Actual Amount Paid	8	28	10,648	1,188	1,288	2,686	18,601	29,789
Bonus Target % of Base	9	32	7	1	2	5	10	18
Total Compensation-All	16	56	126,610	106,578	109,156	123,836	134,665	156,824
Total Compensation - Bonus Eligible	9	36	126,862	106,578	107,162	123,836	129,544	175,044
Long Term Incentive Target	2	3						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	2	3						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 94% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 5% No: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	0%	44%

Average Salary Range

Minimum	Midpoint	Maximum
95,935	125,816	157,688

Battalion Chief, Fire and Emergency Response Services

Job Code: 2122

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	17
Group/Subsidiary	1	4
Division/Plant	0	0
Res. Labs., Gov't., Education	6	35

REGION	Org.	Incum.
West Coast	3	12
South Central	5	21
North Central	6	15
Southeast	3	7
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	4	8
Chemicals	3	7
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	11	46
Energy	3	6
Utilities	1	3
Research Laboratories	3	15
Services	1	2
Financial Services	0	0
Other	3	20

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	7
\$500 Million < \$1 Billion	3	13
\$1 Billion < \$3 Billion	3	9
\$3 Billion < \$5 Billion	2	16
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	2	4
Over \$20 Billion	3	5

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,455	118,000	99,330	148,973
123,725	126,096	105,290	150,001

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
119,854	106,090	105,290	151,266
122,694	125,120	113,223	132,669

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,013	123,422	105,290	140,910

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
138,145	137,197
124,483	126,096

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
134,400	120,516
124,603	126,096

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
127,689	126,096

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under general supervision. Performing assigned fire fighting and emergency response services in accordance with established protocols and standard procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue operations in accordance with NFPA, Federal, State and local standards. Conducts regular inspections of plant and equipment to detect potential fire and safety hazards and reports such conditions so that corrective action can be taken. Inspects fire extinguisher and fire systems (sprinklers, fire hydrants, water control systems). Assists in investigations of all alarms and fires to determine causes. Conducts fire protection educational programs and in-plant training in use of fire fighting equipment. Participates in compiling, verifying and correlating data related to emergency response issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluating and issuing confined space permits and hot permits for construction personnel. Operates and maintains emergency response vehicles (i.e., fire trucks, ambulances, etc.).

Qualification Guidelines:

Associate degree in Fire Science or related fields and more than 5 years fire fighting experience; or H.S. diploma and more than 7 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	159	92,817	77,110	82,934	95,616	102,211	106,383
Base Salary-Bonus Eligible	16	153	93,511	77,110	82,992	95,616	102,211	106,305
Base Salary-Non-Bonus Eligible	3	6						
Bonus Amount-Actual Amount Paid	12	137	4,954	1,000	1,000	1,297	6,562	11,578
Bonus Target % of Base	11	77	6	1	1	5	7	15
Total Compensation-All	19	159	97,086	77,960	86,055	97,482	106,578	115,014
Total Compensation - Bonus Eligible	16	153	97,948	78,110	86,430	99,798	106,578	114,976

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 42% Nonexempt: 58%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
84%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
72,592	96,282	118,737

Fire Fighter/Emergency Response Specialist 3

Job Code: 2124

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	69
Group/Subsidiary	1	8
Division/Plant	0	0
Res. Labs., Gov't., Education	6	82

REGION	Org.	Incum.
West Coast	4	46
South Central	7	98
North Central	7	11
Southeast	2	4
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	8	55
Chemicals	7	54
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	10	102
Energy	0	0
Utilities	4	20
Research Laboratories	4	54
Services	0	0
Financial Services	0	0
Other	2	28

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	5
\$1 Billion < \$3 Billion	5	70
\$3 Billion < \$5 Billion	3	50
\$5 Billion < \$10 Billion	1	14
\$10 Billion < \$20 Billion	6	18
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,034	95,616	81,282	117,000
90,287	95,888	77,110	104,641

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,461	98,821	85,459	105,477
83,446	91,174	49,878	118,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,606	98,923	88,317	108,208
97,725	99,402	88,182	108,243
90,450	87,926	76,826	105,290

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
91,470	89,981	77,110	108,000
102,964	106,302	77,160	120,734

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,944	103,831
91,034	97,061

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,897	101,966
83,628	91,174

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,804	106,037
105,057	106,062
93,223	90,268

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
94,190	94,431
116,247	128,253

Job Description:

Works under direct supervision. Performing assigned fire fighting and emergency response services in accordance with established protocols and standard procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue operations such as high angle technical rescues, confined space rescues and subsurface rescues in accordance with NFPA, Federal, State and local standards. Conducts regular inspections of plant and equipment including fire extinguisher and fire systems (sprinklers, fire hydrants, water control systems). Participates in compiling, verifying and correlating data related to emergency response issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluating and issuing confined space permits and hot permits for construction personnel. Operates and maintains emergency response vehicles (i.e., fire trucks, ambulances, etc.).

Qualification Guidelines:

Associate degree in Fire Science or related fields and 1 to 3 years fire fighting experience; or H.S. diploma and 3 to 5 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	75	75,228	68,112	68,524	73,915	84,991	87,574
Base Salary-Bonus Eligible	13	50	75,821	68,324	70,820	73,915	76,947	91,113
Base Salary-Non-Bonus Eligible	5	25	74,042	52,982	68,037	77,716	84,991	84,991
Bonus Amount-Actual Amount Paid	8	42	2,382	500	623	1,000	1,387	7,842
Bonus Target % of Base	8	29	5	3	3	5	7	10
Total Compensation-All	18	75	76,562	68,251	70,162	74,415	84,991	91,892
Total Compensation - Bonus Eligible	13	50	77,822	69,324	71,836	74,222	80,623	96,479

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 11% Nonexempt: 89%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 83% More than Description: 11%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
72%	6%	56%

Average Salary Range

Minimum	Midpoint	Maximum
68,486	87,345	104,966

Fire Fighter/Emergency Response Specialist 2

Job Code: 2125

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	32
Group/Subsidiary	1	4
Division/Plant	0	0
Res. Labs., Gov't., Education	7	39

REGION	Org.	Incum.
West Coast	1	19
South Central	7	14
North Central	5	21
Southeast	5	21
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	8	30
Chemicals	6	22
Pharmaceutical	1	2
Other	1	6
Non-Manufacturing	9	44
Energy	0	0
Utilities	2	5
Research Laboratories	5	37
Services	0	0
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	2	16
\$1 Billion < \$3 Billion	4	23
\$3 Billion < \$5 Billion	5	7
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	3	16
Over \$20 Billion	3	10

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,665	72,514	68,502	88,456
74,391	73,915	65,632	84,991

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,086	87,524	74,722	94,535
73,586	79,788	43,992	84,991
72,638	71,259	68,128	78,345

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,474	74,758	69,286	92,087
79,668	74,758	71,259	93,162
74,259	74,031	68,037	84,991
73,374	73,915	58,419	84,991

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
81,351	78,604	75,005	90,444

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,212	73,248
74,705	74,665

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
90,544	94,150
73,641	79,788
72,894	71,882

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,946	74,758
83,239	74,758
74,986	74,415
73,643	74,415

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
83,429	81,692

Job Description:

Works under close supervision. Performing assigned fire fighting and emergency response services tasks from detailed instructions and established procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue operations such as high angle technical rescues, confined space rescues and subsurface rescues in accordance with NFPA, Federal, State and local standards. Conducts monthly inspections of fire extinguisher and fire systems (sprinklers, fire hydrants, water control systems). Assists in compiling, verifying and correlating data related to emergency response issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluating and issuing confined space permits and hot permits for construction personnel. Operates and maintains emergency response vehicles (i.e., fire trucks, ambulances, etc.).

Qualification Guidelines:

Associate degree in Fire Science or related fields and less than 3 years fire fighting experience; or H.S. diploma and more than 5 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	59	59,759	36,650	52,534	63,648	68,400	74,298
Base Salary-Bonus Eligible	8	32	65,883	56,471	60,460	66,672	68,476	74,298
Base Salary-Non-Bonus Eligible	8	27	52,501	36,379	38,386	60,854	64,059	68,357
Bonus Amount-Actual Amount Paid	7	27	1,433	461	494	599	1,000	2,711
Bonus Target % of Base	7	33	4	3	3	3	5	7
Total Compensation-All	16	59	60,415	36,650	52,994	63,928	69,075	74,298
Total Compensation - Bonus Eligible	8	32	67,092	56,932	61,463	69,070	69,453	74,298

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 6% Nonexempt: 94%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 81% More than Description: 13%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
50%	0%	69%

Average Salary Range

Minimum	Midpoint	Maximum
58,785	75,670	91,387

Fire Fighter/Emergency Response Specialist 1

Job Code: 2126

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	35
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	6	23

REGION	Org.	Incum.
West Coast	1	3
South Central	6	16
North Central	6	18
Southeast	4	22
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	8	31
Chemicals	6	22
Pharmaceutical	1	1
Other	1	8
Non-Manufacturing	8	28
Energy	0	0
Utilities	2	5
Research Laboratories	4	21
Services	0	0
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	2	14
\$1 Billion < \$3 Billion	3	5
\$3 Billion < \$5 Billion	4	10
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	3	18
Over \$20 Billion	3	10

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
65,537	64,110	59,725	69,194
58,231	66,011	36,650	74,298

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
70,424	68,412	63,024	77,149
51,631	50,488	36,623	66,192

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
66,122	64,684	60,052	71,348
66,699	64,155	58,583	80,000
54,355	61,470	36,379	74,298

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
66,309	65,036
58,492	66,511

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
72,057	70,114
51,731	50,488

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
67,128	64,759
68,527	64,155
54,803	62,114

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans and directs the hazardous materials management, packaging, and transportation function within under senior management direction. Accountable for developing and implementing the policies, procedures and systems relating to the hazardous materials storage, packaging and transportation compliance program. Accountable for the safe, efficient storage, packaging, and transportation of all forms of hazardous materials (including radioactive) and hazardous waste to off-site locations. Directs activities to assure readiness of the organizations emergency response program. Conducts investigations to assure waste management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous materials. Evaluates hazardous waste transportation, treatment and disposal vendors for acceptability. Responsible for ensuring packaging and shipment of all hazardous and radioactive waste are in accordance with all Federal, State and local motor carrier safety and drug free work place compliance regulations. Administers waste minimization programs, provides training, and develops and maintains quality assurance programs. Maintains an in-depth knowledge of Federal, State and local hazardous waste standards and regulations such as: EPA, DOE, DOT, NRC, RCRA, and HSWA programs. Provides leadership direction to management, professional, and technical personnel in the functional unit.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	49	170,716	130,377	153,033	166,578	184,352	208,380
Base Salary-Bonus Eligible	18	29	177,587	143,261	157,122	168,180	185,605	242,280
Base Salary-Non-Bonus Eligible	7	20	160,753	129,392	136,349	163,604	183,540	192,459
Bonus Amount-Actual Amount Paid	15	23	22,005	7,200	11,666	23,097	25,701	42,655
Bonus Target % of Base	13	22	14	5	9	14	20	20
Total Compensation-All	25	49	181,045	136,587	156,489	181,940	201,146	214,786
Total Compensation - Bonus Eligible	18	29	195,040	156,247	177,951	188,599	202,790	242,400
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 96% More than Description: 4%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 4% No: 96%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
72%	4%	60%

Average Salary Range

Minimum	Midpoint	Maximum
128,083	172,011	218,235

Manager, Hazardous Materials Management

Job Code: 2202

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	14
Group/Subsidiary	2	6
Division/Plant	0	0
Res. Labs., Gov't., Education	11	29

REGION	Org.	Incum.
West Coast	7	10
South Central	5	11
North Central	7	17
Southeast	5	9
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	4	8
Chemicals	2	6
Pharmaceutical	2	2
Other	0	0
Non-Manufacturing	20	40
Energy	0	0
Utilities	5	5
Research Laboratories	5	11
Services	4	6
Financial Services	0	0
Other	6	18

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	15
\$500 Million < \$1 Billion	2	4
\$1 Billion < \$3 Billion	5	8
\$3 Billion < \$5 Billion	6	13
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	5	5
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
160,494	157,122	130,223	190,788
179,820	172,576	132,097	244,021

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
206,391	197,486	157,122	262,106
172,377	173,200	162,844	184,876
145,685	140,371	119,847	171,288
160,757	159,965	151,160	171,146

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
176,957	170,376	135,162	225,251
163,871	157,122	155,236	179,255
202,423	173,200	164,300	260,460
162,930	167,508	131,177	185,229

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
222,155	225,251	177,846	265,398
167,192	171,000	128,623	191,017
154,926	157,122	151,163	157,122

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
182,093	184,916
187,097	184,404

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
220,613	206,424
190,891	186,563
154,475	150,290
168,605	170,148

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
188,156	184,575
194,905	201,146
208,129	184,456
173,000	182,568

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
223,424	225,326
184,422	189,848
190,795	201,146

Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervise employees engaged in processing, storing and securing hazardous materials to achieve the optimal control or reduction of hazards and exposures which are detrimental to people and/or property. Accountable for the safe, efficient abatement, packaging, storage and transportation of all forms of hazardous materials and waste (including hazardous substances, radioactive waste and infectious waste) to on or off-site locations and/or disposal. Oversees processing and security of hazardous materials, waste and radioactive waste including: receiving, logging, labeling, segregating, classifying, and packaging. Participates in investigations to assure waste management facilities are operated in strict compliance with operating permits and security standards. Prepares reports to management on investigations and evaluations of hazardous materials. Responsible for ensuring packaging and shipment of all hazardous and radioactive waste are in accordance with all Federal, State and local motor carrier safety and drug free work place compliance regulations. Participates in evaluating hazardous waste transportation, treatment and disposal vendors for acceptability. Maintains up-to-date knowledge of Federal, State and local hazardous waste standards and regulations. Administers waste minimization programs, provides training, and develops and maintains quality assurance programs. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians).

Qualification Guidelines:

M.S. in Environmental Science or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	93	118,352	102,264	108,385	115,471	126,425	133,351
Base Salary-Bonus Eligible	11	75	118,558	101,517	107,656	118,784	128,031	133,615
Base Salary-Non-Bonus Eligible	8	18	117,492	108,814	113,078	115,056	119,689	124,709
Bonus Amount-Actual Amount Paid	9	44	12,063	3,858	8,346	13,264	15,978	18,486
Bonus Target % of Base	6	66	11	8	10	10	13	15
Total Compensation-All	19	93	124,059	102,264	110,000	120,259	136,363	147,597
Total Compensation - Bonus Eligible	11	75	125,635	101,517	109,264	124,793	139,486	148,946
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 1% No: 99%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
58%	5%	53%

Average Salary Range

Minimum	Midpoint	Maximum
93,089	124,342	155,803

Supervisor, Hazardous Materials

Job Code: 2203

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	50
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	10	41

REGION	Org.	Incum.
West Coast	4	5
South Central	5	31
North Central	5	15
Southeast	5	32
Northeast	5	10

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	24
Technology	0	0
Other	1	24
Non-Durable Goods Mfg.	2	2
Chemicals	1	1
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	16	67
Energy	0	0
Utilities	2	9
Research Laboratories	2	3
Services	4	17
Financial Services	0	0
Other	8	38

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	14
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	4	5
\$3 Billion < \$5 Billion	6	38
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	3	33
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
118,117	115,471	103,209	134,037
121,282	117,844	108,250	134,234

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,265	123,860	110,006	132,180
106,939	114,524	85,130	117,647
115,296	110,683	103,122	129,878
125,147	130,380	108,269	135,818

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
121,625	120,259	108,114	134,563
118,328	118,264	108,371	129,826

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,080	118,894	106,471	127,442

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
126,693	124,839
125,398	120,440

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,660	135,860
109,299	115,163
120,508	114,527
130,371	134,254

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
129,289	130,523
123,204	120,948

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
126,067	130,963

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Responsible for developing, implementing, and maintaining programs and procedures regarding the treatment, storage, packaging, transport and disposal of all forms of hazardous materials. Conducts investigations to assure waste management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous materials. Evaluates hazardous materials packaging, storage, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accordance with all Federal, State and local regulatory agencies. Administers hazardous materials minimization programs, provides training, and develops and maintains quality assurance programs. Maintains an in-depth knowledge of Federal, State and local hazardous materials standards and regulations such as EPA, DOE, DOD, DOT, NRC, RCRA, and HSWA, programs. Develops training programs for site personnel involved in hazardous materials management work. Provides leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person on medium to large projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	20	65	140,042	118,451	124,524	135,729	155,816	165,492
Base Salary-Bonus Eligible	13	51	144,062	124,000	129,900	142,839	158,008	167,000
Base Salary-Non-Bonus Eligible	7	14	125,397	107,005	114,293	120,872	132,235	159,861
Bonus Amount-Actual Amount Paid	11	28	6,418	570	1,685	3,034	10,970	13,681
Bonus Target % of Base	8	24	6	1	4	5	9	10
Total Compensation-All	20	65	142,807	118,651	129,152	143,362	158,760	169,862
Total Compensation - Bonus Eligible	13	51	147,586	127,761	132,476	145,200	161,218	171,500

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 95% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
65%	5%	65%

Average Salary Range

Minimum	Midpoint	Maximum
108,179	144,191	180,593

Senior Hazardous Materials Specialist IV

Job Code: 2204

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	8
Group/Subsidiary	2	5
Division/Plant	1	1
Res. Labs., Gov't., Education	11	51

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	5	20
South Central	4	7
North Central	4	14
Southeast	6	23
Northeast	1	1

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	3
Technology	1	1
Other	1	2
Non-Durable Goods Mfg.	1	2
Chemicals	1	2
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	17	60
Energy	1	1
Utilities	1	1
Research Laboratories	5	23
Services	3	4
Financial Services	0	0
Other	7	31

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	8
\$500 Million < \$1 Billion	4	13
\$1 Billion < \$3 Billion	5	26
\$3 Billion < \$5 Billion	5	14
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	1	1

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
131,380	134,648	119,288	142,810
141,544	137,006	120,460	167,000

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
148,117	143,855	123,414	181,775
140,760	135,611	119,558	163,201

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
142,094	142,572	120,525	166,951
150,271	143,898	129,558	174,948
139,617	139,947	119,717	162,746

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
149,956	154,266	126,892	172,672
127,880	131,670	117,738	142,844

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
139,194	135,670
143,731	143,362

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
149,968	146,688
142,659	135,729

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
145,394	145,070
152,121	145,346
142,363	145,070

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
151,671	154,266
134,901	135,818

Job Description:

Works under very general supervision. Independently determines and develops technical objectives of assignments. Work is reviewed upon completion for accuracy in meeting objectives. Responsible for developing, implementing, and maintaining programs and procedures regarding the packaging, treatment, storage, transport and disposal of hazardous materials. Conducts investigations to assure waste materials management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous waste materials. Evaluates hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive materials are in accordance with all Federal, State, and local regulations. Administers hazardous materials minimization programs, provides training, and develops and maintains quality assurance programs. Maintains an in-depth knowledge of Federal, State and local hazardous materials standards and regulations such as EPA, DOE, DOD, DOT, NRC, RCRA, and HSWA programs. May develop training programs for site personnel involved in hazardous materials management work. Provides leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person on small to medium size projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	80	115,818	88,878	97,878	113,011	132,814	156,184
Base Salary-Bonus Eligible	12	60	121,915	94,600	104,276	120,040	138,878	159,334
Base Salary-Non-Bonus Eligible	6	20	97,529	88,878	91,306	95,479	102,968	110,151
Bonus Amount-Actual Amount Paid	9	28	5,503	910	1,647	3,234	9,526	13,905
Bonus Target % of Base	7	32	6	1	3	5	8	10
Total Compensation-All	18	80	117,745	88,878	97,878	114,480	138,840	156,184
Total Compensation - Bonus Eligible	12	60	124,483	94,600	108,639	124,098	145,178	159,334

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 83% Nonexempt: 17%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 94% More than Description: 6%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	11%	56%

Average Salary Range

Minimum	Midpoint	Maximum
91,145	123,113	148,437

Hazardous Materials Specialist III

Job Code: 2205

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	19
Group/Subsidiary	3	14
Division/Plant	0	0
Res. Labs., Gov't., Education	9	47

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	6	32
South Central	3	11
North Central	6	22
Southeast	4	12
Northeast	3	3

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	12
Chemicals	1	5
Pharmaceutical	2	7
Other	0	0
Non-Manufacturing	15	68
Energy	1	4
Utilities	1	2
Research Laboratories	5	26
Services	4	8
Financial Services	0	0
Other	4	28

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	15
\$500 Million < \$1 Billion	3	18
\$1 Billion < \$3 Billion	6	24
\$3 Billion < \$5 Billion	3	14
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	2
Over \$20 Billion	2	7

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
97,816	95,712	65,548	131,996
123,855	113,471	97,862	161,435

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
129,415	124,686	105,510	161,014
90,819	97,889	64,588	104,355

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
116,929	113,472	95,166	141,480
126,205	113,472	101,248	160,174

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
128,096	123,547	95,712	161,014

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
103,058	95,712
125,057	114,488

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
130,481	124,686
92,076	97,889

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
119,174	114,564
126,744	113,972

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
128,265	123,897

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Develop programs and procedures regarding the treatment, storage, packaging, transport and disposal of hazardous materials. Assists others in conducting investigations to assure hazardous materials management facilities are operated in strict compliance with operating permits. Participates in preparing reports to management on investigations and evaluations of hazardous materials. Assists in the evaluation of hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accordance with all regulations. Participates in the administration of hazardous materials minimization programs, provides training, and develops and maintains quality assurance programs. Maintains a good working knowledge of Federal, State and local hazardous materials standards and regulations such as DOE, DOT, EPA, NRC, RCRA, and HSWA, programs. Participates in the development of training programs for site personnel involved in hazardous materials management. May provide technical direction to less experienced specialist and to technicians. May also act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Environmental Science or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	106	103,272	91,000	94,821	98,656	111,417	121,492
Base Salary-Bonus Eligible	11	87	103,743	91,446	94,850	98,100	114,264	121,807
Base Salary-Non-Bonus Eligible	7	19	101,118	88,314	94,034	99,110	111,328	113,780
Bonus Amount-Actual Amount Paid	8	45	3,485	1,164	1,191	2,315	4,420	8,786
Bonus Target % of Base	7	56	5	1	1	4	10	10
Total Compensation-All	18	106	104,752	91,460	95,980	100,226	113,535	121,886
Total Compensation - Bonus Eligible	11	87	105,546	91,886	96,200	101,786	118,224	122,885

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 94% Nonexempt: 6%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
61%	6%	67%

Average Salary Range

Minimum	Midpoint	Maximum
80,411	106,424	131,301

Hazardous Materials Specialist II

Job Code: 2206

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	27
Group/Subsidiary	3	9
Division/Plant	0	0
Res. Labs., Gov't., Education	11	70

REGION	Org.	Incum.
West Coast	4	28
South Central	6	18
North Central	5	14
Southeast	4	38
Northeast	2	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	13
Technology	0	0
Other	1	13
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	16	92
Energy	1	12
Utilities	0	0
Research Laboratories	6	25
Services	3	3
Financial Services	0	0
Other	6	52

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	7
\$500 Million < \$1 Billion	4	22
\$1 Billion < \$3 Billion	4	21
\$3 Billion < \$5 Billion	6	42
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	13
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,323	99,110	91,951	124,267

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,119	94,650	87,537	106,800
98,560	98,443	86,000	107,940

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
102,037	99,110	89,762	120,895
110,129	120,000	86,615	123,187
100,106	97,833	92,834	111,363

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,694	97,800	92,174	111,616

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
106,248	101,786

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
99,186	96,000
102,883	98,443

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
103,958	101,786
110,735	120,000
101,227	99,110

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,449	99,029

Job Description:

Works under close supervision. Work is reviewed for soundness of technical judgment and overall adequacy. Assists in developing, implementing, and maintaining programs and procedures regarding the treatment, storage, packaging, transport and disposal of hazardous materials. Assists in conducting investigations to assure hazardous materials management facilities are operated in strict compliance with operating permits. Participates in the evaluation of hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accordance with all regulations. Assists in administering hazardous materials minimization programs, provides training, and develops and maintains quality assurance programs. Maintains general knowledge of Federal, State and local hazardous materials standards and regulations such as; DOE, DOD, DOT, EPA, NRC, RCRA, and HSWA, programs. Assists others in developing training programs for site personnel involved in hazardous materials management work. Provides input in the presentation of technical reports based on interpretation of observed data and research analysis.

Qualification Guidelines:

M.S. in Environmental Science or related fields and up to 1 year experience; or B.S. and 1 to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	17	58	76,604	63,435	71,795	77,172	82,594	90,308
Base Salary-Bonus Eligible	10	40	76,406	55,151	74,002	78,688	83,197	87,613
Base Salary-Non-Bonus Eligible	7	18	77,043	66,052	71,270	75,542	81,296	90,389
Bonus Amount-Actual Amount Paid	5	27	4,246	984	2,299	3,895	6,000	7,600
Bonus Target % of Base	6	33	6	1	3	7	10	10
Total Compensation-All	17	58	78,581	64,581	73,698	80,286	86,334	90,698
Total Compensation - Bonus Eligible	10	40	79,273	55,418	76,463	82,196	86,417	91,061

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 76% Nonexempt: 24%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 94% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
59%	6%	53%

Average Salary Range

Minimum	Midpoint	Maximum
65,790	86,055	105,352

Hazardous Materials Specialist I

Job Code: 2207

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	27
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	9	29

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	4	9
South Central	4	6
North Central	8	25
Southeast	4	14
Northeast	3	4

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	5
Technology	0	0
Other	1	5
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	16	53
Energy	1	15
Utilities	0	0
Research Laboratories	4	4
Services	5	8
Financial Services	0	0
Other	6	26

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	14
\$500 Million < \$1 Billion	4	18
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	4	16
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	5
Over \$20 Billion	1	1

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
78,765	77,375	71,560	87,173
74,051	76,382	45,715	82,581

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
69,923	74,520	41,500	83,292

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
76,186	76,759	63,110	90,465
73,788	70,225	65,687	85,454
72,691	76,498	41,500	82,659

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
81,369	82,719
75,157	77,236

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
71,463	75,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
78,442	79,012
75,034	70,225
73,717	77,452

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Job Description:

Under general supervision performs assigned tasks from detailed instructions, established policies and procedures. Performs non-routine and, occasionally, labor tasks related to on and off-site treatment, storage, packaging, transport and/or disposal of hazardous materials. Maintains inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Processes hazardous materials which includes receiving, logging, labeling, segregating, classifying, and packaging. Independently performs radiation measurements and maintains security of material and waste in storage areas and processing sites. Independently performs routine swipes and exposure surveys of hazardous material storage and processing sites and documents results. Assists hazardous material specialist and health physics in a wide variety of duties including surveys, calibration of instruments, and material inventory. Assists in inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to hazardous sites. Responds to emergency situations involving hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Must keep abreast of changes in all OSHA and State safety codes and regulations. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc.

Qualification Guidelines:

B.S. in Environmental Science/Engineering or related fields and a minimum of 1 years experience; or Associate degree in a technical field directly related to the position and minimum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	124	84,698	69,565	71,865	79,117	96,552	109,751
Base Salary-Bonus Eligible	8	87	85,552	70,573	71,774	75,551	103,500	110,984
Base Salary-Non-Bonus Eligible	11	37	82,690	68,741	72,380	82,971	89,523	100,210
Bonus Amount-Actual Amount Paid	5	34	3,808	1,160	2,280	3,634	3,828	6,655
Bonus Target % of Base	4	42						
Total Compensation-All	19	124	85,742	71,080	73,376	79,938	101,171	110,926
Total Compensation - Bonus Eligible	8	87	87,040	71,317	73,378	77,600	106,434	111,530

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 16% Nonexempt: 84%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
42%	5%	68%

Average Salary Range

Minimum	Midpoint	Maximum
65,037	82,249	99,796

Hazardous Materials Technician 3

Job Code: 2208

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	41
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	10	81

REGION	Org.	Incum.
West Coast	8	38
South Central	5	38
North Central	5	23
Southeast	1	5
Northeast	3	20

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	19	124
Energy	1	5
Utilities	4	10
Research Laboratories	6	73
Services	2	24
Financial Services	0	0
Other	6	12

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	4
\$500 Million < \$1 Billion	4	24
\$1 Billion < \$3 Billion	4	28
\$3 Billion < \$5 Billion	5	55
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	10
Over \$20 Billion	1	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
79,394	72,810	68,859	101,171
88,674	82,971	71,666	111,156

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,534	101,171	71,372	110,984
76,162	74,270	70,850	85,609
77,690	78,572	67,600	86,544

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,480	79,672	69,644	110,884
90,408	84,344	72,398	111,329
75,429	72,380	67,600	88,038

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,026	73,308	71,053	75,531

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,095	75,445
88,782	82,971

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
96,063	101,171
76,678	74,270
78,131	78,572

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
86,636	80,216
90,502	84,344
75,612	72,380

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,613	74,688

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Performs non-routine and, occasionally, heavy labor tasks related to on and off-site treatment, storage, packaging, transport and/or disposal of hazardous materials. Assist in maintaining inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Participates in processing hazardous materials which includes receiving, logging, labeling, segregating, classifying, and packaging. Assist in performing radiation measurements and maintaining security of material and waste in storage areas and processing sites. Performs routine swipes and exposure surveys of hazardous material storage and processing sites and documents results. Assists hazardous material specialist and health physics in a wide variety of duties including surveys, calibration of instruments, and material inventory. Assists in inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to hazardous sites. Responds to emergency situations involving hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Must be aware of changes in all OSHA and State safety codes and regulations. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc. May be required to operate tractors and other heavy machinery after training.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and a minimum of 2 years progressive experience; or H.S. diploma with minimum of 5 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	191	70,424	58,685	61,982	65,496	80,902	89,752
Base Salary-Bonus Eligible	6	107	67,884	59,361	61,565	64,480	70,068	86,021
Base Salary-Non-Bonus Eligible	13	84	73,660	55,029	62,949	66,986	85,155	101,171
Bonus Amount-Actual Amount Paid	5	47	2,504	655	1,936	2,927	3,190	3,481
Bonus Target % of Base	2	48						
Total Compensation-All	19	191	71,041	59,466	62,173	66,936	82,124	89,752
Total Compensation - Bonus Eligible	6	107	68,984	60,270	62,024	66,936	72,030	86,145

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 5% Nonexempt: 95%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
32%	0%	32%

Average Salary Range

Minimum	Midpoint	Maximum
53,510	68,668	83,419

Hazardous Materials Technician 2

Job Code: 2209

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	107
Group/Subsidiary	1	2
Division/Plant	0	0
Res. Labs., Gov't., Education	11	82

REGION	Org.	Incum.
West Coast	8	48
South Central	7	61
North Central	6	33
Southeast	4	27
Northeast	3	22

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	19	191
Energy	1	17
Utilities	3	21
Research Laboratories	6	66
Services	4	61
Financial Services	0	0
Other	5	26

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	6
\$500 Million < \$1 Billion	3	31
\$1 Billion < \$3 Billion	6	27
\$3 Billion < \$5 Billion	4	84
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	32
Over \$20 Billion	1	11

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
72,321	65,645	58,956	101,171
69,813	63,468	58,656	88,520

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
87,689	88,878	67,922	101,171
63,061	62,013	55,553	69,547
68,890	64,896	58,327	82,971

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
70,834	65,539	58,696	91,030
73,281	69,690	60,476	88,878
65,301	64,074	54,448	76,835

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,433	85,473	52,200	88,878

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
73,060	67,299
69,973	63,468

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,044	88,878
63,874	62,156
69,225	65,654

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
71,518	66,936
73,472	69,690
65,369	64,074

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,560	85,473

Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and procedures. Performs routine and, frequent, heavy labor tasks related to on and off-site treatment, storage, packaging, transport and/or disposal of hazardous materials. May assist in maintaining inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Participates in processing hazardous materials which includes receiving, logging, labeling, segregating, classifying, and packaging. Assist in performing radiation measurements and maintaining security of material and waste in storage areas and processing sites. May participate in routine swipes and exposure surveys of hazardous material storage and processing sites and documents results. Assists hazardous material specialist and health physics in a wide variety of duties including surveys, calibration of instruments, and material inventory. Assists in inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to hazardous sites. Responds to emergency situations involving hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc. Required to operate tractors and other heavy machinery after training.

Qualification Guidelines:

Associate degree in a technical field directly related to the position and a minimum of 1 year progressive experience; or H.S. diploma with a minimum of 3 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	203	54,504	40,019	43,447	56,118	60,393	67,496
Base Salary-Bonus Eligible	5	106	54,219	40,996	47,269	55,650	59,842	65,083
Base Salary-Non-Bonus Eligible	13	97	54,815	39,474	41,621	56,493	61,610	72,871
Bonus Amount-Actual Amount Paid	4	59						
Bonus Target % of Base	2	48						
Total Compensation-All	18	203	54,946	40,019	43,447	56,722	61,100	70,138
Total Compensation - Bonus Eligible	5	106	55,067	41,576	47,769	57,186	60,000	66,314

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 0% Nonexempt: 100%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 94% More than Description: 6%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
28%	0%	39%

Average Salary Range

Minimum	Midpoint	Maximum
45,366	56,890	68,097

Hazardous Materials Technician 1

Job Code: 2210

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	6	108
Group/Subsidiary	1	2
Division/Plant	0	0
Res. Labs., Gov't., Education	11	93

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	7	30
South Central	6	75
North Central	5	49
Southeast	3	32
Northeast	3	17

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	18	203
Energy	1	6
Utilities	2	4
Research Laboratories	6	51
Services	4	90
Financial Services	0	0
Other	5	52

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	1	10
\$500 Million < \$1 Billion	3	16
\$1 Billion < \$3 Billion	6	43
\$3 Billion < \$5 Billion	4	82
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	3	38
Over \$20 Billion	1	14

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
54,077	55,048	40,019	70,544
56,388	58,000	41,141	71,988

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
66,846	62,847	47,135	83,824
50,684	50,247	40,019	59,905
59,529	58,268	48,876	70,138

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
54,824	56,493	40,019	70,138
64,769	59,842	58,000	79,070
55,739	56,000	41,514	70,138

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
56,897	48,175	40,620	82,342

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
54,671	56,627
56,574	58,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
67,260	64,256
51,131	50,747
60,005	59,534

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
55,296	56,925
64,938	61,092
55,891	56,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
57,188	48,175

Job Description:

Plans and manages the organization's environmental health and safety training programs under senior management direction. Conducts needs analyses and designs and institutes EH&S training and development programs to implement the organization's policies. Directs the planning and development of "classroom type" technical training programs for all levels of employees designed to promote knowledge of and compliance with environmental health and safety issues and requirements. Programs will include support of such training activities and classroom instruction as: new employee safety, employee certification and recertification, CPR, first aid hazardous materials communication, driver's safety and other programs as needed. Responsible for monitoring all regulatory requirements and for coordinating programs of instruction in EH&S for management, supervisory, professional, technical and production employees. Coordinates with and ensures a uniform level of EH&S training among all operating units of the organization. Appraises design specifications and provides technical assistance to senior management in support of developing acceptable training courses relating to temporary construction and permanent physical facilities and equipment. Evaluates effectiveness of training and development programs. Oversees the purchase of all EH&S training modules and interfaces with outside vendors and contractors. Prepares the training budget and monitors costs against plan. Provides leadership direction to supervisory and professional personnel of the unit.

Qualification Guidelines:

Ph.D. in Education, Business or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	14	23	157,264	132,579	138,111	153,521	168,857	178,862
Base Salary-Bonus Eligible	12	21	158,678	131,498	137,000	155,600	171,514	179,828
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	10	19	36,511	12,635	21,007	38,000	43,899	56,000
Bonus Target % of Base	8	17	18	14	16	20	20	20
Total Compensation-All	14	23	187,425	137,444	148,412	186,587	202,886	228,652
Total Compensation - Bonus Eligible	12	21	191,712	137,000	167,401	188,489	206,171	230,000
Long Term Incentive Target	4	12						
Long Term Incentive Recipients Only	4	11						
Long Term Incentive as a % of Base	4	12						

- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 86% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 22% Not Eligible: 78%
- **Percentage of Incumbents Eligible for LTI:** Yes: 57% No: 43%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	14%	43%

Average Salary Range

Minimum	Midpoint	Maximum
122,585	159,808	196,487

Manager, Training - EH&S

Job Code: 2402

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	20
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	1	1

REGION	Org.	Incum.
West Coast	1	1
South Central	4	8
North Central	7	10
Southeast	2	2
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	7	10
Chemicals	5	5
Pharmaceutical	1	4
Other	1	1
Non-Manufacturing	7	13
Energy	3	8
Utilities	1	2
Research Laboratories	1	1
Services	2	2
Financial Services	0	0
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	3	5
Over \$20 Billion	5	12

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,871	154,560	131,487	180,695

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,585	140,704	131,487	164,118

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
163,690	157,947	136,439	186,863
145,022	137,000	133,634	161,128
152,321	153,199	132,579	174,165

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
168,528	156,550	149,095	193,898

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
192,056	191,020

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
169,533	168,802

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
196,350	187,538
154,891	141,765
180,560	184,828

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
210,198	199,600

Job Description:

Works under consultative direction toward predetermined goals and objectives. Determines need for, designs, and implements the EH&S training and scheduling to support the safe and efficient operation of all units within the organization. Plans, develops and conducts "classroom type" technical training programs designed for all levels of employees to promote knowledge of and compliance with EH&S issues and requirements. Determines regulatory requirements and coordinates programs of instruction in EH&S and related fields to management, supervisory, professional, technical and production employees. Establishes training records for all employees showing required and completed training and schedules various employee classifications in order to maintain current certifications. Develops and presents various certification programs for employees. Evaluates effectiveness of training and development programs. Provides internal consulting services to the operating units to design and develop their training programs. Serves as a formal reviewer of training documents to ensure their accuracy and completeness. Interfaces with industry, environmental groups and regulatory agencies to keep current on the changes developing in the regulations and legislation. Requires knowledge and experience with the training requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Provides leadership to less experienced professional trainers. May act as lead person or technical expert on major training and development projects.

Qualification Guidelines:

Ph.D. in Education, Business or related fields or and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	39	132,373	116,428	123,972	130,000	144,234	149,460
Base Salary-Bonus Eligible	10	27	132,413	115,516	125,835	130,000	145,754	150,303
Base Salary-Non-Bonus Eligible	6	12	132,285	120,654	122,734	132,729	142,518	144,872
Bonus Amount-Actual Amount Paid	6	23	29,602	6,058	23,000	28,000	40,057	52,495
Bonus Target % of Base	5	21	18	14	16	16	25	25
Total Compensation-All	16	39	149,831	120,063	129,929	145,032	168,008	183,039
Total Compensation - Bonus Eligible	10	27	157,629	123,059	140,850	165,800	173,087	189,247

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 88% More than Description: 12%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 28% Not Eligible: 72%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	13%	56%

Average Salary Range

Minimum	Midpoint	Maximum
100,106	130,310	160,210

Senior Training Specialist - EH&S IV

Job Code: 2404

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	26
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	7	12

REGION	Org.	Incum.
West Coast	4	4
South Central	5	16
North Central	3	4
Southeast	3	14
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	4
Chemicals	1	2
Pharmaceutical	0	0
Other	2	2
Non-Manufacturing	13	35
Energy	2	13
Utilities	2	8
Research Laboratories	5	5
Services	1	1
Financial Services	0	0
Other	3	8

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	7
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	3	4
Over \$20 Billion	5	22

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,626	128,660	113,577	146,900
136,708	142,212	121,745	147,568

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
128,581	124,680	111,957	145,790

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
133,399	133,765	117,314	150,180
131,801	130,000	115,874	148,150

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
133,049	132,258	120,870	147,878

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,842	166,424
138,052	142,212

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
142,670	126,487

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
152,852	147,513
134,220	140,291

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
161,964	168,008

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Plans, develops and conducts "classroom type" technical training programs designed for all levels of employees to promote knowledge of and compliance with environmental health and safety issues and requirements. Coordinates programs of instruction in environmental health, safety and related fields to management, supervisory, professional, technical and production employees. Establishes and maintains training records for all employees showing required and completed training and schedules various employee classifications in order to maintain current certifications. Develops and presents various certification programs for employees as required by EH&S regulations. Evaluates effectiveness of training and development programs. Provides internal consulting services to the operating units to design and develop their training programs. May interface with industry and environmental groups and regulatory agencies to keep current on the changes developing in the regulations and legislation. Requires knowledge and experience with the training requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program(TAP). Maintains extensive knowledge of the various training media and the latest development in the field. Provides leadership to less experienced professional trainers and to technicians. May act as lead person or technical expert on some training and development projects.

Qualification Guidelines:

Ph.D. in Education, Business or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	109	116,363	103,502	107,952	116,111	122,566	130,647
Base Salary-Bonus Eligible	12	78	117,183	103,485	110,128	118,695	122,537	130,270
Base Salary-Non-Bonus Eligible	4	31						
Bonus Amount-Actual Amount Paid	9	65	18,094	10,325	16,264	18,215	21,000	24,000
Bonus Target % of Base	7	68	14	14	14	14	15	15
Total Compensation-All	16	109	127,153	106,725	113,432	125,952	140,291	145,056
Total Compensation - Bonus Eligible	12	78	132,261	113,466	121,474	133,090	141,980	149,997

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 88% More than Description: 12%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 25% Not Eligible: 75%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	6%	38%

Average Salary Range

Minimum	Midpoint	Maximum
90,212	117,871	145,273

Training Specialist - EH&S III

Job Code: 2405

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	70
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	7	38

REGION	Org.	Incum.
West Coast	4	9
South Central	6	32
North Central	4	10
Southeast	3	30
Northeast	4	28

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	2
Chemicals	2	2
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	14	107
Energy	4	35
Utilities	1	29
Research Laboratories	5	10
Services	2	5
Financial Services	0	0
Other	2	28

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	2	27
\$1 Billion < \$3 Billion	5	11
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	39
Over \$20 Billion	4	31

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
117,426	118,643	105,277	125,900
117,035	111,672	108,037	131,226

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,824	120,800	104,832	122,948

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,365	115,995	103,474	130,742
126,098	130,000	110,433	135,300

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
121,858	123,166	105,646	134,436

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,356	135,814
117,637	112,428

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
131,938	140,521

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
127,363	127,629
127,568	130,968

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
121,858	123,166

Job Description:

Works under general supervision. Work is reviewed for soundness of technical judgment and overall adequacy. Plans, and conducts "classroom type" technical training programs designed for supervisory, professional, technical and production employees to promote knowledge of and compliance with environmental health and safety issues and requirements. Coordinates programs of instruction in environmental health, safety and related fields. Performs specialized training on EH&S topics for environmental sciences, engineering, safety and employees in related disciplines. Establishes and maintains training records for all employees showing required and completed training and schedules various employee classifications in order to maintain current certifications. Presents various certification programs for employees as required by EH&S regulations. Assess the effectiveness of training and development programs. Requires knowledge and experience with the training requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Provides internal consulting services to the operating units to develop their training programs. Maintains knowledge of the various training media and the latest development in the field.

Qualification Guidelines:

Ph.D. in Education, Business or related fields and up to 1 year professional teaching or training experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	71	97,670	87,900	89,562	98,800	102,274	107,987
Base Salary-Bonus Eligible	14	49	99,677	88,503	94,320	100,776	102,992	108,141
Base Salary-Non-Bonus Eligible	4	22						
Bonus Amount-Actual Amount Paid	11	41	11,458	1,500	6,580	13,800	15,637	16,319
Bonus Target % of Base	8	38	12	7	10	14	15	15
Total Compensation-All	18	71	104,287	88,284	93,761	100,776	116,338	122,197
Total Compensation - Bonus Eligible	14	49	109,265	94,220	98,450	109,694	116,821	123,650

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 89% Nonexempt: 11%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 94% More than Description: 6%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 8% Not Eligible: 92%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	11%	28%

Average Salary Range

Minimum	Midpoint	Maximum
78,766	100,432	121,790

Training Specialist - EH&S II

Job Code: 2406

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	48
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	5	21

REGION	Org.	Incum.
West Coast	2	2
South Central	7	17
North Central	4	14
Southeast	5	22
Northeast	3	16

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	9
Chemicals	2	7
Pharmaceutical	0	0
Other	1	2
Non-Manufacturing	15	62
Energy	3	12
Utilities	4	25
Research Laboratories	4	6
Services	3	4
Financial Services	0	0
Other	1	15

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	3	19
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	6	31
Over \$20 Billion	4	15

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,702	100,831	87,670	112,429
93,459	92,476	88,572	98,400

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,836	95,181	87,279	112,682
96,981	93,704	88,682	111,371

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,162	98,696	88,262	103,970

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
98,147	100,804	87,585	102,987

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,793	109,486
94,001	93,818

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,512	97,984
103,561	95,340

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,398	100,946

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
107,587	105,036

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Conducts "classroom type" technical training programs designed for professional, technical and production employees to promote knowledge of and compliance with environmental health and safety issues and requirements. Coordinates programs of instruction in environmental health, safety and related fields. Assists with specialized training on EH&S topics for environmental sciences, engineering, safety and employees in related disciplines. May maintain training records for employees showing required and completed training and schedules various employee classifications in order to maintain current certifications. Assists others in presenting various certification programs for employees as required by EH&S regulations. Requires basic knowledge and experience with the training requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Provides internal advisory services to the operating units to develop their training programs.

Qualification Guidelines:

M.S. in Education, Business or related fields and up to 1 year experience; or B.S. and 1 to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	35	78,571	63,941	71,001	76,808	87,579	96,860
Base Salary-Bonus Eligible	8	23	82,405	69,190	73,298	83,427	94,950	98,100
Base Salary-Non-Bonus Eligible	4	12						
Bonus Amount-Actual Amount Paid	6	17	5,751	500	500	5,300	7,207	13,160
Bonus Target % of Base	5	14	9	4	7	7	14	15
Total Compensation-All	12	35	81,364	64,141	71,155	77,712	93,978	102,143
Total Compensation - Bonus Eligible	8	23	86,656	69,666	73,798	89,267	96,728	103,615

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 75% Nonexempt: 25%
- *Degree of Position Match (% of organizations):* Less than Description: 8% Very Close Match: 83% More than Description: 9%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	8%	33%

Average Salary Range

Minimum	Midpoint	Maximum
62,339	80,190	97,960

Training Specialist - EH&S I

Job Code: 2407

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	7	17
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	16

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	0	0
South Central	6	13
North Central	4	6
Southeast	4	13
Northeast	2	3

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	5
Chemicals	1	5
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	11	30
Energy	2	3
Utilities	2	6
Research Laboratories	1	2
Services	3	4
Financial Services	0	0
Other	3	15

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	11
\$1 Billion < \$3 Billion	2	6
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	5
\$10 Billion < \$20 Billion	4	10
Over \$20 Billion	2	2

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
86,601	89,400	75,014	98,580

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
74,355	73,298	56,475	88,934

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
75,912	74,952	61,282	95,000

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
92,205	95,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
77,471	73,798

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
78,228	74,952

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Job Description:

Plans, directs, and manages the Occupational Medicine Program for the total corporation under executive management direction based on predetermined goals and objectives. Provides ultimate medical expertise in all areas of occupational medicine. Recognizes, evaluates, interprets, recommends, and implements policies and procedures for all components of the occupational medicine, including; medical surveillance and certification, workers' compensation, health promotion, emergency response, employee assistance, and medical epidemiology. Reviews and incorporates, as appropriate, health and medical surveillance standards as promulgated by OSHA, DOE, DOD, and other Federal, State and local regulatory agencies. Provides medical expertise and input to company-wide programs of multi-disciplinary nature. Participates in health and environmental issues at the policy-making level and communicates on an ongoing basis with senior management to insure program effectiveness. Maintains and controls a financial budget related to occupational medicine activities. Develops and directs the personnel within the occupational medicine function of the organization. Provides leadership direction to management and professional personnel of the organizational unit.

Qualification Guidelines:

M.D. specializing in Occupational Health with more than 7 years of experience which should include a minimum of 3 years of management responsibility. Board certification in Occupational Medicine preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	13	337,046	272,916	287,490	317,408	374,558	435,401
Base Salary-Bonus Eligible	9	9	358,095	277,056	302,820	370,000	377,005	455,000
Base Salary-Non-Bonus Eligible	4	4						
Bonus Amount-Actual Amount Paid	8	8	174,629	33,996	65,274	149,482	218,281	377,000
Bonus Target % of Base	7	7	27	11	18	25	40	42
Total Compensation-All	13	13	444,510	288,992	298,436	374,558	527,807	700,875
Total Compensation - Bonus Eligible	9	9	513,321	308,912	374,558	471,663	624,375	759,000
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	4	4						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 92% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 15% Not Eligible: 85%
- **Percentage of Incumbents Eligible for LTI:** Yes: 31% No: 69%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	8%	46%

Average Salary Range

Minimum	Midpoint	Maximum
244,591	312,417	382,738

Top Medical Director

Job Code: 2500

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	8
Group/Subsidiary	0	0
Division/Plant	1	1
Res. Labs., Gov't., Education	4	4

REGION	Org.	Incum.
West Coast	3	3
South Central	2	2
North Central	2	2
Southeast	4	4
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	4
Technology	1	1
Other	3	3
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	8	8
Energy	0	0
Utilities	1	1
Research Laboratories	4	4
Services	2	2
Financial Services	0	0
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	3	3
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
363,842	346,750	300,474	457,500

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
333,069	310,114	272,558	404,691

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
530,972	499,735

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
443,532	345,983

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Plans, directs, and manages the Occupational Medicine Program for an operating unit (i.e., division, group, sector, etc.) under senior management direction based on predetermined goals and objectives. Provides ultimate medical expertise in all areas of occupational medicine at the division or group level. Recognizes, evaluates, interprets, recommends, and implements policies and procedures for all components of the occupational medicine, including; medical surveillance and certification, workers' compensation, health promotion, emergency response, employee assistance, and medical epidemiology. Reviews and incorporates, as appropriate, health and medical surveillance standards as promulgated by OSHA, DOE, and other Federal, State and local regulatory agencies. Provides medical expertise and input to division-wide programs of multi-disciplinary nature. Participates in health and environmental issues at the division level and communicates on an ongoing basis with senior management to insure program effectiveness. Maintains and controls a financial budget related to occupational medicine activities. Develops and directs the personnel within the occupational medicine function of the organization unit. Provides leadership and direction to management and professional personnel of the organizational unit.

Qualification Guidelines:

M.D. specializing in Occupational Health with more than 5 years of experience which should include a minimum of 2 years of management responsibility. Board certification in Occupational Medicine preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	12	275,417	255,384	263,125	268,854	280,868	313,098
Base Salary-Bonus Eligible	5	8	270,307	246,816	262,164	264,792	279,797	301,948
Base Salary-Non-Bonus Eligible	3	4						
Bonus Amount-Actual Amount Paid	3	6						
Bonus Target % of Base	4	7						
Total Compensation-All	8	12	298,327	263,460	270,663	289,488	319,485	335,081
Total Compensation - Bonus Eligible	5	8	304,672	264,188	272,388	304,992	319,485	346,093
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 8% No: 92%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	0%	75%

Average Salary Range

Minimum	Midpoint	Maximum
191,557	263,426	335,293

Second Level Medical Director

Job Code: 2501

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	3	6
Group/Subsidiary	1	2
Division/Plant	0	0
Res. Labs., Gov't., Education	4	4

REGION	Org.	Incum.
West Coast	4	4
South Central	1	1
North Central	1	1
Southeast	3	5
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	0	0
Other	2	3
Non-Durable Goods Mfg.	1	2
Chemicals	1	2
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	5	7
Energy	0	0
Utilities	0	0
Research Laboratories	4	4
Services	1	3
Financial Services	0	0
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	4
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
282,502	265,008	262,268	323,095

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
302,387	306,708

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction with the Occupational Physician toward pre-determined goals and objectives. Assignments are usually self-initiated. Provides medical expertise in occupational health, epidemiology, and related disciplines in conjunction with the organization's medical program. Monitors and analyzes programs of medical surveillance and provides or supervises on-site medical testing. Reviews, analyzes and interprets test results of individuals and groups. Prepares final summary reports with conclusions and recommendations. Conducts pre-employment physical examinations, periodic check-ups, treatment of work-connected illnesses, and medical and surgical care in industrial accident or disease cases. Works to maintain optimum levels of health, reduce absenteeism, reduce medical disabilities, and contain medical costs. Recommends medical and health policies and preventative measures of eliminating or minimizing industrial injuries and diseases. Evaluates workers' compensation cases and provides medical consultation on temporary and permanent disability cases. Participates in the formulation and administration of the organization's health care programs. May collaborate on related matters such as safety programs, industrial hygiene and health promotion programs. May act as the lead nurse and provide leadership direction and technical counsel to less experience members of the nursing staff. May provide employee health services to one or more operating facilities in the organization.

Qualification Guidelines:

M.S. in Nursing and 5 to 7 years experience and a licensed registered nurse; or B.S. and 7 to 10 years experience and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and licensed Physician Assistant and NCCPA and/or COHN certified.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	42	149,061	108,011	136,392	151,028	163,695	174,468
Base Salary-Bonus Eligible	12	33	153,445	119,186	144,850	154,273	164,400	175,279
Base Salary-Non-Bonus Eligible	6	9	132,988	105,847	123,816	133,416	140,000	160,935
Bonus Amount-Actual Amount Paid	10	22	12,450	2,560	4,206	6,550	15,562	26,953
Bonus Target % of Base	8	22	7	5	5	6	10	12
Total Compensation-All	18	42	155,583	117,808	136,392	154,764	170,330	191,041
Total Compensation - Bonus Eligible	12	33	161,745	122,339	148,201	157,984	175,252	193,329

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	6%	44%

Average Salary Range

Minimum	Midpoint	Maximum
111,686	147,461	183,735

Senior Physician Assistant IV - Sr. Occup. Health Nurse IV

Job Code: 2504

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	23
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	10	19

REGION	Org.	Incum.
West Coast	4	12
South Central	5	11
North Central	3	4
Southeast	6	13
Northeast	1	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	0	0
Other	2	4
Non-Durable Goods Mfg.	3	4
Chemicals	2	2
Pharmaceutical	1	2
Other	0	0
Non-Manufacturing	13	34
Energy	0	0
Utilities	2	4
Research Laboratories	6	14
Services	1	11
Financial Services	0	0
Other	4	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	2
\$1 Billion < \$3 Billion	5	14
\$3 Billion < \$5 Billion	4	7
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	3	14
Over \$20 Billion	3	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
137,834	146,488	102,042	163,074
156,366	150,556	131,496	175,686

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
131,503	144,850	90,980	160,354
146,315	146,538	124,789	163,878

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,301	154,764	109,677	175,279
162,174	155,724	133,966	176,582

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
163,257	155,724	136,183	176,582

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,298	148,550
159,385	154,273

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,739	151,683
154,722	151,728

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
160,482	160,072
163,854	157,984

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
164,795	157,984

Job Description:

Under the general direction of an Occupational Physician, applies nursing principles directed toward conserving the health of workers and maintaining a safe and healthful environment in the occupational setting. Directs the activities of an operating unit's dispensary or infirmary. Works to maintain optimum levels of health, reduce absenteeism, reduce medical disabilities, and contain medical costs. Carries out proper treatment for acute or serious injury (e.g., injections, suture removal, dressing changes, etc.), or illness (e.g., heart attacks, seizures, fractures, concussions, etc.) and determines and arranges proper disposition of employees as to hospital, physician, home or return to work. Determines real and potential health problems and hazards at the workplace through methods including work-site surveys and analysis of OSHA 200 logs and accident reports. Conducts assigned project tasks to include: evaluating occupational injuries and illness, coordinating medical care, performing medical surveillance and examinations, counseling and educating employees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and administration of company health programs. May act as the lead nurse and provides leadership direction and technical advice to less experience members of the nursing staff.

Qualification Guidelines:

M.S. in Nursing and 3 to 5 years experience and a licensed registered nurse; or B.S. and 5 to 7 years experience and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and a licensed Physician Assistant and NCCPA and/or COHN certified.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	28	82	119,895	101,037	106,684	118,601	132,078	137,159
Base Salary-Bonus Eligible	17	63	123,100	104,000	111,720	120,260	133,717	139,934
Base Salary-Non-Bonus Eligible	11	19	109,269	97,234	99,376	106,228	120,353	127,241
Bonus Amount-Actual Amount Paid	13	51	9,278	1,953	3,219	4,709	15,562	18,684
Bonus Target % of Base	13	57	7	2	3	7	10	15
Total Compensation-All	28	82	125,666	103,276	113,784	124,730	136,796	145,667
Total Compensation - Bonus Eligible	17	63	130,611	110,031	116,238	129,841	138,951	149,416

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 96% Nonexempt: 4%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
61%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
91,174	118,727	145,391

Physician Assistant III - Occupational Health Nurse III

Job Code: 2505

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	15	49
Group/Subsidiary	1	1
Division/Plant	1	2
Res. Labs., Gov't., Education	11	30

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	6	12
South Central	9	33
North Central	5	11
Southeast	7	20
Northeast	3	6

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	3	8
Technology	1	2
Other	2	6
Non-Durable Goods Mfg.	5	11
Chemicals	4	10
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	20	63
Energy	2	9
Utilities	4	9
Research Laboratories	6	16
Services	4	16
Financial Services	0	0
Other	4	13

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	3
\$500 Million < \$1 Billion	3	7
\$1 Billion < \$3 Billion	5	11
\$3 Billion < \$5 Billion	6	16
\$5 Billion < \$10 Billion	1	6
\$10 Billion < \$20 Billion	5	26
Over \$20 Billion	5	13

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
116,606	116,157	100,767	134,497
125,077	125,719	101,837	152,256

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
130,927	126,811	102,652	161,984
120,402	120,260	102,230	135,763
113,772	117,400	101,861	126,861
115,918	114,677	99,092	133,614

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
124,627	122,200	111,755	135,800
119,687	118,205	101,037	137,159
126,989	119,122	106,768	159,537

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
126,293	119,122	102,136	157,179
126,284	133,342	111,077	135,876
115,608	112,150	104,000	130,687
116,565	111,718	104,000	129,825

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
125,430	124,306
126,435	127,666

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
132,643	126,811
128,751	128,152
121,131	125,216
117,824	117,609

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
131,062	125,778
126,177	125,641
127,948	119,122

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
126,293	119,122
128,512	135,050
125,169	124,306
126,699	121,584

Job Description:

Under limited supervision applies nursing principles directed toward conserving the health of workers and maintaining a safe and healthful environment in the occupational setting. Works to maintain optimum levels of health, reduce absenteeism, reduce medical disabilities, and contain medical costs. Carries out proper treatment for acute or serious injury (e.g., injections, suture removal, dressing changes, etc.) or illness (e.g., heart attacks, seizures, fractures, concussions, etc.) and determines and arranges proper disposition of employees as to hospital, physician, home or return to work. Determines real and potential health problems and hazards at the workplace through methods including work-site surveys and analysis of OSHA 200 logs and accident reports. Conducts assigned project tasks to include: evaluating occupational injuries and illness, coordinating medical care, performing medical surveillance and examinations, counseling and educating employees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and administration of the organization's overall health programs.

Qualification Guidelines:

M.S. in Nursing and 1 to 3 years experience and a licensed registered nurse; or B.S. and 3 to 5 years experience and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and a licensed Physician Assistant and NCCPA and/or COHN certified.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	68	100,580	84,804	93,970	102,158	106,232	111,900
Base Salary-Bonus Eligible	14	56	100,879	85,348	94,878	101,186	106,232	111,348
Base Salary-Non-Bonus Eligible	5	12	99,186	83,962	87,402	102,680	106,044	117,585
Bonus Amount-Actual Amount Paid	8	44	3,946	810	1,475	1,500	3,199	13,538
Bonus Target % of Base	8	48	7	1	3	8	10	12
Total Compensation-All	19	68	103,134	86,420	95,955	104,304	109,094	118,164
Total Compensation - Bonus Eligible	14	56	103,979	86,610	96,438	104,406	109,855	118,000

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 89% Nonexempt: 11%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 95% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
74%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
80,085	104,452	130,812

Physician Assistant II - Occupational Health Nurse II

Job Code: 2506

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	12	52
Group/Subsidiary	2	3
Division/Plant	1	1
Res. Labs., Gov't., Education	4	12

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	2	6
South Central	9	27
North Central	4	4
Southeast	8	25
Northeast	3	6

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	4
Technology	1	1
Other	1	3
Non-Durable Goods Mfg.	7	29
Chemicals	6	17
Pharmaceutical	0	0
Other	1	12
Non-Manufacturing	10	35
Energy	1	3
Utilities	3	7
Research Laboratories	2	9
Services	2	13
Financial Services	0	0
Other	2	3

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	2	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	9
\$3 Billion < \$5 Billion	4	8
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	4	28
Over \$20 Billion	3	16

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
99,376	99,590	84,411	110,781

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
101,934	104,280	93,435	110,710
92,329	94,057	80,312	102,200

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
100,518	101,943	84,608	111,900
102,248	107,210	84,616	116,780
103,467	102,600	94,239	114,794

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
102,601	105,012

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
104,160	105,581
94,119	96,012

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
102,139	105,581
104,143	108,000
107,077	104,484

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Occupational Health Nurse I

Job Code: 2507

Job Description:

Under close supervision applies nursing principles directed toward conserving the health of workers and maintaining a safe and healthful environment in the occupational setting. Works to maintain optimum levels of health, reduce absenteeism, reduce medical disabilities, and contain medical costs. Assists in proper treatment for minor injury or illness and assists in determining and arranging proper disposition of employees as to hospital, physician, home or return to work. Participates in determining real and potential health problems and hazards at the workplace through methods including work-site surveys and analysis of OSHA 200 logs and accident reports. Under supervision, conducts assigned project tasks to include: evaluating occupational injuries and illness, assisting in coordinating medical care, performing medical surveillance and examinations, counseling and educating employees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and administration of organization's overall health programs.

Qualification Guidelines:

M.S. in Nursing or related fields and up to 1 year experience; or B.S. and up to 3 years experience. Licensed registered nurse and Certified Occupational Health Nurse (COHN) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	205	80,044	66,560	73,000	79,865	86,835	95,763
Base Salary-Bonus Eligible	10	156	81,111	65,418	72,800	81,084	87,564	95,763
Base Salary-Non-Bonus Eligible	8	49	76,647	71,781	73,000	74,932	79,865	83,200
Bonus Amount-Actual Amount Paid	7	95	2,747	600	1,000	1,500	2,662	9,401
Bonus Target % of Base	7	92	4	2	2	2	9	10
Total Compensation-All	18	205	81,317	66,560	73,000	80,667	87,360	96,763
Total Compensation - Bonus Eligible	10	156	82,784	65,685	73,287	82,248	89,623	99,478

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 56% Nonexempt: 44%
- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 89% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	11%	56%

Average Salary Range

Minimum	Midpoint	Maximum
64,698	86,257	105,339

Occupational Health Nurse I

Job Code: 2507

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	150
Group/Subsidiary	2	12
Division/Plant	1	8
Res. Labs., Gov't., Education	7	35

REGION	Org.	Incum.
West Coast	2	19
South Central	5	38
North Central	6	44
Southeast	10	92
Northeast	2	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	16
Technology	1	8
Other	1	8
Non-Durable Goods Mfg.	5	90
Chemicals	3	34
Pharmaceutical	0	0
Other	2	56
Non-Manufacturing	11	99
Energy	0	0
Utilities	2	15
Research Laboratories	4	28
Services	2	49
Financial Services	0	0
Other	3	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	15
\$500 Million < \$1 Billion	2	8
\$1 Billion < \$3 Billion	1	16
\$3 Billion < \$5 Billion	2	6
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	4	82
Over \$20 Billion	5	76

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,805	79,180	66,738	90,142
81,620	85,966	68,977	95,763

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
77,009	78,692	67,600	85,280
76,452	76,980	66,312	90,270
75,584	75,888	64,616	86,458

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,210	77,000	64,835	87,592
82,980	81,588	70,980	101,192

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
79,329	77,000	74,856	89,675

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,572	80,508
82,322	85,966

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,578	79,430
77,216	76,980
76,763	76,960

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,358	77,000
85,481	82,836

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
80,059	77,000

Job Description:

Plans, organizes and manages the environmental health science analytical chemistry and/or radiochemistry laboratory under senior management direction. Responsible for managing all activities related to internally performed or externally contracted environmental chemical analyses associated with the company's environmental programs. Oversees the chemical, physical, radiochemical and biological analyses, using a wide variety of laboratory instrumentation and complex analytical methodologies to isolate, identify and quantify constituents of soil, water, air, biological and other samples that may be a potential hazard in the work place and/or community. Assures proper management of all laboratory data, consistent documentation of methodology, and appropriate record keeping procedures associated with the laboratory operations. Submits capital equipment requests and manages the procurement, installation, operations and maintenance of all laboratory equipment and instrumentation. Manages laboratory subcontracts and equipment service contracts. Oversees the implementation of the operating unit's annual operating plans. Reviews and approves all reports and data prior to release by the laboratory. Works in concert with other managers of the environmental functions to effectively achieve the facility's environmental health and safety goals. Provides leadership direction to management and professional personnel in the functional unit.

Qualification Guidelines:

Ph.D. in Analytical Chemistry/Radiochemistry or related fields and more than 5 years experience; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should include a minimum of 3 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	21	44	162,784	143,409	150,250	160,810	176,376	185,256
Base Salary-Bonus Eligible	14	33	163,552	146,010	150,300	159,648	175,552	189,787
Base Salary-Non-Bonus Eligible	7	11	160,479	141,659	146,915	166,544	174,940	182,112
Bonus Amount-Actual Amount Paid	12	31	45,032	12,138	19,706	33,766	67,041	73,652
Bonus Target % of Base	12	29	19	7	15	23	23	26
Total Compensation-All	21	44	194,511	150,825	165,518	186,872	222,871	243,855
Total Compensation - Bonus Eligible	14	33	205,855	162,135	179,048	207,240	228,584	255,704
Long Term Incentive Target	3	4						
Long Term Incentive Recipients Only	3	4						
Long Term Incentive as a % of Base	3	4						

- **Degree of Position Match (% of organizations):** Less than Description: 10% Very Close Match: 86% More than Description: 4%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 16% No: 84%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	0%	52%

Average Salary Range

Minimum	Midpoint	Maximum
122,237	158,604	198,629

Manager, Environmental Laboratory

Job Code: 2702

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	12	29
Group/Subsidiary	3	3
Division/Plant	0	0
Res. Labs., Gov't., Education	6	12

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	3	7
South Central	8	22
North Central	6	6
Southeast	7	9
Northeast	0	0

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	3	6
Chemicals	3	6
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	16	36
Energy	2	14
Utilities	6	8
Research Laboratories	4	10
Services	2	2
Financial Services	0	0
Other	2	2

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	4	4
\$500 Million < \$1 Billion	2	6
\$1 Billion < \$3 Billion	3	5
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	2	5
\$10 Billion < \$20 Billion	5	6
Over \$20 Billion	4	17

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
160,928	157,804	146,926	180,711
160,832	162,069	137,817	192,622

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
160,784	159,648	145,448	180,288
143,232	148,400	116,725	164,571
167,261	170,407	143,252	190,931

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
163,292	161,972	143,535	188,738
163,363	155,379	148,930	186,352

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
166,593	162,516	148,889	188,374

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
203,299	193,033
164,290	162,069

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
187,114	183,543
154,099	161,575
209,006	207,240

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
198,087	189,550
205,959	185,544

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
202,354	192,017

Job Description:

Works under consultative direction toward predetermined goals and objectives. Provides supervision to laboratory staff engaged in the environmental health science analytical chemistry and/or radiochemistry laboratory. Implements the procedures and systems to maintain and enhance the laboratory's effectiveness. Supervises the technical staff conducting the chemical, physical and biological analyses, using a wide variety of laboratory instrumentation and analytical methodologies to isolate, identify and quantify components of soil, water, air, biological and other samples that may be a potential hazard in the work place and/or community. Monitors all laboratory data, consistent documentation of methodology, and appropriate record keeping procedures associated with the laboratory operations. Submits capital equipment requests and supervises the procurement, installation, operations and maintenance of specific laboratory equipment and instrumentation. Primarily responsible for assuring effective utilization of technical personnel and responding promptly to the needs of organization unit. Interacts daily with subordinates and/or functional peer groups. Interaction frequently involves exchange or presentation of findings, conclusions and recommendations. Provide direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians).

Qualification Guidelines:

M.S. in Analytical Chemistry/Radiochemistry or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	19	119	125,865	101,556	116,338	128,567	138,292	144,930
Base Salary-Bonus Eligible	16	109	127,048	109,370	118,580	128,960	139,139	144,515
Base Salary-Non-Bonus Eligible	3	10						
Bonus Amount-Actual Amount Paid	15	105	22,344	9,217	12,204	21,208	26,968	34,832
Bonus Target % of Base	15	107	13	7	10	15	15	25
Total Compensation-All	19	119	145,581	101,635	129,511	150,438	157,948	170,036
Total Compensation - Bonus Eligible	16	109	148,573	124,632	137,186	151,602	157,969	175,856
Long Term Incentive Target	1	2						
Long Term Incentive Recipients Only	1	2						
Long Term Incentive as a % of Base	1	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 95% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 3% No: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
84%	5%	53%

Average Salary Range

Minimum	Midpoint	Maximum
101,846	130,219	159,058

Supervisor, Environmental Laboratory

Job Code: 2703

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	108
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	4	11

REGION	Org.	Incum.
West Coast	6	31
South Central	7	42
North Central	4	6
Southeast	7	39
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	3
Technology	0	0
Other	1	3
Non-Durable Goods Mfg.	3	27
Chemicals	2	26
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	15	89
Energy	4	21
Utilities	6	51
Research Laboratories	0	0
Services	2	8
Financial Services	0	0
Other	3	9

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	2	9
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	3	9
\$5 Billion < \$10 Billion	1	11
\$10 Billion < \$20 Billion	6	30
Over \$20 Billion	5	56

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
127,641	129,118	109,370	144,563

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
126,684	131,075	109,370	140,214
132,296	130,930	118,498	144,960
120,044	120,090	100,260	139,143

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,796	127,563	100,334	140,214
129,340	130,073	115,472	141,230

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,067	131,075	109,370	140,214
129,803	128,960	115,831	143,132

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,269	152,239

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
148,977	155,483
146,946	149,231
139,203	141,336

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
143,610	151,593
156,462	152,918

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,438	154,180
156,157	153,722

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self initiated. Determines and pursues courses of action necessary to obtain desired results. Works on complex problems where analysis of data or situations requires an in-depth evaluation of various factors. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Performs chemical analysis of liquid and/or solid samples for organic, inorganic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic materials in the environment and workplace. Responsible for conducting diverse complex chemical, physical, and biological analyses, using a wide variety of laboratory instrumentation and complex analytical methodology to isolate, identify and quantify components of soil, water, air, biological and other samples that may be a potential hazard in the work place. Prepares comprehensive chemical profiles of substances relative to site-specific hazardous waste regulatory actions. Prepares technical reports based on the expert interpretation of analyzed data. Makes presentations at national conferences and publishes in technical journals. Generally serves as the internal expert in laboratory work. Provides technical leadership to less experienced chemist and to technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Ph.D. in Analytical Chemistry or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	25	142	137,065	119,406	124,076	134,237	147,970	158,371
Base Salary-Bonus Eligible	15	84	141,707	119,622	126,122	140,330	152,520	162,320
Base Salary-Non-Bonus Eligible	10	58	130,343	119,300	122,930	127,713	137,514	144,602
Bonus Amount-Actual Amount Paid	14	77	14,854	1,498	2,332	12,474	23,000	34,240
Bonus Target % of Base	14	75	10	1	5	10	15	18
Total Compensation-All	25	142	145,120	120,188	126,002	140,842	158,282	173,122
Total Compensation - Bonus Eligible	15	84	155,324	125,284	138,053	155,335	170,237	182,565

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
60%	12%	48%

Average Salary Range

Minimum	Midpoint	Maximum
112,611	146,533	180,740

Senior Analytical Chemist IV

Job Code: 2704

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	11	51
Group/Subsidiary	5	29
Division/Plant	0	0
Res. Labs., Gov't., Education	9	62

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	6	20
South Central	10	45
North Central	9	25
Southeast	6	48
Northeast	1	4

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	4
Technology	0	0
Other	2	4
Non-Durable Goods Mfg.	5	33
Chemicals	3	20
Pharmaceutical	2	13
Other	0	0
Non-Manufacturing	18	105
Energy	3	14
Utilities	2	5
Research Laboratories	5	53
Services	3	5
Financial Services	0	0
Other	5	28

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	24
\$500 Million < \$1 Billion	4	24
\$1 Billion < \$3 Billion	4	17
\$3 Billion < \$5 Billion	4	26
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	2	7
Over \$20 Billion	6	40

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
134,949	134,356	114,873	153,540
132,378	124,768	120,429	147,532
142,153	137,768	123,046	160,942

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
161,579	153,270	144,700	191,173
138,497	137,380	125,896	157,362
130,173	128,650	116,746	144,115
127,618	124,677	117,770	142,742

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
136,496	135,285	115,336	157,634
138,602	136,182	123,254	157,884
139,754	132,943	122,913	158,837
137,529	135,288	123,812	157,218

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
136,884	137,718	117,857	154,577

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
153,603	157,389
133,470	124,768
144,416	138,086

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
168,125	157,734
149,195	143,886
144,201	145,383
129,154	125,784

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
152,315	154,049
144,866	141,064
140,528	132,943
140,515	136,184

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
156,672	158,062

Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assignments. Work is reviewed upon completion for adequacy in meeting objectives. Works on problems of diverse scope and complexity where analysis of data requires evaluation of identifiable factors. Uses technical discretion within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Performs chemical analysis of liquid and/or solid samples for organic, inorganic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic materials in the workplace. Responsible for conducting specific chemical, physical, and biological analyses, using a wide variety of laboratory instrumentation and complex analytical methodology to isolate, identify and quantify components of soil, water, air, biological and other samples that may be a potential hazard in the workplace. Analyzes and test potentially hazardous substances to identify their properties and characteristics as they may effect personnel. Prepares technical reports based on the interpretation of analyzed data. Gives presentations at conferences and publishes in technical journals. May provide technical leadership to less experienced chemist and to technicians. May also act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Ph.D. in Analytical Chemistry or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	38	292	115,135	98,666	105,335	113,342	122,834	133,801
Base Salary-Bonus Eligible	30	254	116,309	99,610	106,065	114,558	124,377	134,394
Base Salary-Non-Bonus Eligible	8	38	107,291	91,811	100,006	109,762	117,920	118,910
Bonus Amount-Actual Amount Paid	28	196	13,320	2,000	5,456	12,869	20,372	24,362
Bonus Target % of Base	26	203	10	2	8	12	15	15
Total Compensation-All	38	292	124,076	100,223	109,588	121,380	138,556	150,148
Total Compensation - Bonus Eligible	30	254	126,587	102,131	111,684	126,074	140,594	150,965

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 97% Nonexempt: 3%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 97% More than Description: 3%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
79%	5%	58%

Average Salary Range

Minimum	Midpoint	Maximum
94,161	122,479	150,024

Analytical Chemist III

Job Code: 2705

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	23	163
Group/Subsidiary	5	47
Division/Plant	0	0
Res. Labs., Gov't., Education	10	82

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	11	32
South Central	16	68
North Central	14	62
Southeast	12	100
Northeast	3	30

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	2	9
Technology	0	0
Other	2	9
Non-Durable Goods Mfg.	5	31
Chemicals	3	9
Pharmaceutical	2	22
Other	0	0
Non-Manufacturing	31	252
Energy	5	57
Utilities	12	69
Research Laboratories	6	69
Services	3	16
Financial Services	0	0
Other	5	41

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	3	34
\$500 Million < \$1 Billion	5	25
\$1 Billion < \$3 Billion	4	24
\$3 Billion < \$5 Billion	5	43
\$5 Billion < \$10 Billion	2	14
\$10 Billion < \$20 Billion	10	45
Over \$20 Billion	9	107

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
115,801	117,460	100,874	130,516
110,987	108,537	99,904	125,952
117,626	110,406	99,957	151,387

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
137,895	134,976	109,241	166,203
110,197	109,762	97,625	120,625
115,283	118,261	100,852	131,244
109,124	108,436	97,854	123,145

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
114,139	117,176	93,974	134,017
115,661	111,937	99,694	134,802
116,845	121,046	103,870	124,051
113,779	112,046	103,337	130,270
121,395	111,618	98,704	158,812
106,895	107,009	101,550	117,653

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
107,058	106,350	100,328	113,310
111,478	108,098	102,982	119,614
106,871	107,762	93,698	118,147
119,216	121,274	105,793	130,516

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
130,448	132,179
112,340	109,651
119,924	112,654

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
142,154	136,877
117,671	118,310
128,050	132,566
115,555	112,654

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
125,041	129,738
124,307	121,176
135,788	139,844
127,739	126,045
122,410	111,618
109,942	109,986

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
79,630	108,675
118,315	114,630
116,407	118,906
135,856	139,482

Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well defined practices and policies in selecting methods and techniques for obtaining solutions. Works on problems of somewhat diverse scope and complexity where analyses of data require evaluation of identifiable factors. Performs chemical analysis of liquid and/or solid samples for organic, inorganic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic materials in the workplace. Responsible for conducting specific chemical, physical, and biological analyses, using a wide variety of laboratory instrumentation and complex analytical methodology to isolate, identify and quantify components of soil, water, air, biological and other samples that may be a potential hazard in the workplace. Analyzes and test potentially hazardous substances to identify their properties and characteristics as they may effect personnel. Prepares technical reports based on the interpretation of analyzed data. May provide technical leadership to less experienced chemist and to technicians. May also act as lead person or technical advisor on small projects.

Qualification Guidelines:

Ph.D. in Analytical Chemistry or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	37	196	91,942	78,474	83,027	90,950	99,687	106,007
Base Salary-Bonus Eligible	24	120	94,398	80,990	84,412	94,520	102,024	111,787
Base Salary-Non-Bonus Eligible	13	76	88,066	77,898	80,464	87,800	94,222	99,888
Bonus Amount-Actual Amount Paid	23	105	9,139	1,348	4,232	7,150	10,724	16,254
Bonus Target % of Base	22	104	9	3	5	9	10	12
Total Compensation-All	37	196	96,838	79,968	85,338	93,778	107,032	117,274
Total Compensation - Bonus Eligible	24	120	102,394	83,900	89,129	101,078	112,300	123,539

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 86% Nonexempt: 14%
- *Degree of Position Match (% of organizations):* Less than Description: 3% Very Close Match: 92% More than Description: 5%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
65%	8%	54%

Average Salary Range

Minimum	Midpoint	Maximum
76,034	99,733	121,282

Analytical Chemist II

Job Code: 2706

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	117
Group/Subsidiary	5	16
Division/Plant	0	0
Res. Labs., Gov't., Education	10	63

REGION	Org.	Incum.
West Coast	10	25
South Central	10	54
North Central	14	59
Southeast	13	51
Northeast	2	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	0	0
Other	2	4
Non-Durable Goods Mfg.	5	38
Chemicals	3	27
Pharmaceutical	2	11
Other	0	0
Non-Manufacturing	30	154
Energy	5	46
Utilities	9	38
Research Laboratories	6	37
Services	5	6
Financial Services	0	0
Other	5	27

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	15
\$500 Million < \$1 Billion	5	28
\$1 Billion < \$3 Billion	4	16
\$3 Billion < \$5 Billion	5	26
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	10	44
Over \$20 Billion	7	64

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
92,889	93,057	76,927	106,108
91,386	91,664	86,616	97,338
90,388	85,779	78,970	106,258

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,386	102,335	88,316	119,581
89,348	84,253	78,162	107,793
90,560	90,900	80,146	101,920
89,932	90,050	75,316	99,854

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,213	90,313	72,312	108,176
93,131	91,096	80,341	106,047
94,637	94,278	82,975	103,887
91,336	93,057	77,517	103,321
93,270	90,073	79,568	114,278
94,522	93,646	80,840	109,080
92,729	91,300	85,342	99,997

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
89,914	89,571	79,935	99,972
98,565	100,922	85,229	114,574
88,625	88,384	75,265	102,335
94,912	94,467	80,000	107,566

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
100,497	97,363
91,931	91,664
91,396	89,205

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
109,312	108,059
93,331	86,364
97,922	93,446
92,561	91,694

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,012	90,914
98,721	94,090
106,666	102,538
96,636	100,778
93,891	90,073
99,330	93,646
94,387	92,940

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
73,755	88,524
104,346	108,408
94,869	94,204
104,101	105,635

Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following defined policies and procedures. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. Performs basic chemical analysis of liquid and/or solid samples for organic, inorganic and/or metal substance content; interprets and evaluates results. Works with others in conducting very defined chemical, physical, and biological analyses, using a wide variety of laboratory instrumentation and analytical methodology to isolate, identify and quantify components of soil, water, air, biological and other samples that may be a potential hazard in the work place and/or community. Works with more senior Chemist to analyze and test potentially hazardous substances to identify their properties and characteristics as they may effect personnel within the workplace. Participates with others in preparing chemical profiles of substances relative to site-specific hazardous waste regulatory actions. Provides input in the preparation of technical reports based on the interpretation of analyzed data.

Qualification Guidelines:

M.S. in Analytical Chemistry or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	27	143	71,275	57,866	64,623	70,088	78,601	86,760
Base Salary-Bonus Eligible	19	96	73,487	58,406	67,034	73,236	82,741	89,978
Base Salary-Non-Bonus Eligible	8	47	66,758	58,591	62,292	66,925	70,114	76,040
Bonus Amount-Actual Amount Paid	18	77	5,909	954	2,635	4,185	7,291	10,517
Bonus Target % of Base	17	91	8	5	6	7	10	10
Total Compensation-All	27	143	74,457	59,321	66,562	72,215	82,432	92,042
Total Compensation - Bonus Eligible	19	96	78,226	64,415	69,995	78,292	85,821	96,024

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 89% Nonexempt: 11%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
70%	4%	41%

Average Salary Range

Minimum	Midpoint	Maximum
62,339	80,986	96,684

Analytical Chemist I

Job Code: 2707

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	88
Group/Subsidiary	3	17
Division/Plant	0	0
Res. Labs., Gov't., Education	8	38

REGION	Org.	Incum.
West Coast	5	9
South Central	10	41
North Central	12	44
Southeast	9	43
Northeast	2	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	11
Technology	0	0
Other	1	11
Non-Durable Goods Mfg.	5	20
Chemicals	3	12
Pharmaceutical	1	7
Other	1	1
Non-Manufacturing	21	112
Energy	4	10
Utilities	5	26
Research Laboratories	4	30
Services	3	25
Financial Services	0	0
Other	5	21

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	14
\$500 Million < \$1 Billion	3	19
\$1 Billion < \$3 Billion	2	4
\$3 Billion < \$5 Billion	4	30
\$5 Billion < \$10 Billion	1	4
\$10 Billion < \$20 Billion	8	45
Over \$20 Billion	6	27

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
73,075	72,541	62,772	86,896
67,298	66,199	43,825	91,704

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,511	87,890	74,297	93,175
70,746	69,006	59,328	84,997
69,588	71,428	48,008	85,002
70,669	69,377	63,144	79,490

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,649	74,400	63,933	88,223
70,973	70,114	57,245	85,984
79,093	78,928	67,399	90,033
67,245	71,100	42,753	81,204

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
71,977	72,950	63,076	82,496
76,661	76,960	63,939	89,618

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,048	76,213
67,655	66,199

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,626	88,232
73,368	69,976
75,241	72,508
71,957	70,376

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,691	74,400
74,376	72,630
83,018	82,428
68,929	72,803

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
74,940	76,124
84,884	83,115

Job Description:

Under general supervision prepares samples for analysis in accordance with established protocols. Works on assignments where considerable discretion and initiative are required in resolving problems and making recommendations. May determine methods and procedures on new assignments. Under minimal direction conducts chemical, bacteriological and physical laboratory analyses to identify contaminants in hazardous waste, environmental and industrial hygiene media. May make detailed observations, analyze data and interpret results. Maintains laboratory equipment and performs limited troubleshooting and calibration of instruments. Adapts procedures as required to meet specific analytical needs, following established laboratory quality assurance procedures. Operates a wide variety of analytical and physical testing equipment without direct supervision. Generates and records appropriate data, performs analytical calculations and completes necessary documentation of analyses performed. May write experimental reports, summaries and protocols. Assist in selection and preparation of sampling media as appropriate. Performs all required quality control to document validity of data generated. As needed, collects environmental samples from the field. May provide guidance to non-exempt personnel.

Qualification Guidelines:

B.S. in Chemistry and a minimum of 1 year experience; or an Associate degree in a field directly related to the work and minimum of 3 years laboratory experience; or H.S. diploma with minimum of 7 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	29	507	90,885	71,079	80,361	92,352	98,744	112,922
Base Salary-Bonus Eligible	20	417	94,010	74,600	83,811	94,020	100,591	115,536
Base Salary-Non-Bonus Eligible	9	90	76,402	64,261	70,848	75,410	83,565	87,006
Bonus Amount-Actual Amount Paid	18	367	8,843	2,654	6,936	8,838	10,509	14,556
Bonus Target % of Base	17	385	7	4	5	7	9	10
Total Compensation-All	29	507	97,286	74,041	83,503	100,452	109,040	121,438
Total Compensation - Bonus Eligible	20	417	101,793	80,770	88,837	102,730	111,105	125,493

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 7% Nonexempt: 93%
- **Degree of Position Match (% of organizations):** Less than Description: 3% Very Close Match: 86% More than Description: 11%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	7%	52%

Average Salary Range

Minimum	Midpoint	Maximum
70,445	89,792	109,079

Laboratory Technician 3

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	347
Group/Subsidiary	2	37
Division/Plant	0	0
Res. Labs., Gov't., Education	9	123

REGION	Org.	Incum.
West Coast	3	9
South Central	16	254
North Central	10	31
Southeast	11	185
Northeast	3	28

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	20
Technology	0	0
Other	1	20
Non-Durable Goods Mfg.	5	174
Chemicals	3	171
Pharmaceutical	1	2
Other	1	1
Non-Manufacturing	23	313
Energy	6	37
Utilities	5	84
Research Laboratories	5	93
Services	2	10
Financial Services	0	0
Other	5	89

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	41
\$500 Million < \$1 Billion	3	41
\$1 Billion < \$3 Billion	2	11
\$3 Billion < \$5 Billion	6	76
\$5 Billion < \$10 Billion	2	116
\$10 Billion < \$20 Billion	6	61
Over \$20 Billion	8	161

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,009	94,478	70,880	116,757
85,615	87,006	68,778	104,620

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
91,673	95,463	69,611	113,776
80,607	78,195	70,678	94,598
86,363	85,464	74,007	98,647

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
98,845	98,040	92,099	116,757
86,789	85,779	69,834	107,546
97,435	94,598	74,015	121,992
92,101	92,036	73,124	106,662
86,665	83,811	67,189	108,191
80,083	83,262	69,963	89,099

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
89,836	89,056	72,238	108,353
83,377	79,274	69,838	103,056
95,573	96,889	70,693	121,992

Job Code: 2708

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,653	103,958
87,477	87,006

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
98,456	102,888
83,627	80,694
92,195	87,583

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
107,216	106,192
91,657	87,006
103,689	95,928
102,433	105,184
88,082	83,811
84,471	85,319

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,528	91,254
87,304	85,422
105,796	107,476

Job Description:

Under direct supervision prepares samples for analysis in accordance with established protocols. Any deviations from standard procedures are approved by senior personnel. Works on assignments that are moderately complex in nature where discretion is required in resolving problems and making routine recommendations. Normally receives no instruction on routine work, general instruction on new assignments. Under minimal direction conducts qualified chemical, bacteriological and physical laboratory analyses to identify contaminants in hazardous waste, environmental and industrial hygiene media. May make detailed observations, analyze data and interpret results. Maintains laboratory equipment and performs limited troubleshooting and calibration of instruments. May make minor modification to established procedures to meet specific analytical needs, following established laboratory quality assurance procedures. Once proficiency is demonstrated, operates a wide variety of analytical and physical testing equipment without direct supervision. Generates and records appropriate data, performs analytical calculations and completes necessary documentation of analyses performed. Assist in writing experimental reports, summaries and protocols. Prepares sampling media as directed. Performs all required quality control to document validity of data generated. As requested, collects environmental samples from the field.

Qualification Guidelines:

Associate degree in a field directly related to the work and minimum of 2 years laboratory experience; or H.S. diploma with a minimum of 5 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	27	460	69,794	54,475	58,040	67,038	79,570	90,823
Base Salary-Bonus Eligible	17	340	70,993	55,658	58,843	67,517	81,422	92,189
Base Salary-Non-Bonus Eligible	10	120	66,396	50,361	56,061	63,890	76,128	88,131
Bonus Amount-Actual Amount Paid	15	301	6,735	1,450	3,764	7,635	9,510	10,327
Bonus Target % of Base	15	323	6	4	5	5	8	9
Total Compensation-All	27	460	74,201	55,240	63,630	71,720	84,076	96,898
Total Compensation - Bonus Eligible	17	340	76,955	59,901	65,751	72,408	88,762	99,130

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	7%	44%

Average Salary Range

Minimum	Midpoint	Maximum
56,641	71,646	86,384

Laboratory Technician 2

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	346
Group/Subsidiary	1	10
Division/Plant	0	0
Res. Labs., Gov't., Education	8	104

REGION	Org.	Incum.
West Coast	5	11
South Central	15	203
North Central	10	90
Southeast	12	134
Northeast	5	22

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	6
Technology	0	0
Other	1	6
Non-Durable Goods Mfg.	4	119
Chemicals	3	97
Pharmaceutical	1	22
Other	0	0
Non-Manufacturing	22	335
Energy	6	47
Utilities	5	53
Research Laboratories	5	41
Services	2	10
Financial Services	0	0
Other	4	184

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	10
\$500 Million < \$1 Billion	3	37
\$1 Billion < \$3 Billion	2	8
\$3 Billion < \$5 Billion	6	69
\$5 Billion < \$10 Billion	1	38
\$10 Billion < \$20 Billion	7	107
Over \$20 Billion	7	191

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
70,395	65,250	55,618	92,560
68,447	67,787	45,846	82,800

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
70,843	64,771	54,284	95,225
68,862	65,100	53,893	87,731
67,131	61,057	53,430	92,620
71,418	68,349	58,760	89,154
82,674	76,877	60,922	102,957

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
69,404	67,506	55,786	91,291
83,663	90,771	65,132	93,267
75,144	67,925	60,187	95,190
68,433	71,950	44,648	90,324

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
67,695	67,059	58,395	82,200
76,162	75,754	55,765	98,328
65,302	61,194	54,460	88,650

Job Code: 2709

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,531	71,278
69,645	71,927

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
72,331	64,771
74,083	71,796
69,024	62,363
74,792	72,627
87,404	80,640

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
74,422	72,081
86,439	91,291
82,156	76,789
69,223	72,550

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
69,633	68,616
79,504	78,668
71,033	68,343

Job Description:

Under immediate supervision prepares samples for analysis in accordance with established protocols. Any deviations from standard procedures are approved by senior analyst. Works on assignments that are semi-routine in nature where ability to recognize deviation from accepted practice is required. Normally receives no instruction on routine work, general instruction on new assignments. Under minimal direction conducts qualified chemical, bacteriological and physical laboratory analyses to identify contaminants in hazardous waste, environmental and industrial hygiene media. Makes routine observations, analyze data and interpretation of results. Maintains laboratory equipment and performs limited troubleshooting and calibration of instruments. May make minor modification to established procedures to meet specific analytical needs, following established laboratory quality assurance procedures. Under direct supervision operates a wide variety of analytical and physical testing equipment without direct supervision. Generates and records appropriate data, performs analytical calculations and completes necessary documentation of analyses performed. Assist in writing experimental reports, summaries and protocols. Prepares sampling media as instructed. Performs required quality control procedures to document validity of data generated. As requested, collects environmental samples from the field.

Qualification Guidelines:

Associate degree in a field directly related to the work and minimum of 1 year laboratory experience; or H.S. diploma with a minimum of 3 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	26	356	52,868	39,582	45,760	51,126	59,718	67,485
Base Salary-Bonus Eligible	14	216	53,648	41,600	46,894	51,002	59,344	69,685
Base Salary-Non-Bonus Eligible	12	140	51,666	36,514	41,474	51,592	60,077	64,584
Bonus Amount-Actual Amount Paid	13	147	3,596	805	1,408	3,119	5,082	7,358
Bonus Target % of Base	12	186	6	3	5	5	7	8
Total Compensation-All	26	356	54,353	39,582	45,831	53,044	62,400	69,672
Total Compensation - Bonus Eligible	14	216	56,095	41,600	47,729	54,494	63,799	72,681

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 8% Nonexempt: 92%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
54%	8%	42%

Average Salary Range

Minimum	Midpoint	Maximum
44,635	55,829	67,347

Laboratory Technician 1

Job Code: 2710

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	19	255
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	6	100

REGION	Org.	Incum.
West Coast	8	19
South Central	10	187
North Central	10	50
Southeast	14	78
Northeast	6	22

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	5	112
Chemicals	3	74
Pharmaceutical	1	13
Other	1	25
Non-Manufacturing	21	244
Energy	4	12
Utilities	7	20
Research Laboratories	4	71
Services	2	58
Financial Services	0	0
Other	4	83

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	87
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	4	59
\$5 Billion < \$10 Billion	1	43
\$10 Billion < \$20 Billion	10	46
Over \$20 Billion	7	118

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
53,078	50,170	42,266	69,282
55,970	62,400	38,435	67,934

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
66,258	56,389	50,220	102,898
51,744	49,140	38,125	69,674
50,018	48,468	41,496	59,341
54,627	55,140	42,536	64,584
53,016	50,190	44,699	67,202

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
52,511	50,846	41,600	67,956
52,964	51,251	38,049	67,433
66,157	57,266	55,140	102,898

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
61,231	53,248	45,693	83,054
48,577	47,512	41,600	57,265

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
55,081	52,119
56,253	62,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
67,418	61,006
53,541	52,016
51,055	49,226
56,164	56,820
54,769	52,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
54,558	51,768
54,212	53,044
69,514	63,210

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
62,017	53,664
50,590	49,166

Job Description:

Plans and directs the negotiation, planning and implementation of environmental investigation and remediation projects for contaminated company sites under senior management direction. Consults with management and legal counsel on strategies and approaches to investigate or remediate sites. Provides an engineering/scientific evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. Determines the most feasible, cost effective, efficient and timely methodology for remedial action in keeping with current and anticipated environmental and regulatory requirements, as well as, responsible community action. Directs and monitors clean-up operations in accordance with rigorous adherence to environmentally sound business practices. Responds to request from operating units on geo-environmental engineering problems and facility decontamination issues. Coordinates work with all EH&S disciplines to insure positive results are achieved. May serve as technical coordinator at major spill incidents requiring emergency response. May represent the company at public meetings, hearings and perform public relations duties. Develops effective interface with commercial remediation organizations to develop improved capabilities and quality assurance. Participates with industry, legislative, regulatory and other public or private agencies to create cooperative alliances. Develops and controls the budget related to assigned remediation projects. Provides leadership direction to professional and technical personnel.

Qualification Guidelines:

Ph.D. in Environmental Science/Engineering or related fields and more than 3 years experience; or M.S. and more than 5 years experience; or B.S. and more than 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	15	29	186,884	164,497	172,610	190,000	195,520	201,000
Base Salary-Bonus Eligible	12	25	188,957	167,978	179,277	190,000	195,520	203,000
Base Salary-Non-Bonus Eligible	3	4						
Bonus Amount-Actual Amount Paid	10	22	48,007	12,001	23,802	30,409	77,813	107,000
Bonus Target % of Base	8	17	18	15	15	16	20	24
Total Compensation-All	15	29	223,303	177,870	192,816	214,140	247,818	282,775
Total Compensation - Bonus Eligible	12	25	231,204	189,483	201,641	219,778	262,401	288,326
Long Term Incentive Target	3	4						
Long Term Incentive Recipients Only	3	6						
Long Term Incentive as a % of Base	3	4						

- **Degree of Position Match (% of organizations):** Less than Description: 13% Very Close Match: 80% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 21% No: 79%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	7%	47%

Average Salary Range

Minimum	Midpoint	Maximum
133,793	176,190	218,270

Manager, Environmental Remediation

Job Code: 2902

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	18
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	4	9

REGION	Org.	Incum.
West Coast	2	4
South Central	6	14
North Central	3	4
Southeast	4	5
Northeast	1	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	1	2
Other	1	2
Non-Durable Goods Mfg.	3	5
Chemicals	1	2
Pharmaceutical	0	0
Other	2	3
Non-Manufacturing	10	20
Energy	2	3
Utilities	2	4
Research Laboratories	2	6
Services	1	1
Financial Services	0	0
Other	3	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	4
\$3 Billion < \$5 Billion	1	5
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	3	4
Over \$20 Billion	4	10

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
188,061	190,150	168,404	201,500

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
184,900	188,834	165,553	195,880

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
184,910	187,384	163,997	200,033

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
240,848	228,679

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
231,004	219,183

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
223,489	216,662

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervises moderate size routine and emergency environmental investigation and remediation projects. Develops staff assignments; schedules project work; ensures compliance of remediation operations within company procedures and safety standards; and ensures equipment being used is in safe working condition. Provides direction to employees engaged in clean-up operations in accordance with rigorous adherence to environmentally sound business practices. Follows established guidelines for evaluating the contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. Coordinates work with all EH&S disciplines to insure positive results are achieved. May serve as technical coordinator at moderate size spill incidents requiring emergency response. Keeps informed on new requirements imposed by all agencies. Primarily responsible for insuring effective utilization of technical personnel and responding promptly to the needs of the organization unit. Maintains interface with commercial remediation organizations to develop improved capabilities and quality assurance. Interacts daily with subordinates and/or functional peer groups. Interaction frequently involves exchange or presentation of findings, conclusions and recommendations. Controls the budget related to assigned remediation projects. Provide direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians).

Qualification Guidelines:

M.S. in Environmental Science/Engineering or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	15	18	152,764	144,200	149,894	151,520	153,879	163,091
Base Salary-Bonus Eligible	12	15	152,187	143,730	149,744	151,493	153,124	162,444
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	10	13	19,448	8,852	11,500	16,009	26,010	35,258
Bonus Target % of Base	10	12	14	8	10	15	18	20
Total Compensation-All	15	18	166,810	151,865	154,952	160,549	179,442	186,814
Total Compensation - Bonus Eligible	12	15	169,042	152,974	157,161	167,682	181,846	187,168
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 80% More than Description: 13%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 11% No: 89%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	7%	73%

Average Salary Range

Minimum	Midpoint	Maximum
114,147	143,242	174,170

Supervisor, Environmental Remediation

Job Code: 2903

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	12
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	5	5

REGION	Org.	Incum.
West Coast	3	3
South Central	8	10
North Central	0	0
Southeast	3	3
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	2	3
Chemicals	1	2
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	12	14
Energy	3	4
Utilities	1	1
Research Laboratories	3	3
Services	2	3
Financial Services	0	0
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	4
\$3 Billion < \$5 Billion	4	5
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	4	5

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,453	151,520	143,260	166,677
151,875	150,854	149,915	154,666

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
153,398	151,546	142,793	168,304

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
150,449	150,648	143,573	155,393

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
172,484	173,980
154,364	153,439

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
170,407	164,964

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
163,734	159,930

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Serves as a technical leader on medium to large complex site clean-up operations where the contaminated area is a result of past manufacturing or processing practices. Conducts engineering studies related to the evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology available for remedial action in keeping with environmental and regulatory requirements, as well as, responsible community action. Conducts extensive investigation of the site to determine the extent of contamination, defining the alternatives that can be employed to complete the clean-up and insuring that the work will be in accordance with all federal and state regulatory requirements and within the companies environmental policy. Develops hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contaminants or the resulting materials contaminated by them. Responds to requests from operating units regarding facility decontamination issues. Some sites will be listed as Superfund locations on the EPA priority list or DOE projects and involve major restoration activities. Maintains expert knowledge of specific requirements imposed by government agencies. Maintains a strong working knowledge on the scientific and technical aspects of various regulatory requirements and how they impact each clean-up operation. May act as lead person on medium to large projects.

Qualification Guidelines:

Ph.D. in Chemical Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	28	148,597	118,800	130,160	139,640	153,462	205,966
Base Salary-Bonus Eligible	10	25	150,468	117,600	131,159	140,451	155,137	212,772
Base Salary-Non-Bonus Eligible	2	3						
Bonus Amount-Actual Amount Paid	6	9	11,372	2,040	5,000	11,500	15,144	19,400
Bonus Target % of Base	2	2						
Total Compensation-All	12	28	152,252	120,000	131,832	143,766	157,482	205,966
Total Compensation - Bonus Eligible	10	25	154,562	120,000	132,794	145,952	159,612	212,772

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
121,304	162,917	204,531

Senior Remediation Engineer IV

Job Code: 2904

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	9
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	6	19

REGION	Org.	Incum.
West Coast	3	9
South Central	3	4
North Central	3	4
Southeast	2	9
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	4
Chemicals	2	2
Pharmaceutical	0	0
Other	1	2
Non-Manufacturing	9	24
Energy	3	5
Utilities	0	0
Research Laboratories	3	9
Services	0	0
Financial Services	0	0
Other	3	10

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	17
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	3	6
Over \$20 Billion	1	1

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,697	129,789	115,800	146,717
159,148	145,952	130,397	223,220

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
153,905	143,606	129,938	215,040

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
160,761	146,134	121,038	224,250

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,657	141,784
159,895	145,952

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
157,961	149,308

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
161,654	149,308

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Serves as a technical leader on medium size complex site clean-up operations where the contaminated area is a result of past manufacturing or processing practices. Conducts engineering studies related to the evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology available for remedial action in keeping with environmental and regulatory requirements, as well as, responsible community action. Conducts extensive investigation of the site to determine the extent of contamination, defining the alternatives that can be employed to complete the clean-up and insuring that the work will be in accordance with all federal and state regulatory requirements and within the companies environmental policy. Develops hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contaminants or the resulting materials contaminated by them. Some sites well be listed as Superfund locations on the EPA priority list or DOE projects and involve major restoration activities. Responds to requests from operating units on geo-environmental engineering problems and facility decontamination issues. Maintains a strong working knowledge on the scientific and technical aspects of various regulatory requirements and how they impact each clean-up operation. Provides leadership direction to less experienced professionals.

Qualification Guidelines:

Ph.D. in Chemical Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	10	44	132,636	114,300	117,926	127,152	150,221	156,752
Base Salary-Bonus Eligible	6	38	134,776	114,700	118,858	130,722	151,312	157,037
Base Salary-Non-Bonus Eligible	4	6						
Bonus Amount-Actual Amount Paid	5	11	9,632	2,250	3,750	11,500	14,500	15,500
Bonus Target % of Base	0	0						
Total Compensation-All	10	44	135,044	114,508	118,442	128,542	152,292	160,045
Total Compensation - Bonus Eligible	6	38	137,565	115,184	119,332	132,991	154,214	162,379

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 10% Very Close Match: 90% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
60%	0%	70%

Average Salary Range

Minimum	Midpoint	Maximum
98,380	129,331	160,268

Remediation Engineer III

Job Code: 2905

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	4	10
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	6	34

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	3	13
South Central	2	13
North Central	3	3
Southeast	4	14
Northeast	1	1

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	3
Chemicals	2	2
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	7	41
Energy	1	7
Utilities	0	0
Research Laboratories	3	21
Services	0	0
Financial Services	0	0
Other	3	13

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	3
\$1 Billion < \$3 Billion	5	23
\$3 Billion < \$5 Billion	1	9
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	8
Over \$20 Billion	0	0

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
129,203	125,684	111,288	152,531

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
133,878	128,875	114,000	156,896

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
132,285	122,664	114,677	156,704

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
129,363	125,684

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
136,340	131,159

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
132,435	124,914

Job Description:

Works under general supervision. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Serves as a technical leader on small to medium size site clean-up operations where the contaminated area is a result of past manufacturing or processing practices. Conducts engineering studies related to the evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology available for remedial action in keeping with environmental and regulatory requirements, as well as, responsible community action. Conducts investigation of the site to determine the extent of contamination, defining the alternatives that can be employed to complete the clean-up and insuring that the work will be in accordance with all federal and state regulatory requirements and within the companies environmental policy. Assists in the development of hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contaminants or the resulting materials contaminated by them. May works on sites listed as Superfund locations on the EPA priority list or DOE projects and involve major restoration activities. May respond to requests for technical guidance from operating units on remediation engineering problems and facility decontamination issues. Maintains a good working knowledge on the technical aspects of various regulatory requirements and how they impact each clean-up operation. Provides leadership direction to less experienced professionals.

Qualification Guidelines:

Ph.D. in Chemical Engineering or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	58	107,743	92,062	98,000	104,629	115,000	130,860
Base Salary-Bonus Eligible	12	51	108,626	92,517	98,061	105,420	116,000	132,288
Base Salary-Non-Bonus Eligible	1	7						
Bonus Amount-Actual Amount Paid	6	12	6,048	1,323	1,411	3,914	9,522	12,592
Bonus Target % of Base	3	8						
Total Compensation-All	13	58	108,994	92,062	98,000	105,871	120,000	130,860
Total Compensation - Bonus Eligible	12	51	110,049	92,517	98,061	108,519	121,556	132,288

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
92%	0%	62%

Average Salary Range

Minimum	Midpoint	Maximum
87,750	113,210	137,113

Remediation Engineer II

Job Code: 2906

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	7	17
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	6	41

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	2	11
South Central	7	26
North Central	3	8
Southeast	3	13
Northeast	0	0

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	2
Technology	1	2
Other	0	0
Non-Durable Goods Mfg.	4	5
Chemicals	3	4
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	8	51
Energy	1	2
Utilities	1	3
Research Laboratories	2	25
Services	0	0
Financial Services	0	0
Other	4	21

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	6	24
\$3 Billion < \$5 Billion	4	24
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	3
Over \$20 Billion	1	7

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
107,034	106,247	97,716	116,000
109,397	104,000	89,623	132,940

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
103,901	102,520	98,000	112,224

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
107,159	104,000	91,000	132,288

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
112,622	116,000	91,070	133,224

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
111,473	113,670
109,694	104,000

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
107,507	102,520

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
108,459	104,250

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
112,692	116,000

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment for following the defined policies and procedures. Participates with others in conducting engineering studies related to the evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology available for remedial action in keeping with environmental and regulatory requirements. Participates with others in conducting investigations of a specific site to determine the extent of contamination. Assists in defining the alternatives that can be employed to complete the clean-up and insuring that the work will be in accordance with all federal and state regulatory requirements and within the companies environmental policy. Assists in the development of hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contaminants or the resulting materials contaminated by them. May work on sites listed as Superfund locations on the EPA priority list or DOE projects and involve major restoration activities. Maintains a working knowledge on the technical aspects of various regulatory requirements and how they impact each clean-up operation. May provide leadership direction and technical advice to remediation technicians.

Qualification Guidelines:

M.S. in Chemical Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	9	24	77,271	69,172	71,856	76,230	79,950	85,941
Base Salary-Bonus Eligible	7	9	71,579	65,014	70,720	74,880	75,874	78,287
Base Salary-Non-Bonus Eligible	2	15						
Bonus Amount-Actual Amount Paid	3	3						
Bonus Target % of Base	2	2						
Total Compensation-All	9	24	78,013	69,172	72,655	77,688	82,250	85,941
Total Compensation - Bonus Eligible	7	9	73,559	65,014	70,720	75,121	79,435	82,241

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 89% Nonexempt: 11%
- *Degree of Position Match (% of organizations):* Less than Description: 11% Very Close Match: 78% More than Description: 11%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	0%	22%

Average Salary Range

Minimum	Midpoint	Maximum
57,679	71,823	85,960

Remediation Engineer I

Job Code: 2907

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	21
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	3	3

REGION	Org.	Incum.
West Coast	0	0
South Central	6	6
North Central	4	15
Southeast	2	3
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	5
Chemicals	2	2
Pharmaceutical	0	0
Other	1	3
Non-Manufacturing	6	19
Energy	1	1
Utilities	1	1
Research Laboratories	1	1
Services	0	0
Financial Services	0	0
Other	3	16

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	3	3
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	3
Over \$20 Billion	2	15

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,055	75,437	70,763	78,374

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
83,746	76,937	72,860	101,442

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,277	77,376	69,609	87,322

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
76,540	76,981

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
84,834	80,200

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
79,202	79,435

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Job Description:

Works under consultative direction toward predetermined goals and objectives. Develops, implements and evaluates processes, procedures and applications which contribute to the overall objectives to maintain an effective EH&S quality assurance and quality control program. Provides technical expertise and initiative in identifying areas to which quality assurance practices may be introduced and enhanced. Conducts quantitative system audits to assure that appropriate QA/QC requirements are incorporated in all EH&S analytical procedures and to verify that these requirements are in compliance. Conducts periodic qualitative performance audits on all analytical procedures to determine and document the precision and accuracy of data produced within the organization. Assures that appropriate corrective action is taken to maintain analytical integrity. Provides technical QA support and guidance to all EH&S functions. Interacts with EH&S clients as requested to explain or verify QA procedures or data reliability. Develops QA training programs to be implemented throughout the organization. Develops QA documentation in accordance with federal and state requirements. Assures that all necessary analytical documentation is generated, reviewed, issued to clients, and properly archived. Conducts technical evaluation studies of the suppliers quality assurance controls and maintains statistical performance records of suppliers actions. Interfaces with government agencies in external audits and follows up on corrective actions. Prepares periodic reports to the EH&S management on the performance of the organization and the quality of data being produced.

Qualification Guidelines:

Ph.D. in Physical Science or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	154	142,864	116,698	129,167	140,067	150,116	162,276
Base Salary-Bonus Eligible	10	95	147,142	125,535	133,595	140,460	153,183	166,038
Base Salary-Non-Bonus Eligible	8	59	135,977	114,514	122,234	137,256	146,328	155,286
Bonus Amount-Actual Amount Paid	8	53	11,607	1,000	1,500	13,847	15,856	24,788
Bonus Target % of Base	5	34	10	8	8	10	10	13
Total Compensation-All	18	154	146,859	121,613	131,534	142,870	155,002	171,292
Total Compensation - Bonus Eligible	10	95	153,617	129,255	137,026	146,024	163,378	176,278

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 94% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
56%	11%	44%

Average Salary Range

Minimum	Midpoint	Maximum
117,545	155,704	194,482

Senior EH&S Quality Assurance Specialist IV

Job Code: 3204

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	58
Group/Subsidiary	2	15
Division/Plant	0	0
Res. Labs., Gov't., Education	9	81

REGION	Org.	Incum.
West Coast	9	91
South Central	4	7
North Central	3	13
Southeast	5	42
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	4
Technology	1	4
Other	0	0
Non-Durable Goods Mfg.	3	19
Chemicals	2	11
Pharmaceutical	1	8
Other	0	0
Non-Manufacturing	14	131
Energy	1	6
Utilities	1	16
Research Laboratories	5	40
Services	3	27
Financial Services	0	0
Other	4	42

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	19
\$500 Million < \$1 Billion	6	37
\$1 Billion < \$3 Billion	5	67
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	6
Over \$20 Billion	3	25

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,090	143,118	116,706	158,460
147,670	140,289	124,112	176,831

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
150,117	143,736	127,307	168,463
132,228	133,219	113,357	142,308

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,906	140,920	126,102	161,790
164,593	143,136	125,200	236,788

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,103	142,198	126,592	155,301
153,076	142,740	130,476	202,954

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,804	151,209
148,342	140,595

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,514	146,536
133,238	134,719

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,825	144,194
165,507	144,200

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,601	150,105
153,571	143,487

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Develops, implements and evaluates processes, procedures and applications which contribute to the overall objectives to maintain an effective EH&S quality assurance and quality control program. Provides technical expertise and initiative in identifying areas to which quality assurance practices may be introduced and enhanced. Conducts quantitative system audits to assure that appropriate QA/QC requirements are incorporated in all EH&S analytical procedures and to verify that these requirements are in compliance. Conducts periodic qualitative performance audits on all analytical procedures to determine and document the precision and accuracy of data produced within the organization. Assures that appropriate corrective action is taken to maintain analytical integrity. Provides technical QA support and guidance to all EH&S functions. Interacts with EH&S clients as requested to explain or verify QA procedures or data reliability. Develops QA training programs to be implemented throughout the organization. Develops QA documentation in accordance with federal and state requirements. Assures that all necessary analytical documentation is generated, reviewed, issued to clients, and properly archived. Conducts technical evaluation studies of the suppliers quality assurance controls and maintains statistical performance records of suppliers actions. Interfaces with government agencies in external audits and follows up on corrective actions. Provides technical direction to less experienced personnel in the QA function.

Qualification Guidelines:

Ph.D. in Physical Science or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	18	168	108,504	83,291	92,784	109,824	122,036	128,738
Base Salary-Bonus Eligible	11	119	109,986	82,193	92,348	114,866	123,415	130,009
Base Salary-Non-Bonus Eligible	7	49	104,904	88,168	93,470	105,477	113,030	123,502
Bonus Amount-Actual Amount Paid	8	63	9,382	600	3,916	11,808	12,798	13,901
Bonus Target % of Base	4	62						
Total Compensation-All	18	168	112,022	87,883	101,116	112,180	123,700	136,455
Total Compensation - Bonus Eligible	11	119	114,953	87,719	102,963	115,968	125,558	138,933

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 0%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
61%	17%	61%

Average Salary Range

Minimum	Midpoint	Maximum
89,271	117,255	143,821

EH&S Quality Assurance Specialist III

Job Code: 3205

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	81
Group/Subsidiary	3	24
Division/Plant	0	0
Res. Labs., Gov't., Education	8	63

REGION	Org.	Incum.
West Coast	7	74
South Central	6	19
North Central	4	26
Southeast	5	39
Northeast	1	10

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	6
Technology	1	6
Other	0	0
Non-Durable Goods Mfg.	4	68
Chemicals	3	27
Pharmaceutical	1	41
Other	0	0
Non-Manufacturing	13	94
Energy	0	0
Utilities	1	17
Research Laboratories	6	41
Services	2	13
Financial Services	0	0
Other	4	23

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	29
\$500 Million < \$1 Billion	3	13
\$1 Billion < \$3 Billion	5	56
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	0	0
Over \$20 Billion	5	68

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
107,898	109,650	84,034	129,727
118,245	118,050	94,013	134,499

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,662	119,621	91,806	129,587
112,282	116,782	80,666	134,117
105,881	107,491	94,684	114,863

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,799	117,000	96,620	131,872
122,850	120,072	107,142	152,328

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
120,591	118,186	109,149	130,911
107,861	111,932	84,085	130,043

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
114,634	114,786
118,664	118,446

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
121,493	120,658
116,366	121,176
106,396	107,491

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
119,593	118,157
123,012	120,658

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
121,065	118,446
116,763	118,778

Job Description:

Under general supervision performs assigned duties from established policies and procedures. Performs a variety of activities associated with operating a waste water treatment facility. Insures that all company policies and procedures are followed and that all actions support regulatory compliance. Monitors waste water flows and quality to assure effluence is within defined standards. Makes appropriate adjustments where flow and quality are not to standards. Collects waste water samples and performs in-plant laboratory test. Maintains testing and activity logs. Anticipates and adjusts processing for unexpected activities (such as equipment or system outages, spills or unplanned waste streams) and modifies or develops solutions to maintain regulatory compliance. Performs and monitors scheduled and unscheduled maintenance on equipment to ensure continuous safe and proper treatment of waste water at the facility. Performs non-routine or occasional labor tasks related to operating the treatment plant, such as operating valves and pumps and treatment equipment. Keeps informed of new regulatory requirements to determine what new procedures or processes will be needed to be implemented to meet the standards and to maintain compliance. May be required to maintain analyses and supporting verification documentation such as waste water or RCRA analytical reports, water distribution and consumption reports, water reuse data, water stream profile reports, etc. Acts as the lead person within the facility providing direction and technical support.

Qualification Guidelines:

B.S. in Engineering or related field and a minimum of 3 year experience; or an Associate degree in a field directly related to the work and a minimum of 5 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	16	149	89,084	68,885	87,069	90,480	93,685	105,830
Base Salary-Bonus Eligible	10	75	89,387	64,076	72,452	92,600	105,800	115,398
Base Salary-Non-Bonus Eligible	6	74	88,778	87,069	87,069	90,480	90,480	92,708
Bonus Amount-Actual Amount Paid	9	59	6,185	1,050	2,079	2,677	12,873	14,322
Bonus Target % of Base	11	68	5	3	3	5	7	10
Total Compensation-All	16	149	91,533	70,142	87,069	90,480	95,255	115,398
Total Compensation - Bonus Eligible	10	75	94,252	66,077	74,209	94,582	111,738	119,195

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 19% Nonexempt: 81%
- *Degree of Position Match (% of organizations):* Less than Description: 6% Very Close Match: 88% More than Description: 6%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
63%	13%	44%

Average Salary Range

Minimum	Midpoint	Maximum
66,303	82,150	97,235

Senior Plant Operator - Waste Water Treatment

Job Code: 3508

<i>TYPE OF ORGANIZATION</i>	<i>Org.</i>	<i>Incum.</i>
Corporation	12	79
Group/Subsidiary	1	6
Division/Plant	0	0
Res. Labs., Gov't., Education	3	64

<i>REGION</i>	<i>Org.</i>	<i>Incum.</i>
West Coast	4	15
South Central	6	50
North Central	5	30
Southeast	4	41
Northeast	1	13

<i>INDUSTRY</i>	<i>Org.</i>	<i>Incum.</i>
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	4	19
Chemicals	1	8
Pharmaceutical	2	6
Other	1	5
Non-Manufacturing	11	128
Energy	1	2
Utilities	5	41
Research Laboratories	2	12
Services	1	37
Financial Services	0	0
Other	2	36

<i>FINANCIAL DIMENSION</i>	<i>Org.</i>	<i>Incum.</i>
Under \$500 Million	2	8
\$500 Million < \$1 Billion	2	38
\$1 Billion < \$3 Billion	1	26
\$3 Billion < \$5 Billion	2	46
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	6	18
Over \$20 Billion	3	13

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
89,431	91,946	69,480	105,830

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
91,742	87,901	87,069	99,574
86,259	88,525	62,109	117,084

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
88,768	90,480	70,712	105,830
92,688	87,069	87,069	105,830

Base Salary

<i>Wt. Average</i>	<i>Median</i>	<i>10th Percentile</i>	<i>90th Percentile</i>
95,370	99,574	72,322	105,830

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
94,956	94,542

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
95,771	94,470
89,103	88,525

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
90,990	90,480
97,111	87,069

Ttl. Cash Comp. (No LTI)

<i>Wt. Average</i>	<i>Median</i>
101,361	100,570

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Performs defined activities associated with operating a waste water treatment facility. Follows specific courses of action to insure that all company policies and procedures are followed and that all work maintains regulatory compliance. Assists in monitoring waste water flows and quality to assure effluence is within defined standards. Collects waste water samples and performs routine in-plant laboratory test. Records testing results accurately in a log. Performs work associated with scheduled maintenance on equipment, to ensure safe and proper treatment of waste water at the facility. Performs routine labor tasks related to operating the treatment plant, such as operating valves and pumps and treatment equipment. Keeps informed of new regulatory requirements to provide suggestions on new procedures or processes that will need to be implemented to meet the standards and to be in compliance.

Qualification Guidelines:

Associate degree in a field directly related to the work and a minimum of 3 years progressive experience; or H.S. diploma with a minimum of 5 years progressive experience.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	88	77,568	55,508	62,010	82,472	89,504	94,307
Base Salary-Bonus Eligible	9	73	77,833	55,028	60,320	82,800	90,667	96,054
Base Salary-Non-Bonus Eligible	4	15						
Bonus Amount-Actual Amount Paid	8	57	4,588	816	1,404	5,500	6,141	7,952
Bonus Target % of Base	10	69	5	3	3	5	5	8
Total Compensation-All	13	88	80,540	56,020	62,260	87,213	93,400	102,264
Total Compensation - Bonus Eligible	9	73	81,415	55,151	60,881	88,399	94,203	104,024

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 8% Nonexempt: 92%
- *Degree of Position Match (% of organizations):* Less than Description: 0% Very Close Match: 100% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	15%	54%

Average Salary Range

Minimum	Midpoint	Maximum
58,022	70,789	85,306

Plant Operator - Waste Water Treatment

Job Code: 3509

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	79
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	2	9

REGION	Org.	Incum.
West Coast	3	3
South Central	6	46
North Central	5	36
Southeast	2	3
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	4	26
Chemicals	1	9
Pharmaceutical	2	12
Other	1	5
Non-Manufacturing	8	60
Energy	1	4
Utilities	5	27
Research Laboratories	1	7
Services	1	22
Financial Services	0	0
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	5
\$500 Million < \$1 Billion	1	7
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	2	44
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	6	18
Over \$20 Billion	2	12

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,001	82,888	55,324	95,056

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
79,751	85,779	60,927	93,387
71,135	77,334	55,557	88,816

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,989	77,542	53,655	89,507
87,758	87,484	64,232	105,830

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,393	93,387	72,430	105,830

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
81,309	88,425

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
83,236	90,667
71,847	77,334

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
78,680	77,542
95,049	93,975

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,548	94,203