



## 2007 Human Resources Compensation Survey



**This is a sample standard report...**

...to assist you in evaluating the *2007 Human Resources Compensation Survey* report.

This sample report contains data for only one position:  
Training Specialist II

The complete report contains the following sections:

- Participant List
- Executive Summary
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# 2007 Human Resources Compensation Survey



## Training Specialist II

Job Code: HR09200014

Participates in, and conducts company training programs. Monitors and reports the effectiveness of training on employees during the orientation period and for career development. May be involved in initial plan design and existing plan enhancements. Requires a bachelor's degree in a related area and 2-5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.

### Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<b>All Organizations</b>	100	447	48.5	54.1	61.2	58.3	54.5	46	186	1.4	3.1	5.9	5.2	4.1	100	447	49.6	55.7	65.0	61.4	56.4
<b>Ownership Type</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Public	40	274	51.5	58.2	64.7	60.8	57.9	22	113	1.6	4.2	8.0	6.6	5.3	40	274	53.5	59.7	66.5	64.9	60.8
Private	27	84	45.7	50.0	56.6	51.5	51.2	19	68	1.2	2.5	3.8	3.2	3.3	27	84	46.5	52.1	59.1	54.4	53.5
Government	6	27	40.9	53.0	55.6	47.9	49.7	1	1						6	27	40.9	53.0	56.2	48.0	50.1
Not-for-Profit	27	62	45.7	51.7	61.8	60.9	53.9	4	4						27	62	47.3	53.2	61.8	61.0	54.3
<b>Number of Employees (FTEs)</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< 1000	17	31	48.8	51.5	59.7	57.4	53.3	10	11	1.1	1.7	4.5	2.3	2.5	17	31	49.4	52.5	62.0	58.2	54.7
1,000 - 2,500	21	43	43.3	51.3	58.1	54.3	52.1	12	23	1.5	2.8	7.8	4.6	4.7	21	43	43.9	54.9	62.0	58.0	54.8
2,500 - 5,000	23	89	44.0	51.8	58.4	52.3	52.0	8	61	1.5	2.6	3.5	2.3	2.9	23	89	45.5	52.3	59.0	54.0	53.1
5,000 - 15,000	24	120	51.4	55.4	65.8	62.4	57.8	9	46	2.0	4.0	7.2	7.2	5.1	24	120	52.1	55.4	66.1	65.1	59.7
> 15,000	15	164	57.4	58.8	66.0	59.8	58.0	7	45	1.5	6.1	9.6	8.1	5.7	15	164	58.8	61.5	66.7	64.1	60.7
<b>Revenue</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< \$250M	15	38	45.0	49.9	62.0	59.3	52.8	6	8	1.1	1.4	2.8	1.8	2.0	15	38	47.3	51.0	62.0	59.7	53.6
\$250M - \$500M	19	39	48.0	54.1	61.8	55.7	53.9	9	24	3.1	4.0	6.4	4.2	5.2	19	39	49.3	57.1	66.2	58.4	56.4
\$500M - \$2B	22	57	51.6	55.1	63.5	61.9	56.8	8	19	1.1	1.6	6.5	7.7	3.9	22	57	52.3	55.4	65.3	64.5	58.2
\$2B - \$5B	11	97	43.5	55.4	64.5	57.3	54.5	6	39	2.4	3.0	7.2	3.1	4.4	11	97	46.0	58.0	65.2	59.1	57.1
> \$5B	16	133	51.9	58.8	65.3	61.9	59.1	11	80	1.1	4.0	8.6	6.7	4.4	16	133	53.1	60.5	68.9	68.4	62.1
<b>Industry</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Manufacturing	14	59	50.6	58.1	63.6	61.6	57.6	6	14	0.6	1.5	4.4	2.9	2.5	14	59	50.8	58.7	66.4	62.3	58.7
Retail Trade	10	62	40.4	48.7	63.4	56.0	50.8	7	27	1.3	3.1	6.1	3.7	3.7	10	62	41.6	54.3	66.5	58.6	53.5
Finance & Insurance	22	90	47.9	52.4	57.4	55.6	52.8	17	75	2.1	2.9	4.9	5.0	4.1	22	90	50.7	57.0	60.6	59.7	56.0



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**Training Specialist II**  
Job Code: HR09200014

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
Industry	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Monetary Authorities	8	34	46.6	54.6	59.8	61.3	54.4	7	27	2.3	3.6	7.8	7.7	4.4	8	34	49.2	59.8	61.6	67.4	58.3
Insurance Carriers	9	47	46.4	50.7	57.4	51.6	51.0	7	44	1.2	2.5	3.0	2.9	2.3	9	47	49.2	52.8	57.4	54.3	52.8
Prof., Sci., & Technical Svcs	6	32	48.1	51.3	59.6	57.4	53.0	1	1						6	32	48.1	53.6	59.6	57.5	53.8
Educational Svcs	5	10	34.5	42.4	51.4	42.9	42.8	0	0						5	10	34.5	42.4	51.4	42.9	42.8
Health Care & Social Assistance	24	61	49.0	55.1	65.8	62.4	56.2	5	6	1.0	1.7	4.1		2.4	24	61	49.6	56.8	66.1	62.6	56.7
Hospitals	19	52	48.2	56.0	66.1	62.9	56.2	3	4						19	52	48.2	57.6	66.1	63.1	56.6
Public Administration	5	26	39.8	51.5	54.8	47.5	48.2	0	0						5	26	39.8	51.5	54.8	47.5	48.2
General Government Support	5	26	39.8	51.5	54.8	47.5	48.2	0	0						5	26	39.8	51.5	54.8	47.5	48.2
Region	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Northeast	26	82	51.2	54.6	66.5	64.0	57.4	12	46	2.5	4.2	7.9	6.2	5.1	26	82	51.7	58.6	69.0	68.1	59.8
South	30	169	49.2	53.3	61.8	56.8	54.2	12	53	1.1	2.4	6.9	4.2	3.5	30	169	49.2	54.9	65.3	59.8	55.6
Midwest	28	128	42.2	50.0	60.9	58.5	52.7	11	62	1.5	2.6	8.1	6.3	4.5	28	128	42.6	51.1	63.1	62.1	54.6
Mountain States	5	19	46.8	55.4	64.6	55.0	55.6	3	10						5	19	47.1	57.1	68.2	56.4	57.5
West Coast	11	49	47.7	54.1	57.4	54.6	52.8	8	15	1.5	3.5	4.8	3.4	3.3	11	49	48.9	55.0	59.1	55.6	55.2
SubRegion	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
New England	5	21	51.1	51.5	73.7	63.0	60.2	1	8						5	21	51.1	51.5	76.8	66.8	61.5
New York - New Jersey	11	33	50.0	57.4	69.6	67.1	57.9	6	22	2.1	4.6	8.8	7.7	5.1	11	33	54.7	58.9	69.6	72.7	60.7
Mid Atlantic	10	28	51.7	54.6	58.5	61.2	55.5	5	16	1.8	3.0	9.0	4.3	4.9	10	28	52.3	57.2	66.0	63.6	57.9
Middle Southeast	9	40	51.4	52.5	62.8	62.3	55.9	2	5						9	40	51.6	54.9	62.8	62.6	56.5
Lower Southeast	10	67	43.2	54.9	62.9	54.5	53.1	3	16						10	67	43.7	59.5	66.3	60.6	54.8
Great Lakes	22	100	44.8	54.6	62.8	61.8	54.6	8	37	1.5	3.4	10.5	8.8	5.8	22	100	44.8	56.7	65.3	65.7	56.7
Central Plains	6	28	42.0	42.7	58.5	47.0	46.9	3	25						6	28	42.4	44.4	58.5	49.3	48.0
South Central	11	62	49.3	54.2	62.0	55.8	53.7	7	32	1.1	1.3	4.2	2.3	2.8	11	62	49.3	54.6	66.2	57.0	55.5
Pacific Northwest	5	22	44.8	49.0	52.7	51.4	48.8	4	11						5	22	45.9	53.0	54.6	53.0	50.8
Pacific Southwest	6	27	51.8	57.2	60.6	57.1	56.1	4	4						6	27	54.6	58.3	65.8	57.7	58.8
State	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
California	6	27	51.8	57.2	60.6	57.1	56.1	4	4						6	27	54.6	58.3	65.8	57.7	58.8
Florida	5	52	46.9	57.8	63.9	57.9	55.9	2	14						5	52	47.3	61.8	66.4	65.5	57.8



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## Training Specialist II

Job Code: HR09200014

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation							
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	
<b>State</b>																						
Illinois	8	25	42.9	50.8	68.7	65.3	56.3	3	11						8	25	42.9	56.2	69.6	73.4	59.9	
New Jersey	7	13	50.0	52.4	58.8	54.6	55.0	5	6	1.6	4.5	7.1	5.2	4.4	7	13	54.7	58.8	61.9	58.5	58.1	
Pennsylvania	5	16	46.8	54.8	59.0	58.8	53.3	3	14						5	16	47.3	56.0	66.9	62.7	56.9	
Texas	10	61	47.5	54.4	62.3	55.9	54.1	6	31	1.0	2.2	5.1	2.4	3.1	10	61	47.9	54.8	67.1	57.1	56.0	
Virginia	5	17	45.9	51.7	62.0	63.1	53.5	1	2						5	17	46.8	51.7	62.0	63.3	53.8	
<b>CSA</b>																						
Chicago-Naperville-Michigan City	7	24	42.0	48.2	61.8	65.0	54.2	3	11						7	24	42.0	48.2	65.5	73.5	58.3	
Dallas-Fort Worth	7	53	42.3	54.6	62.0	54.9	53.0	4	24						7	53	43.6	54.6	66.2	55.9	55.1	
New York-Newark-Bridgeport	12	40	50.9	57.4	68.7	65.3	59.3	6	22	2.1	4.6	8.8	7.7	5.1	12	40	54.8	58.9	68.7	70.0	61.9	
Washington-Baltimore-N. Virginia	8	25	51.9	53.8	67.9	66.5	58.0	2	2						8	25	51.9	55.8	68.5	66.7	58.8	
<b>CBSA</b>																						
Chicago-Naperville-Joliet	7	24	42.0	48.2	61.8	65.0	54.2	3	11						7	24	42.0	48.2	65.5	73.5	58.3	
Dallas-Fort Worth-Arlington	7	53	42.3	54.6	62.0	54.9	53.0	4	24						7	53	43.6	54.6	66.2	55.9	55.1	
New York-Newark-Edison	10	35	50.6	58.1	69.7	67.3	60.8	5	21	2.5	4.7	9.1	7.9	5.6	10	35	56.7	60.4	69.7	72.6	63.6	



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Job Code: HR09200014

## Job Characteristics

Job Match	
Greater Responsibility	5.9%
Equal Responsibility	90.1%
Less Responsibility	4.0%

FLSA Status	
Exempt	95.1%
Non-Exempt	5.0%

Pay Type	
Salaried	94.1%
Hourly	5.9%

Average Target Bonus (As a Percentage of Base Pay)				
# orgs	25th pctile	50th pctile (median)	75th pctile	org-wtd average
42	4.8%	7.0%	10.0%	9.6%

Average Hiring Salary (\$000s)				
# orgs	25th pctile	50th pctile (median)	75th pctile	org-wtd average
30	43	49	57	50

Salary Range (\$000s)					
	# orgs	25th pctile	50th pctile (median)	75th pctile	org-wtd average
Minimum	87	39	43	49	44
Maximum	87	60	68	78	69