

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

I. EMPLOYER INFORMATION

A. Firm Name: _____

B. Firm Address: _____
street address *city* *zip code*

C. Sector: Private _____ Government _____ Not-For-Profit _____

D. Person Completing Survey:

1. Name: _____

2. Title: _____

3. Telephone Number: _____

4. Email Address: _____

II. GENERAL EMPLOYMENT DATA

A. Total number of Employees:

1. Full Time Equivalent (FTE) positions: _____

2. Head Count: _____

B. Do you have collective bargaining?

1. ___ Yes ___ No

2. _____ % Employees **Covered** by Collective Bargaining Agreements

3. _____ % Employees **Not Covered** by Collective Bargaining Agreements

C. Average duration of collective bargaining agreements: _____ Years

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III. INSURANCE BENEFITS

How many hours must be worked per week in order for the employee to be considered “Full Time”? _____ *hours/week*

When completing the table below, please report the following:

1. Whether or not each benefit is provided (Y/N) for full- & part-time employees (EE’s)
2. If yes, report the percentage of the premium cost (on average) paid for by the employer (your organization) for each policy type provided by your organization.

Does Your Organization Provide:	TYPE OF POLICY					
	Full Time EEs? (Y/N)	Part Time EEs? (Y/N)	EE Only?	EE plus 1 dep*?	EE plus 2+ deps*?	Family?
			<i>Fill in the employer’s [average] contribution for each type of policy offered by the employer.</i>			
A. Health Insurance for Active Employees?	<input type="text"/>	<input type="text"/>				
If yes, employer’s contribution (% of premium cost):			%	%	%	%
B. Health Insurance for Retired Employees?	<input type="text"/>					
If yes, employer’s contribution (% of premium cost):			%	%	%	%
C. Dental Insurance?	<input type="text"/>	<input type="text"/>				
Dental included in Health plan?	<input type="text"/>	<input type="text"/>				
If NO, employer’s contribution (% of premium cost):			%	%	%	%
D. Other Insurance						
1. Life Insurance?	<input type="text"/>	<input type="text"/>				
If yes, employer’s contribution (% of premium cost):			%			
2. Disability/Wage Continuation Insurance?	<input type="text"/>	<input type="text"/>				
If yes, employer’s contribution (% of premium cost):			%			
3. Long Term Care Insurance?	<input type="text"/>	<input type="text"/>				
If yes, employer’s contribution (% of premium cost):			%			

*Dep/Deps = dependent/dependents [whether spouse or children]

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IV. RETIREMENT BENEFITS

<u>Retirement Plan</u>	If yes, what it is the employer's contribution (as a percent of employee's salary)?
Employer participates in the Wisconsin Retirement System (Y/N)?	___ %

If the employer does not participate in the WRS:

Employer participates in other defined-benefit pension plan (Y/N)? * ___ %

Employer participates in other defined-contribution pension plan (Y/N)? * ___ %

Employer participates in other pension plan (Y/N)? * ___ %

Maximum employer match: ___ %

Please describe the other pension plan (e.g., 401 (k), 403 (b), etc.) _____

***Definitions for Employer-Sponsored Retirement Plans** (Definitions derived from "Job Employment Guide" on the web at <http://www.job-employment-guide.com/retirement-plans.html>)

Defined Benefit Plan (DB): promises the participant a specific monthly benefit at retirement. This monthly benefit can be an exact dollar amount, or be calculated through a formula that considers a participants salary and years of service.

Defined Contribution Plan (DC): the employee or the employer (or both) contribute to the employee's individual account under the plan. The size of the employee's retirement account is a function of contributions and the investment performance of investment instruments. Balances that accrue in DC plans belong to individual employees, who direct the investments and bear the risk of fluctuating asset returns.

401(k) Plan: the most common type of employer-sponsored retirement plan, usually funded with before-tax salary contributions and often matching contributions from the employer. Both the employer contributions (if any) and any growth in the 401(k) is tax-deferred until withdrawn.

403(b) Plan: also known as a tax-sheltered annuity (TSA) plan, a retirement plan for certain employees of public schools, employees of certain tax-exempt organizations and certain ministers. Individual accounts in a 403(b) plan can be any of the following types: 1) an annuity contract, which is provided through an insurance company; 2) a custodial account, which is invested in mutual funds; (3) a retirement income account set up for church employees. The features of the 403(b) plan are very similar to the 401(k) plan. Employees may make salary deferral contributions that are usually limited by regulatory caps.

Profit Sharing Plan: a retirement plan in which the contributions are made solely by the employer. The business owner has the flexibility to contribute and deduct between 0% and 25% of eligible participant's compensation up to a maximum each year.

SIMPLE Plan: *Saving incentive match plan for employees* is a type of pension plan that may be implemented by self-employed individuals or employers with 100 or fewer employees. It works similarly to a 401(k) plan. The employer matches 100% of employee deferrals up to 3% of compensation or provides non-elective contributions up to 2% of compensation.

ESOP Plan: An *Employee Stock Ownership Plan* is a form of defined contribution plan in which the investments are primarily in employer stock.

Money Purchase Pension Plan: requires fixed annual contributions from the employer to the employee's individual account.

SEP: A *simplified employee pension* (SEP) is basically a group of IRAs; it allows employers to make contributions to their own IRA and to IRAs that their employees set up and control. Generally, you can make contributions of up to \$42,000 a year or 25 percent of compensation, whichever is lower.

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V. LEAVE POLICIES

A. PTO Bank

1. Do you provide a **Paid Time Off** (PTO) bank to your employees to be used for whatever purpose they choose (personal time, vacation, sick leave)?

Yes No (**if no, go to B.**)

a. If yes, how many total PTO hours (or days) are granted per year?

Years of Service	Hours / Days
	/
	/
	/
	/
	/
	/
	/
	/
	/

b. Is PTO leave prorated for part time employees? Yes No

c. Are employees permitted to carry over PTO leave? Yes No

If yes, any limits? _____

B. Annual Leave (Vacation)

1. Do you provide paid annual leave (vacation)? Yes No

a. If yes, please list the annual vacation entitlement for years of service below:

Years of Service	Hours / Days
	/
	/
	/
	/
	/
	/
	/
	/
	/

b. Is annual leave prorated for part time employees? Yes No

c. Are employees permitted to carry over annual leave? Yes No

If yes, any limits? _____

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C. Holidays and Personal Days

1. Do you provide paid holidays? ___ Yes ___ No; **If yes:**
 - a. Holidays _____ days/year [report only if NOT part of PTO Bank]
 - b. Are holidays prorated for part time employees? ___ Yes ___ No
2. Do you provide paid personal days? ___ Yes ___ No; **If yes:**
 - a. Personal Days _____ days/year [report only if NOT part of PTO Bank]
 - b. Are personal days prorated for part time employees? ___ Yes ___ No
 - c. Are employees permitted to carry over personal leave? ___ Yes ___ No
If yes, any limits? _____

D. Sick Leave

1. Do you provide paid sick leave? ___ Yes ___ No; **If yes:**
 - a. How many sick days/hours do you provide per year? _____
 - b. How are sick days/hours accumulated (e.g., X hours earned for every X-day pay period: _____
 - c. Is sick leave prorated for part time employees? ___ Yes ___ No
 - d. Are employees permitted to carry sick leave over from year to year?
___ Yes ___ No
If yes, any limits? _____
2. How may accumulated sick leave be used when an employee terminates?
 - a. Employee can cash out accumulated sick leave: ___ Yes ___ No
 - b. Employee can use the value of accumulated sick leave towards the purchase of continued health insurance premiums: ___ Yes ___ No
(This usually applies to termination for retirement, only)
 - c. Other: _____

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VI. PAY PRACTICES

A. How are your salaries determined? (check all that apply; see page 8 for definitions)

Job Evaluation Systems

Labor Market Comparisons

Comparable Worth

Collective Bargaining Contract

Other (please explain): _____

B. Does your organization utilize a broadbanding compensation model for any of its classifications? Yes No

If yes: which classification groups are covered? (Attach a list, if necessary)

C. Step and/or In-Grade Increase Pay Policies

1. Do you provide step or in-grade increases? Yes No (if no, go to D.)

2. What, on average, is the step/in-grade increase? _____ cents **OR** _____%

3. Are steps/in-grade increases automatic for **collective bargaining** employees?
 Yes No

4. Are steps/in-grade increases currently in effect for **collective bargaining** employees?
 Yes No

5. Are steps/in-grade increases automatic for **non-collective bargaining** employees?
 Yes No

6. Are steps/in-grade increases currently in effect for **non-collective bargaining** employees?
 Yes No

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D. Across-the-Board (ATB) Increase Policies

1. Are across-the-board (ATB) increases provided? ___ Yes ___ No
2. What were the amounts and effective dates of your most recent ATB increase for collective bargaining (CB) **AND** non-collective bargaining (NCB) employees?
 - a. **CB Employees - % or \$ amount:** _____ Effective Date: _____
 - b. **NCB Employees - % or \$ amount:** _____ Effective Date: _____
3. If known, what are the amounts and effective dates of your next ATB increases for collective bargaining **AND** non-collective bargaining employees?
 - a. **CB Employees - % or \$ amount:** _____ Effective Date: _____
 - b. **NCB Employees - % or \$ amount:** _____ Effective Date: _____Check here if this information is not available at this time _____

E. Merit Increase Policies

1. Are merit increases provided? ___ Yes ___ No
2. What were the amounts and effective dates of your most recent merit increase for collective bargaining (CB) **AND** non-collective bargaining (NCB) employees?
 - a. **CB Employees - % or \$ amount:** _____ Effective Date: _____
 - b. **NCB Employees - % or \$ amount:** _____ Effective Date: _____
3. If known, what are the amounts and effective dates of your next merit increase for collective bargaining **AND** non-collective bargaining employees?
 - a. **CB Employees - % or \$ amount:** _____ Effective Date: _____
 - b. **NCB Employees - % or \$ amount:** _____ Effective Date: _____Check here if this information is not available at this time _____

If the space provided is insufficient to respond, please attach your response on a separate page.

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Abbreviations and Terms

ATB: Across the Board

Broadbanding: a flexible compensation system that simplifies the classification and compensation structure by replacing the reclassification process with pay flexibility transactions. A broadband, or pay band, is similar to a pay range, but generally utilizes a greater distance between the minimum and maximum (as compared to traditional pay ranges) to reflect the collapsing of multiple pay ranges into one broad pay band.

COLA: Cost of Living Adjustment

Collective Bargaining: negotiation between an employer and a labor union usually on wages, hours, and working conditions.

Comparable Worth (also called Pay Equity): A reform effort to pay different job titles the same based on their value to their employer regardless of the gender predominance of those working in such titles. For example, jobs can be compared on dimensions such as the education/training needed, the working conditions, the responsibility involved and effort required.

EE: Employee

FTE: Full Time Equivalent

Job Evaluation: a practical technique, designed to enable trained and experienced staff to judge the size of one job relative to others. It does not directly determine pay levels, but will establish the basis for an internal ranking of jobs. The two most common methods of job evaluation that have been used are 1) whole job ranking, where jobs are taken as a whole and ranked against each other; and 2) awarding points for various aspects of the job (sometimes referred to by names such as "point factor evaluation"). In the points system, various aspects or parts of the job such as education and experience required to perform the job are assessed and a points value awarded. The higher the educational requirements of the job the higher the points scored.

Labor Market Comparison: the process of comparing wage and salary data of employees working in comparable jobs in the labor force (the "market") to the wages & salaries of employees within the organization.

Merit Increase: Increase in wages achieved through superior performance on the job.

PTO Bank: Paid Time Off Bank - accumulated leave time that may be used for any purposes by the employee (personal, vacation, sick leave, etc.)

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VII. WAGE DATA

Please complete the following table for those benchmark jobs you employ. Job descriptions can be found in the separate Word document “OSER Labor Market Information Survey – Benchmark Classification Titles and Descriptions”.

NOTES ABOUT COMPLETING THE SURVEY

- 1) We request that you report average salary, pay range minimum and pay range maximum, *in effect as of June 1st, 2011*, in annualized amounts. Please round to the nearest dollar and use the following conversions:
 - Hourly Wage x **2088** = Annual Salary
 - Weekly Salary x **52** = Annual Salary
 - Bi-Weekly Salary x **26** = Annual Salary
 - Bi-Monthly Salary x **24** = Annual Salary
 - Monthly Salary x **12** = Annual Salary
- 2) Where the survey requests amounts for “pay range minimum” and “pay range maximum” we are asking for the minimum and maximum of allowable compensation for that job title, not the minimum and maximum of actual salaries paid to existing employees in that title.
- 3) *Seniority*: if possible, please report the average (mean) seniority for all employees in the specified classification, in years expressed to 1/10 of a year (e.g., 3.4 years), using a reference date of **June 1, 2011** (if you must use a different reference date, please indicate that reference date). *Please report seniority within the organization (not in the specific classification).*

(Example)

XX.XXX - CLASSIFICATION TITLE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? Yes No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

BENCHMARKS – CODES and CLASSIFICATION TITLES BEGIN ON THE FOLLOWING PAGE. PLEASE SEE THE DOCUMENT “2010 OSER Labor Market Information Survey – Benchmark Descriptions.doc” FOR BENCHMARK DESCRIPTIONS.

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ADMINISTRATIVE SUPPORT

02.051 - OFFICE ASSOCIATE [OFFICE SUPPORT – ENTRY]

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.052 - OFFICE OPERATIONS ASSOCIATE [OFFICE SUPPORT – INTERMEDIATE]

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.053 - OPERATIONS PROGRAM ASSOCIATE [OFFICE SUPPORT – ADVANCED]

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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02.302 - FINANCIAL SPECIALIST 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.303 - FINANCIAL SPECIALIST 3 [INTERMEDIATE]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.304 - FINANCIAL SPECIALIST 4 [ADVANCED]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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02.352 - PAYROLL AND BENEFITS SPECIALIST 2 [ENTRY/OBJECTIVE]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.353 - PAYROLL AND BENEFITS SPECIALIST 3 [INTERMEDIATE]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.354 - PAYROLL AND BENEFITS SPECIALIST 4 [ADVANCED]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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02.426 - LIBRARY SERVICES ASSISTANT – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.427 - LIBRARY SERVICES ASSISTANT – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.500 - MEDICAL PROGRAM ASSISTANT – ASSOCIATE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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02.800 - CORRECTIONS COMMUNICATION OPERATOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.852 - OFFENDER RECORDS ASSISTANT 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

02.853 - OFFENDER RECORDS ASSISTANT 3

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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BLUE COLLAR / NON-BUILDING TRADES

03.052 - FOOD SERVICE ASSISTANT 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.055 - FOOD PRODUCTION ASSISTANT

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.101 - FACILITIES MAINTENANCE SPECIALIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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03.102 - FACILITIES MAINTENANCE SPECIALIST – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

03.151 - FACILITIES REPAIR WORKER

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

03.152 - FACILITIES REPAIR WORKER – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

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03.201 - HVAC/REFRIGERATION SPECIALIST

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.202 - HVAC/REFRIGERATION SPECIALIST – ADVANCED

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.301 - AUTOMOTIVE/EQUIPMENT TECHNICIAN – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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03.302 - AUTOMOTIVE/EQUIPMENT TECHNICIAN – MASTER

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

03.401 - CUSTODIAN

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

03.501 - MOTOR VEHICLE OPERATOR – HEAVY

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

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03.502 - MOTOR VEHICLE OPERATOR – LIGHT

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.601 - POWER PLANT OPERATOR – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.650 - UTILITY PLANT OPERATOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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03.802 - LOCKSMITH – JOURNEY

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.902 - OFFSET PRESS OPERATOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

03.905 - TREE PRUNER

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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SECURITY / PUBLIC SAFETY

05.055 - CORRECTIONAL OFFICER

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

05.203 - SECURITY OFFICER 3

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

05.500 - PSYCHIATRIC CARE TECHNICIAN

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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TECHNICAL

06.100 - DENTAL HYGIENIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.221 - ANIMAL RESEARCH TECHNICIAN – OBJECTIVE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.225 - HISTOLOGY TECHNICIAN – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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06.230 - MEDICAL ASSISTANT 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.235 - MEDICAL LABORATORY TECHNICIAN – OBJECTIVE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.401 - DENTAL ASSISTANT

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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06.501 - LICENSED PRACTICAL NURSE

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.502 - NURSING ASSISTANT 2

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

06.601 - RESIDENT CARE TECHNICIAN 2

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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06.701 - OCCUPATIONAL THERAPY ASSISTANT – OBJECTIVE

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

06.702 - PHYSICAL THERAPY ASSISTANT

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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SOCIAL SERVICES

12.021 - EMPLOYMENT AND TRAINING COUNSELOR (C)

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.023 - EMPLOYMENT AND TRAINING SPECIALIST (B)

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.031 - PROBATION AND PAROLE OFFICER (C)

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

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12.040 - SOCIAL WORKER – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.041 - SOCIAL WORKER – ADVANCED [CHILD WELFARE]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.042 - SOCIAL WORKER – CLINICAL [INSTITUTION]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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12.043 - SOCIAL WORKER – CORRECTIONS (C)

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.051 - PSYCHOLOGIST [LICENSED]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

12.060 - TREATMENT SPECIALIST – 1

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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PROFESSIONAL FISCAL AND STAFF SERVICES

07.001 - PROGRAM AND POLICY ANALYST – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.280 - PURCHASING AGENT [ENTRY]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.281 - PURCHASING AGENT – OBJECTIVE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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07.500 - ACCOUNTANT – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.550 - AUDITOR – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.951 - IS – NETWORK SERVICES – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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07.952 - IS – SYSTEMS DEVELOPMENT SERVICES – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.953 - IS – DATA SERVICES – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.954 - IS – TECHNICAL SERVICES – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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07.955 - IS – COMPREHENSIVE SERVICES – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

07.956 - IS – BUSINESS AUTOMATION – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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RESEARCH AND STATISTICAL ANALYSIS

08.101 - RESEARCH ANALYST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

08.201 - ECONOMIST - ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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ATTORNEY/LEGAL

09.005 - ATTORNEY – HEARING EXAMINER

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

09.100 - ATTORNEY – LEGAL COUNSEL

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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PATIENT TREATMENT

10.000 - PHYSICIAN

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

10.100 - OPTOMETRIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

10.200 - PSYCHIATRIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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10.300 - DENTIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

PATIENT CARE

11.101 - NURSE CLINICIAN 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

11.302 - NURSING INSTRUCTOR 2

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized</u> Amount for:							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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11.401 - OCCUPATIONAL THERAPIST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

11.501 - PHYSICAL THERAPIST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

11.601 - PHYSICIAN ASSISTANT

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

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EDUCATION

13.301 - LIBRARIAN

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

13.501 - TEACHER

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

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ENGINEERING

14.602 - ARCHITECT – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.603 - ARCHITECT – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.042 - ELECTRICAL ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

14.043 - ELECTRICAL ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.102 - CIVIL ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.103 - CIVIL ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

14.122 - ENVIRONMENTAL CIVIL ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.123 - ENVIRONMENTAL CIVIL ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.202 - MECHANICAL ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

14.203 - MECHANICAL ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.302 - CIVIL ENGINEER – TRANSPORTATION – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.303 - CIVIL ENGINEER – TRANSPORTATION – ADVANCED

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

14.402 - NUCLEAR ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

14.403 - NUCLEAR ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

14.502 - ELECTRONIC ENGINEER – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

14.503 - ELECTRONIC ENGINEER – ADVANCED

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.804 - RADIATION ENGINEERING SPECIALIST – ADVANCED 2

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

14.902 - SURVEYOR – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

SCIENCE PROFESSIONALS

15.102 - MEDICAL TECHNOLOGIST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

15.132 - PHARMACIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

15.222 - VETERINARIAN – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

15.551 - FORESTRY SPECIALIST

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

15.701 - ENVIRONMENTAL ANALYSIS AND REVIEW SPECIALIST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

15.800 - CHEMIST – SENIOR

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$_____	\$_____	\$_____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

15.805 - DNA ANALYST – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

15.810 - HYDROGEOLOGIST – SENIOR

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

LAW ENFORCEMENT

36.051 - POLICE OFFICER

Your Organization’s Corresponding Position Title: _____
(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

STATE OF WISCONSIN – OFFICE OF STATE EMPLOYMENT RELATIONS

2010-2011 LABOR MARKET INFORMATION SURVEY

36.060 - POLICE COMMUNICATIONS OPERATOR [Police Dispatcher]

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

36.100 - STATE PATROL TROOPER

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		

36.200 - POLICE DETECTIVE

Your Organization’s Corresponding Position Title: _____

(Please report a job as a match only if it is an 80% or greater match to the benchmark description.)

If no match, does your organization out-source this function? ____ Yes ____ No

Indicate the level within the series, if applicable: ___/___ (i.e., if this classification is the 2nd level in a 3-level classification series, write “2/3”).

<u>Annualized Amount for:</u>							
Average (Mean) Salary	Pay Range Minimum	Pay Range Maximum	Number of Employees (headcount)	Average Seniority as of 6/1/11	Hours/Week for Full Time Status	Eligible for Overtime Pay? (Y/N)	Position is Unionized? (Y/N)
\$ _____	\$ _____	\$ _____	_____	_____ years	_____		