



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Date: 2/12/2019

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Benchmark: All Data

Clerk

Job Code	Job Category	Job Pay Type
A100	Administrative Services / Office Clerical	H
<p>Performs standardized, moderately complex clerical functions requiring some independent judgment. Duties may involve the checking of data from various sources, posting of records, selecting and compiling data, preparing standard reports, sorting, filing, math computation and occasional typing. Work requires knowledge within department as well as general understanding of other department's functions. May perform more difficult mathematical computations and use a wide variety of office equipment. Position typically staffed by individuals with a high school diploma or equivalent and 0-2 years general office experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$21.52	*	*	*
75th Percentile	\$20.60	*	*	*
Median	\$18.65	*	*	*
25th Percentile	\$16.00	*	*	*
10th Percentile	\$15.10	*	*	*
Average	\$20.65	*	*	*
Avg (Empl Weighted)	\$19.21	*	*	*
# of Employees	39	3	3	3
# of Orgs	15	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	14	\$25,500,000	\$813,260,013	120
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	15	\$25,000,000	\$813,260,013	135

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Clerk, Senior

Job Code	Job Category	Job Pay Type
A115	Administrative Services / Office Clerical	H
<p>Senior level, non-supervisory position. Performs diversified work of a technical, statistical, and / or administrative nature requiring the use of judgment, independent thinking, and interpretation of facts to complete assignments where only general procedures or precedents are applicable. The majority of the job requires adapting non-routine / complex cases into existing systems, procedures, and guidelines. Work may involve complex calculations, original correspondence, technical analysis and / or keying. Duties require a thorough knowledge of the work being performed and its relationship to the work of related departments. May assign work and instruct clerks of a lower classification. Position typically staffed by individuals with a high school diploma or equivalent and a minimum of 3-4 years general office experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$25.68	*	*	*
75th Percentile	\$23.12	*	*	*
Median	\$20.39	*	*	*
25th Percentile	\$18.83	*	*	*
10th Percentile	\$13.98	*	*	*
Average	\$20.63	*	*	*
Avg (Empl Weighted)	\$21.66	*	*	*
# of Employees	129	2	2	2
# of Orgs	12	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$42,000,000	\$990,906,148	186
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	12	\$33,500,000	\$990,906,148	177

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



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Benchmark: All Data

Mail Clerk

Job Code	Job Category	Job Pay Type
A120	Administrative Services / Office Clerical	H
<p>Entry level position. Performs various duties in the processing of incoming, outgoing and internal mail as well as special mail services. Opens, sorts and delivers incoming mail and parcel post per instructions. Makes periodic internal mail pick up and deliveries. Prepares outgoing mail and parcel post mail for dispatching to include wrapping, stuffing, sealing, stamping, etc. Responsible for maintaining adequate mailing supplies. May operate equipment pertinent to the operation. Position typically staffed by individuals with a high school diploma or equivalent.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$20.68	*	*	*
75th Percentile	\$17.86	*	*	*
Median	\$17.50	*	*	*
25th Percentile	\$13.75	*	*	*
10th Percentile	\$12.24	*	*	*
Average	\$16.57	*	*	*
Avg (Empl Weighted)	\$15.85	*	*	*
# of Employees	19	6	6	6
# of Orgs	11	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	351,448,000	\$675,557,151	415
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	11	351,448,000	\$675,557,151	415

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N/A - Not enough data to calculate information.



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Benchmark: All Data

Switchboard Operator / Receptionist

Job Code	Job Category	Job Pay Type
A150	Administrative Services / Office Clerical	H
<p>Operates small switchboard or push button relay type system. Answers and relays incoming calls to personnel designated by caller. Operates call system to locate personnel. Places outgoing local and long-distance calls as directed. Records toll calls and checks service billing. In addition to the switchboard duties, may act as Receptionist and / or perform miscellaneous clerical duties. Position typically staffed by individuals with a high school diploma or equivalent and 6 months to 1 year general office experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$19.88	N/A	N/A	N/A
75th Percentile	\$17.45	\$1.09	6.25%	\$18.54
Median	\$16.01	\$0.80	5.00%	\$16.81
25th Percentile	\$15.00	\$0.36	2.38%	\$15.36
10th Percentile	\$13.15	N/A	N/A	N/A
Average	\$16.35	\$0.80	4.92%	\$17.15
Avg (Empl Weighted)	\$15.92	\$0.74	4.67%	\$16.66
# of Employees	79	9	9	9
# of Orgs	24	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$16,600,000	\$779,634,029	164
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	24	\$20,300,000	\$779,634,029	164

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N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Secretary / Administrative Assistant, Associate

Job Code	Job Category	Job Pay Type
A165	Administrative Services / Office Clerical	H
<p>First level secretarial position. Under supervision, performs general secretarial duties for department manager and staff, such as typing letters, reports, memos, meeting minutes and other documents from handwritten notes, shorthand dictation or Dictaphone tape; proofing typed materials; photocopying; collating and assembling materials; and distributing materials to the appropriate persons. Must be able to prioritize work. Uses PC in performing assigned tasks. Establishes and maintains various department files. Receives and screens incoming correspondence, telephone calls and visitors. Records messages, schedules appointments, and makes hotel and travel arrangements. Position typically staffed with individuals with a high school diploma or equivalent and one year of secretarial training or equivalent.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$20.01	*	*	*
75th Percentile	\$18.47	*	*	*
Median	\$17.78	*	*	*
25th Percentile	\$15.29	*	*	*
10th Percentile	\$15.00	*	*	*
Average	\$17.29	*	*	*
Avg (Empl Weighted)	\$18.46	*	*	*
# of Employees	52	1	1	1
# of Orgs	13	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$35,000,000	N/A	230
New Hampshire	1	*	*	*
Other	1	*	*	*
Total	13	\$24,000,000	N/A	168

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Secretary / Administrative Assistant

Job Code	Job Category	Job Pay Type
A170	Administrative Services / Office Clerical	H
<p>Intermediate level secretarial position. Performs diversified secretarial duties for a department head responsible for a major function in a smaller organization. Under general supervision, performs varied secretarial duties such as screening mail and phone calls, preparing routine reports, setting up and maintaining files and filing systems, coordinating meetings and presentations, making travel arrangements, etc. Proficient in the use of one or more software packages to produce routine correspondence, reports, and other documentation. Some work effort devoted to matters of routine nature to relieve supervisor(s) of administrative detail. Position typically staffed by individuals with a high school diploma or equivalent, secretarial training and 2 to 4 years secretarial experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$25.37	N/A	N/A	N/A
75th Percentile	\$22.38	\$1.39	6.25%	\$23.77
Median	\$19.16	\$0.95	5.00%	\$20.11
25th Percentile	\$17.48	\$0.52	3.00%	\$18.00
10th Percentile	\$16.03	N/A	N/A	N/A
Average	\$20.50	\$1.06	5.17%	\$21.55
Avg (Empl Weighted)	\$20.03	\$1.03	5.17%	\$21.06
# of Employees	526	12	12	12
# of Orgs	35	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	31	\$26,303,500	\$779,634,029	138
New Hampshire	4	*	*	*
Other	0	*	*	*
Total	35	\$23,803,500	\$779,634,029	138

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N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Secretary / Administrative Assistant, Senior

Job Code	Job Category	Job Pay Type
A175	Administrative Services / Office Clerical	H
<p>Senior level secretarial position. Performs broad diversified secretarial duties for an executive or department head that is responsible for a major function such as operations, sales, manufacturing or finance. Duties similar to Secretary / Administrative Assistant, however, a primary focus of the position is to relieve supervisor / superiors of administrative detail. Uses a PC proficiently, and is knowledgeable of more than one software package including graphics. Duties may be of confidential nature; requires considerable judgment and is usually performed under minimal supervision. Requires knowledge of company policies and organization. Position typically staffed by individuals with a high school diploma or equivalent, advanced secretarial training typically obtained through a technical / business school, and 5 or more years of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$28.37	*	*	*
75th Percentile	\$27.16	*	*	*
Median	\$24.31	*	*	*
25th Percentile	\$19.28	*	*	*
10th Percentile	\$17.80	*	*	*
Average	\$23.37	*	*	*
Avg (Empl Weighted)	\$23.72	*	*	*
# of Employees	154	11	11	11
# of Orgs	31	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	29	\$9,000,000	\$990,906,148	51
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	31	\$9,907,156	\$990,906,148	75

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Secretary to CEO, President or Chair

Job Code	Job Category	Job Pay Type
A180	Administrative Services / Office Clerical	S
<p>Administrative Services/Office Clerical Performs Administrative Assistant duties for CEO, President, or Board Chair of organization. Transcribes information of all grades and character of highly confidential and important nature. Composes correspondence, notices, memos, etc. Organizes and maintains confidential personal files and records. Sets up meetings and maintains record of appointments. Arranges travel and hotel reservations. Receives, screens, places phone calls, and acts as official's receptionist. Records and transcribes minutes of meetings. Independently compiles and prepares special reports, selecting congruent data from various sources. Duties also require an extensive knowledge of company functional areas and their interdependencies, and company policies / procedures. Position typically staffed by individuals with advanced secretarial training, considerable work experience, and broad knowledge of company operations.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$75,357.63	N/A	N/A	N/A
75th Percentile	\$65,353.63	\$5,881.82	9.00%	\$71,235.45
Median	\$58,232.00	\$2,911.60	5.00%	\$61,143.60
25th Percentile	\$50,750.00	\$1,268.75	2.50%	\$52,018.75
10th Percentile	\$45,375.00	N/A	N/A	N/A
Average	\$59,826.05	\$3,350.26	5.60%	\$63,176.30
Avg (Empl Weighted)	\$61,963.44	\$3,469.95	5.60%	\$65,433.39
# of Employees	57	5	5	5
# of Orgs	34	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	31	\$27,500,000	\$464,285,033	145
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	34	\$21,500,000	\$441,189,144	126

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Office Supervisor / Manager / Administrator

Job Code	Job Category	Job Pay Type
A190	Administrative Services / Office Clerical	S
<p>First level supervisory position over support staff in an office setting. Activities supervised may include mailroom, filing, duplicating, data entry, order processing, and secretarial staff (when individuals for whom work is performed do not provide full supervision). Provides scheduling, training, and supervision for assigned staff. Position typically staffed by individuals with an Associate's degree or equivalent and considerable experience and training in office procedures and supervision.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$84,560.00	*	*	*
75th Percentile	\$68,022.50	*	*	*
Median	\$55,068.00	*	*	*
25th Percentile	\$48,503.00	*	*	*
10th Percentile	\$40,400.00	*	*	*
Average	\$59,425.41	*	*	*
Avg (Empl Weighted)	\$59,598.05	*	*	*
# of Employees	34	4	4	4
# of Orgs	21	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	19	\$15,000,000	\$464,285,033	84
New Hampshire	1	*	*	*
Other	1	*	*	*
Total	21	\$15,000,000	\$464,285,033	84

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Applications Systems: Junior Analyst / Programmer

Job Code	Job Category	Job Pay Type
B105	Information Technology	S
<p>Assists in or independently carries out the preparation of block diagrams and flow charts for new computer applications. Maintains programming for existing systems. Assists in research and fact-finding to develop or modify information systems. Designs, codes, tests, debugs, documents, and maintains those programs. Assists higher level analysts in broader assignments. Position typically staffed by individuals with a Bachelor's degree or equivalent plus 1-3 years of programming and limited application systems experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$78,567.00	*	*	*
75th Percentile	\$62,985.75	*	*	*
Median	\$55,693.50	*	*	*
25th Percentile	\$48,818.25	*	*	*
10th Percentile	\$40,752.30	*	*	*
Average	\$62,921.84	*	*	*
Avg (Empl Weighted)	\$55,026.24	*	*	*
# of Employees	52	3	3	3
# of Orgs	9	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$48,500,000	\$632,491,513	139
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	9	\$48,500,000	\$632,491,513	139

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



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Benchmark: All Data

Applications Systems: Analyst / Programmer

Job Code	Job Category	Job Pay Type
B110	Information Technology	S
<p>Under general supervision, develops new systems and analyzes and evaluates existing systems of moderate complexity. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains those programs. Also tests and debugs more complicated programs. May independently carry out relatively technical programming assignments. Position typically staffed by individuals with a Bachelor's degree or equivalent plus 4-5 years of programming and / or systems analysis experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$101,272.20	*	*	*
75th Percentile	\$76,960.00	*	*	*
Median	\$65,029.00	*	*	*
25th Percentile	\$52,619.00	*	*	*
10th Percentile	\$49,765.60	*	*	*
Average	\$73,042.60	*	*	*
Avg (Empl Weighted)	\$66,274.43	*	*	*
# of Employees	82	3	3	3
# of Orgs	14	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	13	\$84,000,000	\$632,491,513	432
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	14	\$80,000,000	\$632,491,513	415

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



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Benchmark: All Data

Applications Systems: Senior Analyst / Programmer

Job Code	Job Category	Job Pay Type
B115	Information Technology	S
<p>Under general direction, performs systems and / or programming of a broad and complex nature. Requires a high level of communication with other departments regarding information needs. Provides work direction to lower level department employees. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents those programs. Competent to work at the highest technical level of all phases of applications systems analysis and programming activities. May be responsible for completion of a phase or project. Position typically staffed by individuals with a Bachelor's degree or equivalent plus 5 or more years of experience in programming and systems analysis.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$109,101.10	N/A	N/A	N/A
75th Percentile	\$96,727.70	\$17,410.98	18.00%	\$114,138.68
Median	\$91,346.50	\$8,860.61	9.70%	\$100,207.11
25th Percentile	\$70,000.00	\$3,500.00	5.00%	\$73,500.00
10th Percentile	\$63,445.00	N/A	N/A	N/A
Average	\$90,396.48	\$9,323.75	10.31%	\$99,720.23
Avg (Empl Weighted)	\$91,755.39	\$9,047.88	9.86%	\$100,803.27
# of Employees	121	23	23	23
# of Orgs	23	7	7	7

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	23	\$44,000,000	\$464,285,033	229
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	23	\$44,000,000	\$464,285,033	229

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Computer Operations Manager

Job Code	Job Category	Job Pay Type
B195	Information Technology	S
<p>Managerial position with overall responsibility for computer operations, data entry, data control, and staff support activities exclusive of systems / programming functions. Manages departmental budget and assigns work to operations staff and directs their activities. Confers with, and provides advice of policies and procedures, work priorities and technical issues to subordinate staff. Coordinates activities with other Information Systems (IS) departments and staff. Position normally reports to IS executive position. Position typically staffed by individuals with a Bachelor's degree or equivalent in computer operations, with several years as a computer operations supervisor.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$103,467.66	*	*	*
75th Percentile	\$97,153.00	*	*	*
Median	\$89,543.00	*	*	*
25th Percentile	\$74,747.53	*	*	*
10th Percentile	\$58,970.00	*	*	*
Average	\$84,730.80	*	*	*
Avg (Empl Weighted)	\$87,894.13	*	*	*
# of Employees	18	5	5	5
# of Orgs	11	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$55,000,000	\$675,557,151	270
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	11	\$55,000,000	\$675,557,151	270

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Database Administrator

Job Code	Job Category	Job Pay Type
B220	Information Technology	S
<p>Manages, monitors, and maintains company databases. Develops automated and reusable routines for extracting information from the systems. Compiles detailed reports using data reporting tools such as Crystal Reports. May work with business analysts, data architects and others to build transactional and warehousing systems. Understands database structure, configuration, installation and practice. Experience with major relational database languages and applications. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$113,307.36	*	*	*
75th Percentile	\$99,063.50	*	*	*
Median	\$74,730.00	*	*	*
25th Percentile	\$62,587.88	*	*	*
10th Percentile	\$51,238.08	*	*	*
Average	\$79,441.69	*	*	*
Avg (Empl Weighted)	\$87,058.10	*	*	*
# of Employees	24	3	3	3
# of Orgs	16	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$40,000,000	\$990,906,148	164
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	16	\$40,000,000	\$886,829,270	134

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Help Desk Specialist

Job Code	Job Category	Job Pay Type
B255	Information Technology	H
<p>Experienced level user support. Under direct supervision, responds to basic software / hardware problems experienced by users. Typically able to resolve less complex issues, refers more complex issues to supervisor or more experienced Help Desk personnel. Position typically staffed by individuals with a high school diploma, 1-2 years IS experience, and knowledge of supported software.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$26.57	*	*	*
75th Percentile	\$23.68	*	*	*
Median	\$20.89	*	*	*
25th Percentile	\$18.64	*	*	*
10th Percentile	\$15.00	*	*	*
Average	\$20.85	*	*	*
Avg (Empl Weighted)	\$22.50	*	*	*
# of Employees	42	2	2	2
# of Orgs	21	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	19	\$43,000,000	\$464,285,033	228
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	21	\$42,000,000	\$441,189,144	220

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Help Desk Specialist, Senior

Job Code	Job Category	Job Pay Type
B260	Information Technology	H
<p>Senior level, non-supervisory Help Desk position. Under general direction, provides technical assistance to users in the identification and resolution of software and hardware problems. Resolves less complex problems immediately and collaborates with supervisor and other IS personnel in the resolution of more complex issues. May provide guidance to less experienced personnel. Position typically staffed by individuals with a high school diploma or equivalent and 3-5 years Help Desk experience and knowledge of supported software.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$33.79	N/A	N/A	N/A
75th Percentile	\$29.82	\$2.65	8.90%	\$32.47
Median	\$25.78	\$1.28	5.00%	\$27.06
25th Percentile	\$22.84	\$0.91	4.00%	\$23.75
10th Percentile	\$20.70	N/A	N/A	N/A
Average	\$26.34	\$1.62	6.16%	\$27.96
Avg (Empl Weighted)	\$26.60	\$1.46	5.48%	\$28.05
# of Employees	39	8	8	8
# of Orgs	23	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$53,000,000	\$464,285,033	270
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	23	\$50,500,000	\$464,285,033	268

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

PC / LAN / WAN Support Technician

Job Code	Job Category	Job Pay Type
B320	Information Technology	H
<p>Intermediate level technical support position. Under supervision, performs varied support functions to microenvironments. Installs software / hardware and troubleshoots problems. Performs server backup and file restorations as requested. May prepare specifications on purchase of hardware or software. May contact vendors / suppliers to obtain price quotations. Assists PC / LAN / WAN users with questions and / or problems. Position usually reports to Manager, Network / PC Support. Typically staffed by individuals with a technical degree or equivalent and 1-3 years PC / LAN / WAN experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$37.12	*	*	*
75th Percentile	\$33.65	*	*	*
Median	\$27.32	*	*	*
25th Percentile	\$20.68	*	*	*
10th Percentile	\$18.80	*	*	*
Average	\$27.01	*	*	*
Avg (Empl Weighted)	\$27.06	*	*	*
# of Employees	15	4	4	4
# of Orgs	11	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$23,577,137	\$779,634,029	217
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	11	\$25,000,000	\$779,634,029	164

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Information Technology Manager

Job Code	Job Category	Job Pay Type
B330	Information Technology	S
<p>Develops and directs the company's overall IT strategy, working closely with senior management. Provides ultimate leadership and management of IT staff.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$122,800.00	\$24,560.00	20.00%	\$147,360.00
75th Percentile	\$107,778.25	\$11,855.60	11.00%	\$119,633.85
Median	\$100,000.00	\$7,500.00	7.50%	\$107,500.00
25th Percentile	\$84,178.11	\$4,671.88	5.55%	\$88,849.99
10th Percentile	\$62,393.80	\$1,871.81	3.00%	\$64,265.61
Average	\$104,077.13	\$9,320.69	8.96%	\$113,397.81
Avg (Empl Weighted)	\$97,203.47	\$9,066.43	9.33%	\$106,269.89
# of Employees	34	11	11	11
# of Orgs	31	9	9	9

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	29	\$38,000,000	\$317,142,516	115
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	31	\$32,000,000	\$317,142,516	120

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Project Manager - Information Systems

Job Code	Job Category	Job Pay Type
B335	Information Technology	S
<p>Leads projects and staff in the development and ongoing management of a company's IT system. Reports to a member of the company's leadership team.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$114,911.80	*	*	*
75th Percentile	\$109,551.75	*	*	*
Median	\$96,239.00	*	*	*
25th Percentile	\$73,404.00	*	*	*
10th Percentile	\$40,800.00	*	*	*
Average	\$106,575.70	*	*	*
Avg (Empl Weighted)	\$97,202.13	*	*	*
# of Employees	16	8	8	8
# of Orgs	10	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$80,000,000	\$779,634,029	235
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$80,000,000	\$779,634,029	235

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Business Systems Analyst

Job Code	Job Category	Job Pay Type
B340	Information Technology	S
<p>Analyzes complex business problems and assesses how information technology can be implemented to solve them. Gathers data, understands business and regulatory requirements, then formulates and defines project objectives. Makes recommendations on hardware and software procurement and systems development. Has a solid understanding of business functional areas, business management issues, and data analysis. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$92,665.20	*	*	*
75th Percentile	\$84,409.10	*	*	*
Median	\$72,703.11	*	*	*
25th Percentile	\$66,950.00	*	*	*
10th Percentile	\$62,402.48	*	*	*
Average	\$75,795.58	*	*	*
Avg (Empl Weighted)	\$75,218.61	*	*	*
# of Employees	46	10	10	10
# of Orgs	15	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	14	\$48,500,000	\$317,142,516	269
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	15	\$47,000,000	\$317,142,516	268

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Technical Writer

Job Code	Job Category	Job Pay Type
B350	Information Technology	S
<p>Documents the specifications, design, features and operation of applications. Writes and edits user manuals, help systems and other technical documents. Ensures the accuracy of all information presented. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	7	3	3	3
# of Orgs	4	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	4	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	4	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Web Developer

Job Code	Job Category	Job Pay Type
B360	Information Technology	S
<p>Gathers business requirements and develops specifications for web-based applications. Provides technical assistance to web administrators Integrates websites with back-end systems such as databases. Senior level may use search engine optimization techniques to increase online exposure. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$95,056.57	*	*	*
75th Percentile	\$88,514.25	*	*	*
Median	\$65,063.74	*	*	*
25th Percentile	\$55,740.26	*	*	*
10th Percentile	\$48,955.00	*	*	*
Average	\$76,225.10	*	*	*
Avg (Empl Weighted)	\$73,331.41	*	*	*
# of Employees	18	4	4	4
# of Orgs	12	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	12	\$55,000,000	\$482,022,827	169
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	12	\$55,000,000	\$482,022,827	169

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Web Administrator

Job Code	Job Category	Job Pay Type
B370	Information Technology	S
<p>Installs, customizes, updates, and maintains internal and external web pages and sites. Creates and analyzes reports on web activity. Monitors customer feedback and responds to inquiries. Experienced in working with firewalls, domain name services, servers, and related hardware and software to administer a website. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$89,101.82	*	*	*
Median	\$81,617.00	*	*	*
25th Percentile	\$68,524.45	*	*	*
10th Percentile	N/A	*	*	*
Average	\$88,504.46	*	*	*
Avg (Empl Weighted)	\$77,420.62	*	*	*
# of Employees	9	2	2	2
# of Orgs	8	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$88,000,000	\$990,906,148	430
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$88,000,000	\$990,906,148	430

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Software Developer (General)

Job Code	Job Category	Job Pay Type
B380	Information Technology	S
<p>Codes , tests, and debugs programs according to computer engineering specifications. Modifies, expands, and updates applications. Coordinates with others to test and document applications. May develop software prototypes. Has programming skills in languages and frameworks such as C# / C++, HTML, Java / Java Enterprise Edition, Microsoft.NET and SQL. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$113,732.20	*	*	*
75th Percentile	\$96,034.50	*	*	*
Median	\$78,672.00	*	*	*
25th Percentile	\$66,032.75	*	*	*
10th Percentile	\$50,900.00	*	*	*
Average	\$81,352.86	*	*	*
Avg (Empl Weighted)	\$80,960.83	*	*	*
# of Employees	29	2	2	2
# of Orgs	12	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$22,154,275	N/A	115
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	12	\$23,577,137	N/A	161

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Systems / Network Administrator

Job Code	Job Category	Job Pay Type
B390	Information Technology	S
<p>Analyzes, troubleshoots, and resolves system hardware, software and networking issues. Installs operating system software, patches and upgrades. Performs system back-ups and recovery, conducts server builds. May supervise technicians or help desk. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$101,819.00	\$10,181.90	10.00%	\$112,000.90
75th Percentile	\$90,000.00	\$9,000.00	10.00%	\$99,000.00
Median	\$73,215.50	\$5,491.16	7.50%	\$78,706.66
25th Percentile	\$62,005.73	\$4,154.38	6.70%	\$66,160.11
10th Percentile	\$52,486.60	\$1,049.73	2.00%	\$53,536.33
Average	\$77,740.86	\$5,545.51	7.13%	\$83,286.36
Avg (Empl Weighted)	\$77,376.52	\$5,436.54	7.03%	\$82,813.05
# of Employees	78	23	23	23
# of Orgs	49	9	9	9

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	45	\$35,000,000	\$464,285,033	132
New Hampshire	4	*	*	*
Other	0	*	*	*
Total	49	\$29,000,000	\$441,189,144	132

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Electrical Engineer

Job Code	Job Category	Job Pay Type
C110	Engineering	S
<p>Intermediate level professional engineering position. Develops, designs and manufactures a variety of electrical systems, components and equipment. Performs a number of highly technical tasks associated with constructing, installing, operating and maintaining electrical systems for the generation, transmission, distribution and utilization of electrical resources for public or private use. Ensures that project specifications and company quality standards are achieved using the most efficient and cost-effective means. Conducts feasibility studies, manpower and cost estimates and develops engineering criteria. Performs analyses to develop design options or recommendations for structures, systems and components. Position reports to Engineering Supervisor / Manager and is typically staffed by individuals with a Bachelor's degree.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$91,914.20	*	*	*
75th Percentile	\$82,000.00	*	*	*
Median	\$65,956.00	*	*	*
25th Percentile	\$53,000.00	*	*	*
10th Percentile	\$43,203.88	*	*	*
Average	\$71,976.95	*	*	*
Avg (Empl Weighted)	\$67,857.83	*	*	*
# of Employees	30	8	8	8
# of Orgs	14	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	14	\$30,000,000	N/A	102
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	14	\$30,000,000	N/A	102

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Electrical Engineer, Senior

Job Code	Job Category	Job Pay Type
C115	Engineering	S
<p>High level professional electrical engineering position. Develops, designs and manufactures a variety of electrical systems, components and equipment. Performs a number of highly technical tasks associated with constructing, installing, operating and maintaining electrical systems for the generation, transmission, distribution and utilization of electrical resources for public or private use. Ensures that project specifications and company quality standards are achieved using the most efficient and cost-effective means. Schedules and coordinates major segments of complex projects to meet cost and time objectives. Reviews design and documentation to ensure compliance with design criteria and standards. Conducts feasibility studies, manpower and cost estimates and develops engineering criteria. Position reports to Engineering Supervisor / Manager and is typically staffed by individuals with a Bachelor's degree.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$104,000.00	*	*	*
Median	\$96,000.00	*	*	*
25th Percentile	\$65,979.57	*	*	*
10th Percentile	N/A	*	*	*
Average	\$96,351.25	*	*	*
Avg (Empl Weighted)	\$89,896.09	*	*	*
# of Employees	18	12	12	12
# of Orgs	8	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$40,000,000	N/A	106
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$40,000,000	N/A	106

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Mechanical Engineer

Job Code	Job Category	Job Pay Type
C120	Engineering	S
<p>Beginning or intermediate level professional engineering position. May work on new product design, development, and testing; process and equipment improvement; or support for sales and customer service. Designs, develops, and tests aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products and/or processes. May be involved in fabrication, operation, application, installation, and / or repair of mechanical products. May work under titles such as Design Engineer, Process Engineer, Manufacturing Engineer, etc. Primary job functions typically require exercising independent judgment, especially as experience increases. Position is typically staffed by individuals with a Bachelor's degree in mechanical engineering.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$83,574.44	*	*	*
75th Percentile	\$77,126.40	*	*	*
Median	\$73,000.00	*	*	*
25th Percentile	\$60,000.00	*	*	*
10th Percentile	\$46,941.44	*	*	*
Average	\$68,317.17	*	*	*
Avg (Empl Weighted)	\$68,436.02	*	*	*
# of Employees	36	13	13	13
# of Orgs	15	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$16,000,000	N/A	90
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	15	\$16,000,000	N/A	90

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Mechanical Engineer, Senior

Job Code	Job Category	Job Pay Type
C125	Engineering	S
<p>High level professional engineering position. Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products. Involved in fabrication, operation, application, installation, and/or repair of mechanical products. Has knowledge of commonly-used concepts, practices, and procedures. Reviews mechanical designs of other engineers, conducts engineering qualification and verification testing as needed, responsible for mechanical systems integration and troubleshooting, and develops tools for product development and testing. Typically staffed by individuals with a Bachelor's degree and 4 or more years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$125,950.00	N/A	N/A	N/A
75th Percentile	\$113,796.00	\$9,672.66	8.50%	\$123,468.66
Median	\$84,253.75	\$6,740.30	8.00%	\$90,994.05
25th Percentile	\$80,833.00	\$3,136.32	3.88%	\$83,969.32
10th Percentile	\$74,517.90	N/A	N/A	N/A
Average	\$93,641.13	\$6,320.78	6.75%	\$99,961.90
Avg (Empl Weighted)	\$86,859.75	\$4,614.42	5.31%	\$91,474.17
# of Employees	28	16	16	16
# of Orgs	12	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	12	\$33,500,000	N/A	125
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	12	\$33,500,000	N/A	125

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Project Manager-Engineering

Job Code	Job Category	Job Pay Type
C169	Engineering	S
<p>Oversees the implementation of various projects of a complex nature in the Engineering area. Responsible for assembling project teams, assigning individual responsibilities, identifying resources needed, and developing a schedule to ensure timely completion of the project. Position typically is staffed by individuals with a Bachelor's degree and a minimum of 5 years progressively responsible experience in Engineering. Typically works closely with Manager of department the project is related to.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$117,437.30	N/A	N/A	N/A
75th Percentile	\$97,750.00	\$19,550.00	20.00%	\$117,300.00
Median	\$90,292.40	\$6,771.93	7.50%	\$97,064.33
25th Percentile	\$75,724.19	\$3,028.97	4.00%	\$78,753.16
10th Percentile	\$65,758.50	N/A	N/A	N/A
Average	\$92,953.00	\$10,317.78	11.10%	\$103,270.78
Avg (Empl Weighted)	\$90,019.85	\$9,066.28	10.07%	\$99,086.13
# of Employees	42	7	7	7
# of Orgs	21	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$33,500,000	N/A	103
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	21	\$33,500,000	N/A	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer

Job Code	Job Category	Job Pay Type
C190	Engineering	S
<p>High level professional engineering position often involving complex work assignments of broad scope. Could be a career position for many engineers. Under general supervision, works on difficult projects requiring a high degree of originality and ingenuity. Plans and directs projects of larger scope, engages / leads meetings to plan and schedule work assignments and to assess progress and results. Provides work direction and technical expertise to lower level personnel. Reports to Engineer Supervisor / Manager. Position typically staffed by individuals with a Bachelor's degree in engineering or equivalent and 6 or more years engineering experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$102,097.80	*	*	*
75th Percentile	\$93,269.75	*	*	*
Median	\$80,483.53	*	*	*
25th Percentile	\$63,779.56	*	*	*
10th Percentile	\$57,626.22	*	*	*
Average	\$85,793.89	*	*	*
Avg (Empl Weighted)	\$82,113.53	*	*	*
# of Employees	37	7	7	7
# of Orgs	11	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$39,000,000	N/A	129
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	11	\$39,000,000	N/A	129

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineering Manager

Job Code	Job Category	Job Pay Type
C200	Engineering	S
<p>Managerial level position in Engineering area. Plans, directs, and controls all phases of engineering work for the organization or a large section. Formulates and recommends policy to top management / executive personnel. Has considerable latitude for un-reviewed action in the development of new methods. Supervises, directly or indirectly, all department personnel. Position typically reports to top engineer or executive and is staffed by individuals with a Bachelor's degree in engineering or equivalent and 10 or more years progressively responsible engineering experience, including several years experience in supervision and administration.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$150,069.40	N/A	N/A	N/A
75th Percentile	\$128,235.00	\$11,220.56	8.75%	\$139,455.56
Median	\$106,809.26	\$5,874.50	5.50%	\$112,683.76
25th Percentile	\$86,928.94	\$3,477.16	4.00%	\$90,406.10
10th Percentile	\$73,457.00	N/A	N/A	N/A
Average	\$107,213.20	\$6,647.22	6.20%	\$113,860.42
Avg (Empl Weighted)	\$116,380.35	\$6,837.35	5.88%	\$123,217.69
# of Employees	35	8	8	8
# of Orgs	16	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	16	\$36,500,000	N/A	122
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	16	\$36,500,000	N/A	122

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Software Engineer

Job Code	Job Category	Job Pay Type
C220	Engineering	S
<p>Applies the principles of engineering, computer science and mathematical principles to the design and development of the software. Designs, modifies, develops, writes and implements software programming applications. Supports and / or installs software applications / operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Has knowledge of commonly-used concepts, practices, and procedures. Typically staffed by an individual with a Bachelor's degree.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$121,943.80	*	*	*
75th Percentile	\$102,925.00	*	*	*
Median	\$84,764.25	*	*	*
25th Percentile	\$78,766.62	*	*	*
10th Percentile	\$61,567.50	*	*	*
Average	\$89,587.55	*	*	*
Avg (Empl Weighted)	\$87,066.75	*	*	*
# of Employees	48	1	1	1
# of Orgs	10	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$33,000,000	N/A	185
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$33,000,000	N/A	185

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Accountant, Associate

Job Code	Job Category	Job Pay Type
D105	Accounting / Finance	H
<p>Entry level professional accounting work. Under supervision follows prescribed procedures and practices, conducts / assists in documentation of routine financial analysis products. May review or prepare accounting information for data input coding of invoices for proper cost allocation and assists in preparation of financial statements. Position typically staffed by individuals with a Bachelor's degree or equivalent and 0-2 years accounting experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$26.02	*	*	*
75th Percentile	\$23.89	*	*	*
Median	\$21.00	*	*	*
25th Percentile	\$19.02	*	*	*
10th Percentile	\$18.00	*	*	*
Average	\$21.56	*	*	*
Avg (Empl Weighted)	\$20.85	*	*	*
# of Employees	27	1	1	1
# of Orgs	19	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	19	\$28,854,500	\$1,094,983,026	115
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	19	\$28,854,500	\$1,094,983,026	115

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Accountant

Job Code	Job Category	Job Pay Type
D110	Accounting / Finance	S
<p>Intermediate level professional accounting work, may provide work direction or supervision over a small section of the Accounting Department. Assists in the daily maintenance of accounting records and preparation of routine financial reports. Assists other departments in the interpretation of accounting entries and reports. Position typically staffed by individuals with a Bachelor's degree or equivalent and 2-5 years of accounting experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$69,374.50	N/A	N/A	N/A
75th Percentile	\$58,842.43	\$4,236.65	7.20%	\$63,079.08
Median	\$52,235.00	\$2,611.75	5.00%	\$54,846.75
25th Percentile	\$47,427.00	\$2,015.64	4.25%	\$49,442.64
10th Percentile	\$45,225.00	N/A	N/A	N/A
Average	\$58,371.99	\$3,074.26	5.27%	\$61,446.24
Avg (Empl Weighted)	\$54,887.86	\$3,122.51	5.69%	\$58,010.37
# of Employees	60	9	9	9
# of Orgs	36	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	35	\$36,000,000	\$170,000,000	106
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	36	\$32,000,000	\$170,000,000	106

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Accountant, Senior

Job Code	Job Category	Job Pay Type
D115	Accounting / Finance	S
<p>Performs broad and varied general accounting assignments with limited supervision. Position often involves supervision of one or several sections within the Accounting Department (e.g., general ledger, accounts payable or receivables). Conducts and documents moderately complex accounting activities or financial analysis projects. Monitors and maintains records to ensure completeness and accuracy; brings inconsistencies and problems to the attention of management. Confers regularly with other departments to give / receive information. Position typically staffed by individuals with a Bachelor's degree or equivalent and 5 or more years accounting experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$84,361.60	\$8,436.16	10.00%	\$92,797.76
75th Percentile	\$78,078.72	\$7,807.87	10.00%	\$85,886.59
Median	\$69,360.20	\$3,468.01	5.00%	\$72,828.21
25th Percentile	\$61,000.00	\$2,074.00	3.40%	\$63,074.00
10th Percentile	\$49,380.00	\$1,481.40	3.00%	\$50,861.40
Average	\$69,639.58	\$4,235.35	6.08%	\$73,874.93
Avg (Empl Weighted)	\$71,268.62	\$4,551.01	6.39%	\$75,819.62
# of Employees	64	14	14	14
# of Orgs	44	11	11	11

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	41	\$38,000,000	\$464,285,033	125
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	44	\$36,000,000	\$441,189,144	115

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

General Accounting Manager

Job Code	Job Category	Job Pay Type
D120	Accounting / Finance	S
<p>Manages the general accounting functions involving the general ledger and financial reporting. Provides supervision of general accounting employees. Develops and administers accounting practices throughout the organization to ensure operating and financial statements accurately reflect condition of the business enterprise. Often participates in complex general accounting assignments. Position reports to the top accounting official and is typically staffed by individuals with a Bachelor's degree or equivalent with significant (6-8 years) general accounting experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$104,796.46	*	*	*
75th Percentile	\$89,437.50	*	*	*
Median	\$77,944.80	*	*	*
25th Percentile	\$68,912.50	*	*	*
10th Percentile	\$58,050.00	*	*	*
Average	\$83,255.94	*	*	*
Avg (Empl Weighted)	\$75,884.58	*	*	*
# of Employees	44	2	2	2
# of Orgs	29	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	28	\$32,500,000	\$886,829,270	120
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	29	\$30,000,000	\$886,829,270	125

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Controller

Job Code	Job Category	Job Pay Type
D135	Accounting / Finance	S
<p>Top accounting official with responsibility for directing the organization's accounting functions. Assigned areas of responsibility typically include budgeting, planning, analysis and interpretation of financial statements and preparation of reports for use by top management. Maintains banking credit relationships. Assumes timely and accurate tax filings. Participates actively with other members of management planning and controlling the employers operations. Position reports to CFO or CEO and is typically staffed by degreed individuals with extensive experience and training in all aspects of accounting.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$134,939.10	\$26,313.12	19.50%	\$161,252.22
75th Percentile	\$115,125.00	\$15,115.91	13.13%	\$130,240.91
Median	\$96,418.79	\$9,641.87	10.00%	\$106,060.66
25th Percentile	\$85,250.00	\$6,291.45	7.38%	\$91,541.45
10th Percentile	\$67,168.50	\$2,888.24	4.30%	\$70,056.74
Average	\$107,385.67	\$11,382.88	10.60%	\$118,768.55
Avg (Empl Weighted)	\$99,532.25	\$10,550.42	10.60%	\$110,082.66
# of Employees	44	10	10	10
# of Orgs	43	10	10	10

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	39	\$23,803,500	\$497,911,016	103
New Hampshire	4	*	*	*
Other	0	*	*	*
Total	43	\$23,303,500	\$497,911,016	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Financial Analyst

Job Code	Job Category	Job Pay Type
D140	Accounting / Finance	S
<p>Performs economic / financial analysis work of subjects such as rate of return, depreciation, working capital, investment, and financial and expense performance comparisons. Compiles or prepares reports, graphs, and charts of data developed. Prepares forecasts and analyzes trends in manufacturing, sales, finance, general business conditions, etc. Assists in the development of organization economic / financial policies and conducts special studies. May also perform more complex quantitative analysis required for the strategic planning of the company and its investments, real estate transactions and financing / refinancing of certain projects and lines of credit. Position typically staffed by individuals with a Bachelor's degree.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$95,946.80	N/A	N/A	N/A
75th Percentile	\$74,276.81	\$9,566.85	12.88%	\$83,843.66
Median	\$61,000.00	\$6,100.00	10.00%	\$67,100.00
25th Percentile	\$54,598.73	\$3,958.40	7.25%	\$58,557.13
10th Percentile	\$50,400.00	N/A	N/A	N/A
Average	\$66,045.70	\$6,989.84	10.58%	\$73,035.53
Avg (Empl Weighted)	\$67,520.19	\$6,380.66	9.45%	\$73,900.84
# of Employees	47	10	10	10
# of Orgs	21	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	20	\$32,000,000	\$531,537,000	105
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	21	\$28,500,000	\$531,537,000	107

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Cost Accountant

Job Code	Job Category	Job Pay Type
D155	Accounting / Finance	S
<p>Professional cost accounting position. Personally helps prepare, prepares, or directs preparation of cost audits and reports. Analyzes cost records and determines distribution of costs, including labor, production, and overhead allocations, to develop cost per unit understanding. May develop or recommend new systems for cost allocation. May supervise other accounting staff. Bachelor's degree generally required. This position title includes all levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$80,879.00	*	*	*
75th Percentile	\$77,506.65	*	*	*
Median	\$66,628.56	*	*	*
25th Percentile	\$62,840.00	*	*	*
10th Percentile	\$46,802.00	*	*	*
Average	\$77,556.65	*	*	*
Avg (Empl Weighted)	\$68,272.22	*	*	*
# of Employees	8	1	1	1
# of Orgs	7	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$44,500,000	N/A	224
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$44,500,000	N/A	224

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Credit / Collections Clerk

Job Code	Job Category	Job Pay Type
D170	Accounting / Finance	H
<p>Intermediate level position, which, under general supervision, handles a wide variety of credit and collection functions. Position is involved with credit sources, credit files, customer applications and delinquent payments. Responsible for collecting information and assuring that standard forms are sent to credit companies, banks and loan associations. Maintains records on credit risks and delinquent accounts. Sends follow-up letters. Operates computer terminal to input or update accounts. May accept payment on certain accounts. Position typically staffed by individuals with a high school diploma or equivalent and several years (2-4) credit experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$31.19	*	*	*
75th Percentile	\$26.33	*	*	*
Median	\$21.81	*	*	*
25th Percentile	\$18.90	*	*	*
10th Percentile	\$14.81	*	*	*
Average	\$22.31	*	*	*
Avg (Empl Weighted)	\$21.22	*	*	*
# of Employees	33	2	2	2
# of Orgs	13	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	12	\$27,500,000	\$990,906,148	166
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	13	\$25,000,000	\$990,906,148	169

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Internal Auditor

Job Code	Job Category	Job Pay Type
D195	Accounting / Finance	S
<p>Independently audits accounting and statistical data. Verifies accuracy and ensures compliance with plans, policies, and procedures prescribed by management. Recommends when scope of audit responsibilities should be enlarged or reduced. Prepares reports on the results of audits, providing recommendations for improvements. Position typically staffed by individuals with Bachelor's degree or equivalent. This job title includes all levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$93,633.00	*	*	*
Median	\$81,736.50	*	*	*
25th Percentile	\$66,796.50	*	*	*
10th Percentile	N/A	*	*	*
Average	\$81,277.83	*	*	*
Avg (Empl Weighted)	\$81,628.60	*	*	*
# of Employees	10	1	1	1
# of Orgs	6	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	327,500,000	\$813,260,013	154
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	6	327,500,000	\$813,260,013	154

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Accounting Clerk

Job Code	Job Category	Job Pay Type
D210	Accounting / Finance	H
<p>Entry to intermediate level clerical position in the Accounting Department. Under general supervision performs a variety of routine accounting functions in accordance with standard procedures. Judgment sometimes required in interpreting / applying established work procedures. Reconciles bank accounts, posts to and balances general or subsidiary ledgers, processes payment and compiles segments of monthly closings and annual reports, etc. May contact other departments and / or outside agencies to resolve common problems. Work performed under direct supervision. Position typically staffed by individuals with a high school diploma or equivalent and 0-4 years general office experience or completion of a post-secondary technical program in accounting and limited accounting experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$23.09	N/A	N/A	N/A
75th Percentile	\$21.11	\$2.11	10.00%	\$23.22
Median	\$19.00	\$0.95	5.00%	\$19.95
25th Percentile	\$17.73	\$0.39	2.25%	\$18.12
10th Percentile	\$15.94	N/A	N/A	N/A
Average	\$19.84	\$1.20	6.05%	\$21.03
Avg (Empl Weighted)	\$19.51	\$1.14	5.84%	\$20.64
# of Employees	81	13	13	13
# of Orgs	41	8	8	8

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	37	\$38,000,000	\$531,537,000	160
New Hampshire	4	*	*	*
Other	0	*	*	*
Total	41	\$32,000,000	\$531,537,000	152

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Accounting Clerk, Senior

Job Code	Job Category	Job Pay Type
D215	Accounting / Finance	H
<p>Experienced (senior) level clerical position in the Accounting Department. May provide work direction to or review the work of Accounting Clerk and Accounting Clerk, Associate. Under general supervision handles a wide variety of advanced accounting work, including maintenance and preparation of reports on complex budget or income and expenditure records. Position typically staffed by individuals with a high school diploma or equivalent and 4 or more years general accounting experience and an understanding of basic accounting principals or completion of a post-secondary technical program in accounting and several years of general accounting experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$30.29	N/A	N/A	N/A
75th Percentile	\$24.33	\$1.41	5.80%	\$25.74
Median	\$23.00	\$1.15	5.00%	\$24.15
25th Percentile	\$20.69	\$0.49	2.38%	\$21.18
10th Percentile	\$18.16	N/A	N/A	N/A
Average	\$23.16	\$0.99	4.28%	\$24.14
Avg (Empl Weighted)	\$24.13	\$1.03	4.28%	\$25.16
# of Employees	27	6	6	6
# of Orgs	21	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	17	\$9,250,000	\$170,000,000	90
New Hampshire	4	*	*	*
Other	0	*	*	*
Total	21	\$10,000,000	\$294,046,627	92

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Payroll Clerk

Job Code	Job Category	Job Pay Type
D220	Accounting / Finance	H
<p>Performs all required statistical and clerical duties necessary to compute and prepare hourly and / or salaried clerical payrolls. Checks payroll data and makes entries for wage accruals daily. Reduces gross pay by all authorized and required deductions for net pay and prepares checks. Adjusts shortage claims. Maintains payroll listings and rate records. Prepares and balances payroll summaries each pay period. Compiles and prepares quarterly social security and withholding tax statements, W- 2 forms, etc., as required. May maintain vacation and sick leave records. Position typically staffed by individuals with a high school diploma or equivalent, or completion of a post-secondary technical program.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$30.04	*	*	*
75th Percentile	\$25.89	*	*	*
Median	\$22.10	*	*	*
25th Percentile	\$19.93	*	*	*
10th Percentile	\$18.36	*	*	*
Average	\$23.17	*	*	*
Avg (Empl Weighted)	\$22.65	*	*	*
# of Employees	24	2	2	2
# of Orgs	17	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	16	\$22,500,000	N/A	342
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	17	\$24,000,000	N/A	325

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Payroll Supervisor

Job Code	Job Category	Job Pay Type
D225	Accounting / Finance	S
<p>First level supervisor position; coordinates and supervises non-exempt staff in generating payroll checks and providing related information. Monitors and ensures proper documentation of employee benefit payments. Prepares reports illustrating payroll expenditures including such items as tax payments and benefit plan disbursements. Ensures proper audit procedures are established and followed. Coordinates work with Accounting, Human Resources, and HRIS staff. Provides advice and training to staff and allocates resources appropriately. Position typically staffed by individuals with a Bachelor's degree in accounting or equivalent and five or more years payroll experience. Payroll tax experience is required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$79,909.00	*	*	*
Median	\$69,393.67	*	*	*
25th Percentile	\$56,012.42	*	*	*
10th Percentile	N/A	*	*	*
Average	\$70,106.95	*	*	*
Avg (Empl Weighted)	\$70,317.28	*	*	*
# of Employees	9	2	2	2
# of Orgs	8	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$84,000,000	N/A	616
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$84,000,000	N/A	616

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Human Resources Assistant

Job Code	Job Category	Job Pay Type
E105	Human Resources	H
<p>Performs various clerical and statistical assignments related to the Human Resources function. Duties may include maintaining employment records of company personnel; recording changes of status, address, job assignment, performance ratings; compiling and preparing reports on employment, training, wage and salaries; and sending out reference checks on new applicants. Furnishes information regarding employees to authorized sources. Initiates personnel records folder and other papers and assists in orientation of new employees. May administer pre-employment tests. May advise employees on eligibility for insurance, hospitalization, amounts of coverage, and claims procedures. Maintains benefits records and prepares documents necessary for implementing benefit coverage. Position typically staffed by individuals with a Bachelor's degree.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$30.77	*	*	*
75th Percentile	\$24.57	*	*	*
Median	\$19.61	*	*	*
25th Percentile	\$18.09	*	*	*
10th Percentile	\$15.41	*	*	*
Average	\$21.46	*	*	*
Avg (Empl Weighted)	\$21.06	*	*	*
# of Employees	38	5	5	5
# of Orgs	28	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	27	\$42,500,000	\$886,829,270	268
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	28	\$38,000,000	\$886,829,270	249

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Human Resources Generalist, Associate

Job Code	Job Category	Job Pay Type
E115	Human Resources	S
<p>Entry level professional generalist positions, covering several or all of the following: recruiting, compensation and benefits, training, employee and labor relations, safety and personnel research. Participates in the administration of select programs within established guidelines. Work is routine and minimal originality is required. Position is typically staffed by individuals with a Bachelor's degree or equivalent, and 0-2 years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$56,416.80	*	*	*
75th Percentile	\$50,000.00	*	*	*
Median	\$45,900.00	*	*	*
25th Percentile	\$41,579.20	*	*	*
10th Percentile	\$38,600.96	*	*	*
Average	\$45,839.22	*	*	*
Avg (Empl Weighted)	\$45,352.62	*	*	*
# of Employees	12	1	1	1
# of Orgs	11	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$25,500,000	\$990,906,148	175
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	11	\$25,500,000	\$886,829,270	164

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Human Resources Generalist

Job Code	Job Category	Job Pay Type
E120	Human Resources	S
<p>Intermediate level professional generalist position covering a segment of Human Resources Department functions. Administers employment, compensation, benefits, safety, and training programs for a segment of the employers workforce. May provide work direction or supervision to other departmental employees. Provides assistance in policy formulation. Position typically staffed by individuals with a Bachelor's degree or equivalent with 2-5 years experience in Human Resources Administration.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$67,974.00	N/A	N/A	N/A
75th Percentile	\$62,400.00	\$6,240.00	10.00%	\$68,640.00
Median	\$55,000.00	\$2,750.00	5.00%	\$57,750.00
25th Percentile	\$49,902.48	\$1,746.58	3.50%	\$51,649.06
10th Percentile	\$42,560.87	N/A	N/A	N/A
Average	\$58,192.69	\$3,724.33	6.40%	\$61,917.02
Avg (Empl Weighted)	\$57,421.92	\$3,675.00	6.40%	\$61,096.92
# of Employees	39	5	5	5
# of Orgs	30	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	27	\$44,500,000	\$528,414,635	207
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	30	\$40,000,000	\$528,414,635	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Human Resources Generalist, Senior

Job Code	Job Category	Job Pay Type
E125	Human Resources	S
<p>Experienced generalist position with varied work involving most aspects of Human Resources Administration. Administers a large segment of the organization's Human Resources programs, often for the exempt employee group. Conducts research and makes recommendations to management for program revision / development. May develop and implement programs in assigned area of responsibility. Often supervises lower level Human Resources personnel. Position typically staffed by individuals with a Bachelor's degree or equivalent and 5 or more years experience in most areas of Human Resources Administration.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$96,442.20	*	*	*
75th Percentile	\$86,554.72	*	*	*
Median	\$74,500.00	*	*	*
25th Percentile	\$61,120.00	*	*	*
10th Percentile	\$57,403.59	*	*	*
Average	\$79,045.61	*	*	*
Avg (Empl Weighted)	\$80,932.32	*	*	*
# of Employees	29	4	4	4
# of Orgs	19	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	18	\$55,000,000	\$482,022,827	152
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	19	\$47,500,000	\$482,022,827	160

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Manager / Director of Human Resources

Job Code	Job Category	Job Pay Type
E132	Human Resources	S
<p>Top non-executive management level position in Human Resources with responsibility for all aspects of the Human Resource function of a corporation. Recruits, screens and recommends candidates for exempt and non-exempt positions. Participates in the administration of programs within guidelines established. Implements selected HR programs concerning training, safety, employee recreation, etc. Conducts research studies on new or existing HR or labor relations programs. Position typically reports to a member of the executive team and is staffed by individuals with a Bachelor's degree or equivalent and 10 plus years of progressively responsible HR experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$133,080.00	\$46,578.00	35.00%	\$179,658.00
75th Percentile	\$102,230.50	\$17,890.33	17.50%	\$120,120.83
Median	\$91,000.00	\$9,373.00	10.30%	\$100,373.00
25th Percentile	\$71,745.00	\$6,457.05	9.00%	\$78,202.05
10th Percentile	\$60,000.00	\$3,000.00	5.00%	\$63,000.00
Average	\$96,496.44	\$13,488.06	13.98%	\$109,984.49
Avg (Empl Weighted)	\$92,936.71	\$13,085.49	14.08%	\$106,022.20
# of Employees	48	10	10	10
# of Orgs	47	9	9	9

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	45	\$28,803,500	\$531,537,000	120
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	47	\$24,500,000	\$531,537,000	132

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Compensation / Benefits Administrator

Job Code	Job Category	Job Pay Type
E150	Human Resources	S
<p>Experienced administrator position; administers compensation and benefits programs for one or more group of employees. Programs administered could include any or all of the following: wage and salary programs, supplemental cash programs, medical, dental, life, disability, flexible spending programs, and defined benefit / defined contribution programs. Counsels employees on compensation and benefits programs, assists in claims and enrollment issues. Conducts / participates in wage and benefit surveys. Conducts analyses, makes recommendations as appropriate. Position typically staffed by individuals with a Bachelor's degree or equivalent and includes all levels of human resource experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$87,056.90	*	*	*
75th Percentile	\$81,679.00	*	*	*
Median	\$64,710.00	*	*	*
25th Percentile	\$50,750.13	*	*	*
10th Percentile	\$39,950.40	*	*	*
Average	\$70,663.28	*	*	*
Avg (Empl Weighted)	\$66,406.46	*	*	*
# of Employees	13	2	2	2
# of Orgs	10	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$58,249,128	\$886,829,270	422
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	10	\$58,249,128	\$652,461,262	415

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Training Specialist

Job Code	Job Category	Job Pay Type
E185	Human Resources	S
<p>Experienced professional level training position. Administers, organizes and conducts employee training programs. May assist in the development of new programs. Monitors training results through employee progress and maintains records of training attendance to determine program effectiveness. Position typically staffed by individuals with a Bachelor's degree and 3-5 years training experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$101,230.80	*	*	*
75th Percentile	\$72,488.00	*	*	*
Median	\$56,195.10	*	*	*
25th Percentile	\$53,530.00	*	*	*
10th Percentile	\$41,848.80	*	*	*
Average	\$63,287.83	*	*	*
Avg (Empl Weighted)	\$48,267.95	*	*	*
# of Employees	35	5	5	5
# of Orgs	11	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$25,461,368	\$709,183,135	162
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	11	\$25,000,000	\$709,183,135	208

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Safety Manager

Job Code	Job Category	Job Pay Type
E200	Human Resources	S
<p>Managerial position responsible for all safety programs at a larger, typically manufacturing facility. Ensures that facilities are in compliance with federal, state, and local regulations, and that appropriate safety and industrial hygiene programs are developed and carried out. Responsible for safety awareness training. Represents the employer in insurance investigations, OSHA hearings, etc. Supervises, directly or indirectly, all safety personnel. Position typically reports to top Human Resources position or Corporate Safety official. Position typically staffed by individuals with a Bachelor's degree in industrial hygiene, science or safety, and all levels of industrial safety experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$112,362.80	*	*	*
75th Percentile	\$102,250.00	*	*	*
Median	\$87,524.00	*	*	*
25th Percentile	\$56,315.50	*	*	*
10th Percentile	\$45,484.80	*	*	*
Average	\$79,868.62	*	*	*
Avg (Empl Weighted)	\$81,799.93	*	*	*
# of Employees	14	2	2	2
# of Orgs	13	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	13	\$36,000,000	N/A	145
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	13	\$36,000,000	N/A	145

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Graphic Artist

Job Code	Job Category	Job Pay Type
F100	Marketing / Sales / Customer Service	S
<p>Provides artwork for company under normal supervision and using standard procedures. Incumbent should be able to identify principles of good typography, identify and specify type, aesthetically evaluate typography, understand various photographic mediums, order / specify / mark-up photography both in black and white and color; establish project components and process projects / orders as required. May also provide design and desktop publishing services for client. Operates computerized desktop publishing equipment to produce books, booklets, brochures, etc. Chooses styles, type and font size, layout and formats for desired appearance. Performs design, layout and keylining for advertising collateral and materials. As required, secures, creates or supervises the creation of line art, glossies, transparencies or separations for production of advertising collateral and materials. Assists as needed in the on-press approval of catalog forms and special promotional projects to ensure a consistent and acceptable finished product. Includes all levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$67,513.71	*	*	*
75th Percentile	\$63,500.00	*	*	*
Median	\$50,000.00	*	*	*
25th Percentile	\$45,881.24	*	*	*
10th Percentile	\$43,526.60	*	*	*
Average	\$53,579.07	*	*	*
Avg (Empl Weighted)	\$51,791.98	*	*	*
# of Employees	28	8	8	8
# of Orgs	20	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	18	\$25,000,000	\$886,829,270	87
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	20	\$25,000,000	\$886,829,270	100

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Marketing Analyst / Researcher / Staff

Job Code	Job Category	Job Pay Type
F110	Marketing / Sales / Customer Service	H
<p>Usually under relatively close supervision, may support a company's marketing efforts through research and data analysis, helping develop marketing materials and presentations, tracking the effectiveness of marketing efforts, and/or helping develop new marketing ideas, either alone or as part of a group. May help manage outside vendors; manage, create, and maintain website information; and help develop and implement marketing plans. Typically has less than 5 years of marketing experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$30.85	*	*	*
75th Percentile	\$24.52	*	*	*
Median	\$22.00	*	*	*
25th Percentile	\$19.79	*	*	*
10th Percentile	\$18.90	*	*	*
Average	\$22.79	*	*	*
Avg (Empl Weighted)	\$22.87	*	*	*
# of Employees	23	1	1	1
# of Orgs	17	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	16	\$13,800,000	\$288,268,500	60
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	17	\$13,800,000	\$418,093,255	68

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Senior Marketing Analyst / Researcher / Staff

Job Code	Job Category	Job Pay Type
F115	Marketing / Sales / Customer Service	S
<p>Intermediate and senior level marketing work. Typically works with little daily supervision. May lead small teams as needed or supervise more junior staff. May support a company's marketing efforts through research and data analysis, helping develop marketing materials and presentations, tracking the effectiveness of marketing efforts, and/or helping develop new marketing ideas, either alone or as part of a group. May help manage outside vendors; manage, create, and maintain website information; and help develop and implement marketing plans. More than 5 years of marketing experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$76,180.00	*	*	*
75th Percentile	\$71,253.78	*	*	*
Median	\$60,500.00	*	*	*
25th Percentile	\$57,258.82	*	*	*
10th Percentile	\$43,000.00	*	*	*
Average	\$62,400.13	*	*	*
Avg (Empl Weighted)	\$60,463.75	*	*	*
# of Employees	11	3	3	3
# of Orgs	9	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$14,450,000	\$886,829,270	100
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	9	\$14,450,000	\$886,829,270	100

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Marketing Manager

Job Code	Job Category	Job Pay Type
F120	Marketing / Sales / Customer Service	S
<p>Effectively manages a marketing team or department. Reports to a member of the company's leadership team. May oversee the compilation and analysis of a company's market research efforts, lead the company's presence at trade shows and conferences, coordinate new product development with other departments, and coordinate the company's new product releases and communications about them. May have overall responsibility for vendor management. Typically will have more than eight (8) years of marketing experience and a history of increasing responsibility for major aspects of the company's marketing efforts.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$107,440.00	*	*	*
75th Percentile	\$85,160.40	*	*	*
Median	\$70,324.80	*	*	*
25th Percentile	\$56,000.00	*	*	*
10th Percentile	\$48,800.00	*	*	*
Average	\$74,536.49	*	*	*
Avg (Empl Weighted)	\$73,573.58	*	*	*
# of Employees	25	4	4	4
# of Orgs	23	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	22	\$17,500,000	\$465,914,635	60
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	23	\$17,500,000	\$418,093,255	64

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Customer Service Representative C

Job Code	Job Category	Job Pay Type
F125	Marketing / Sales / Customer Service	H
<p>Beginning level customer service position. Responds to customer inquiries either in person or via telephone in an appropriate manner, gathering or exchanging information as needed to meet the customers needs. This position is closely supervised and has limited ability to make decisions beyond established policy or precedent. Position typically staffed by individuals with a high school diploma or equivalent and 0-1 year of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$21.10	*	*	*
75th Percentile	\$18.08	*	*	*
Median	\$15.75	*	*	*
25th Percentile	\$14.98	*	*	*
10th Percentile	\$12.22	*	*	*
Average	\$16.42	*	*	*
Avg (Empl Weighted)	\$15.36	*	*	*
# of Employees	64	17	17	17
# of Orgs	16	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	14	\$12,961,368	\$107,500,000	102
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	16	\$15,961,368	\$107,500,000	102

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Customer Service Representative B

Job Code	Job Category	Job Pay Type
F130	Marketing / Sales / Customer Service	H
<p>Intermediate level customer service position. Services customers by analyzing, interpreting and resolving customer inquiries and complaints regarding their account. Services are provided by direct person-to-person contact, telephone or written correspondence. These inquiries may include interpretation of contract provisions, explanation of past transactions or the history of an account, or instructions to carry out account / product changes. Determines appropriate responses to the customers and composes letters to convey the information. More complicated inquiries are referred to higher level customer service representatives. Position typically staffed by individuals with a high school diploma or equivalent and 2-4 years experience. May be the entry level for a Bachelor's degreed individual.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$24.00	N/A	N/A	N/A
75th Percentile	\$22.26	\$1.78	8.00%	\$24.04
Median	\$20.00	\$1.00	5.00%	\$21.00
25th Percentile	\$16.74	\$0.50	3.00%	\$17.24
10th Percentile	\$14.78	N/A	N/A	N/A
Average	\$19.45	\$1.29	6.64%	\$20.73
Avg (Empl Weighted)	\$18.55	\$1.73	9.34%	\$20.27
# of Employees	235	64	64	64
# of Orgs	29	7	7	7

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	27	\$23,000,000	\$123,608,192	103
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	29	\$23,000,000	\$123,608,192	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Customer Service Representative A

Job Code	Job Category	Job Pay Type
F135	Marketing / Sales / Customer Service	H
<p>Senior level customer service position requiring technical knowledge of product or services. Handles the more complex customer inquiries by interpreting contract provisions, explaining past transactions or the history of an account and accessing reference materials. Determines appropriate responses to the customers and composes letters to convey the information. May train and schedule, assign and check the work of Customer Service Representatives. May also respond to technical product or service application inquiries, complaints or requests for exceptions. Has authority to offer some solutions beyond typical policy or precedent. Position typically staffed by an individual with a Bachelor's degree or equivalent plus 3-4 years relevant customer service experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$29.92	N/A	N/A	N/A
75th Percentile	\$24.58	\$2.58	10.50%	\$27.16
Median	\$21.17	\$1.14	5.40%	\$22.31
25th Percentile	\$18.14	\$0.54	3.00%	\$18.68
10th Percentile	\$15.15	N/A	N/A	N/A
Average	\$22.60	\$1.61	7.13%	\$24.20
Avg (Empl Weighted)	\$21.11	\$1.10	5.20%	\$22.20
# of Employees	160	67	67	67
# of Orgs	29	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	27	\$26,000,000	\$170,000,000	104
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	29	\$25,000,000	\$170,000,000	104

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Customer Service Supervisor

Job Code	Job Category	Job Pay Type
F140	Marketing / Sales / Customer Service	S
<p>First level of true supervision in customer service. Organizes the workflow of customer service representatives to provide the most effective and efficient service in accordance with established policies and procedures. Provides guidance and counsel to service staff. Ensures that good customer relations are maintained. Has responsibility for hiring and disciplining employees as well as performance appraisals and scheduling. Position typically staffed by individuals with a Bachelor's degree or equivalent and 5-7 years experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$78,060.75	N/A	N/A	N/A
75th Percentile	\$70,639.00	\$22,251.28	31.50%	\$92,890.28
Median	\$59,348.50	\$5,934.85	10.00%	\$65,283.35
25th Percentile	\$50,337.99	\$4,404.57	8.75%	\$54,742.56
10th Percentile	\$40,231.96	N/A	N/A	N/A
Average	\$59,837.70	\$10,830.62	18.10%	\$70,668.31
Avg (Empl Weighted)	\$51,575.79	\$7,285.08	14.13%	\$58,860.86
# of Employees	42	8	8	8
# of Orgs	16	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	14	\$35,000,000	\$497,911,016	111
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	16	\$26,500,000	\$497,911,016	111

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Customer Service Manager

Job Code	Job Category	Job Pay Type
F145	Marketing / Sales / Customer Service	S
<p>Manages the customer service function for a company. Ensures that customers receive the best customer service possible. Responsible for resolving difficult customer service issues, recommending enhancements to customer service programs, reducing departmental costs and developing customer service policies and procedures. Position typically staffed by individuals with a Bachelor's degree or equivalent and considerable experience in customer service work.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$100,000.00	\$17,450.00	17.45%	\$117,450.00
75th Percentile	\$90,750.00	\$9,646.72	10.63%	\$100,396.72
Median	\$73,680.37	\$6,447.03	8.75%	\$80,127.40
25th Percentile	\$55,558.00	\$2,711.23	4.88%	\$58,269.23
10th Percentile	\$51,150.00	\$690.52	1.35%	\$51,840.52
Average	\$74,573.91	\$6,226.92	8.35%	\$80,800.83
Avg (Empl Weighted)	\$75,576.98	\$8,674.18	11.48%	\$84,251.15
# of Employees	43	22	22	22
# of Orgs	28	10	10	10

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	26	\$24,000,000	\$990,906,148	93
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	28	\$25,000,000	\$886,829,270	95

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Product Manager (Sales)

Job Code	Job Category	Job Pay Type
F155	Marketing / Sales / Customer Service	S
<p>Experienced marketing and sales position responsible for an entire product line. Responsible for the success and profitability of a product line focusing on current markets and accounts, as well as developing new accounts. Responsibilities include analyzing potential markets and product strategies, determining product pricing structure, developing a sales plan and maintaining an operating budget. May train other sales personnel. Position typically staffed by individuals with a Bachelor's degree or equivalent and 4 or more years of relevant experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$98,900.00	*	*	*
75th Percentile	\$87,322.25	*	*	*
Median	\$73,250.00	*	*	*
25th Percentile	\$45,629.50	*	*	*
10th Percentile	\$38,729.99	*	*	*
Average	\$69,096.11	*	*	*
Avg (Empl Weighted)	\$68,308.22	*	*	*
# of Employees	18	11	11	11
# of Orgs	10	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$10,500,000	N/A	66
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$10,500,000	N/A	66

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Product Manager (Sales), Senior

Job Code	Job Category	Job Pay Type
F160	Marketing / Sales / Customer Service	S
<p>Senior level marketing and sales position responsible for a larger sales volume product line. Responsible for the success and profitability of a product line focusing on current markets and accounts, as well as developing new accounts. Responsibilities include analyzing potential markets and product strategies, determining product pricing structure, developing a sales plan and maintaining an operating budget. May train other sales personnel. Position typically staffed by individuals with a Master's degree and 4+ years of experience or a Bachelor's degree and 8 or more years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$128,000.00	*	*	*
75th Percentile	\$106,250.00	*	*	*
Median	\$81,625.00	*	*	*
25th Percentile	\$59,115.79	*	*	*
10th Percentile	\$47,521.55	*	*	*
Average	\$97,416.16	*	*	*
Avg (Empl Weighted)	\$88,139.46	*	*	*
# of Employees	20	4	4	4
# of Orgs	7	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$42,000,000	\$531,537,000	102
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$42,000,000	\$531,537,000	102

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Digital Marketing Specialist

Job Code	Job Category	Job Pay Type
F170	Marketing / Sales / Customer Service	S
<p>Develops and optimizes online marketing initiatives. May manage and maintain web sites. Creates and optimizes targeted and custom landing pages and micro-sites. Implements and analyzes search engine marketing activities. Executes email campaigns to nurture leads and customers. Analyzes and provides digital marketing metrics and lead status reports. Develops and manages content-based social networks and blog sites. Has experience with online lead funnels, website development, SEO and SEM, online analytics, website development and Adobe Creative Suite.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$72,292.40	N/A	N/A	N/A
75th Percentile	\$61,500.00	\$6,150.00	10.00%	\$67,650.00
Median	\$53,184.00	\$5,318.40	10.00%	\$58,502.40
25th Percentile	\$45,000.00	\$2,250.00	5.00%	\$47,250.00
10th Percentile	\$40,320.00	N/A	N/A	N/A
Average	\$53,897.67	\$4,080.82	7.57%	\$57,978.48
Avg (Empl Weighted)	\$49,943.38	\$4,050.96	8.11%	\$53,994.34
# of Employees	62	9	9	9
# of Orgs	31	7	7	7

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	30	\$13,350,000	N/A	80
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	31	\$15,000,000	N/A	90

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Business Development Manager

Job Code	Job Category	Job Pay Type
F180	Marketing / Sales / Customer Service	S
<p>Responsible for developing business opportunities for specific products and services. Drives new business, solicits, collects and analyzes customer and market feedback. Analyzes past, present, and future performance of products and their impact on growth forecasts in respective markets. Attends conferences, seminars and tradeshows to reach potential clients Identify new markets for our current products. Initiates, researches, and submits proposals for new sales or business opportunities; identifies new markets and assists in the negotiation of customer contracts. Collects demographic statistics of buyers and decision makers in each market. Analyzes past, present, and future performance and defines positions of company's products / services relative to competitors. Typically staffed by an individual with a Bachelor's degree and substantial sales experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$120,200.00	N/A	N/A	N/A
75th Percentile	\$105,250.13	\$24,207.52	23.00%	\$129,457.65
Median	\$80,000.00	\$8,000.00	10.00%	\$88,000.00
25th Percentile	\$68,775.00	\$4,814.25	7.00%	\$73,589.25
10th Percentile	\$47,400.00	N/A	N/A	N/A
Average	\$80,970.72	\$13,360.17	16.50%	\$94,330.88
Avg (Empl Weighted)	\$85,159.30	\$15,435.12	18.13%	\$100,594.42
# of Employees	36	12	12	12
# of Orgs	27	7	7	7

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	25	\$25,000,000	\$465,914,635	70
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	27	\$25,000,000	\$418,093,255	90

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Product Manager (Marketing)

Job Code	Job Category	Job Pay Type
F185	Marketing / Sales / Customer Service	S
<p>Responsible for managing product / service marketing activities including but not limited to: providing technical marketing expertise, developing marketing collateral, and conducting market research. Collaborates with key strategic company partners and alliances to gather market intelligence. Manages new and existing product / service marketing efforts. Develops marketing content (e.g., website, brochures, video, etc.); provides input on new product ideas; develops competitive analysis in order to make more informed product decisions; develops marketing programs and campaigns to actively promote products / services; key contributor to new product ideas and innovations; develops marketing material and conducts market research. Bachelor's degree and 5 or more years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$91,500.00	*	*	*
Median	\$82,037.09	*	*	*
25th Percentile	\$61,565.75	*	*	*
10th Percentile	N/A	*	*	*
Average	\$78,068.15	*	*	*
Avg (Empl Weighted)	\$85,595.68	*	*	*
# of Employees	25	9	9	9
# of Orgs	8	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$11,000,000	\$886,829,270	77
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$11,000,000	\$886,829,270	77

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Technical Support Manager

Job Code	Job Category	Job Pay Type
F190	Marketing / Sales / Customer Service	S
<p>Provides the highest quality product support by resolving product questions and issues with customers, and working closely with internal colleagues in areas of product problem identification and resolution, repair service, product failure analysis and performance, technical writing, change order process, and product development.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	4	2	2	2
# of Orgs	4	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	4	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	4	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Technical Support Specialist

Job Code	Job Category	Job Pay Type
F195	Marketing / Sales / Customer Service	H
<p>Entry to mid-level position. Provides all aspects of customer support, including instrument repair and warranty administration, solutions to technical questions, and product troubleshooting. Interacts with a diverse customer base and internal departments. Responsibilities include: interface with customers on a daily basis - answer questions, email and review data for all technical product support activities, as well as help troubleshoot problems; process daily repair orders, follow up on outstanding repairs, and identify inefficiencies or problem areas for repair orders; assist in the writing and revising of product documentation; and assists with customer training.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$32.03	*	*	*
75th Percentile	\$29.27	*	*	*
Median	\$24.71	*	*	*
25th Percentile	\$19.58	*	*	*
10th Percentile	\$17.25	*	*	*
Average	\$24.39	*	*	*
Avg (Empl Weighted)	\$24.70	*	*	*
# of Employees	40	16	16	16
# of Orgs	9	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$30,000,000	N/A	90
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	9	\$30,000,000	N/A	90

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Sales Clerk / Customer Service Representative

Job Code	Job Category	Job Pay Type
F210	Marketing / Sales / Customer Service	H
<p>Entry level position, the sales clerk sells merchandise and provides customers with information about products and prices. Operates a register, prices and arranges merchandise, replenishes stock, and keeps store orderly. Takes inventory and performs duties as assigned by the Sales Manager.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$22.12	*	*	*
75th Percentile	\$19.65	*	*	*
Median	\$16.50	*	*	*
25th Percentile	\$13.18	*	*	*
10th Percentile	\$11.00	*	*	*
Average	\$16.40	*	*	*
Avg (Empl Weighted)	\$15.12	*	*	*
# of Employees	43	5	5	5
# of Orgs	9	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$20,000,000	N/A	70
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	9	\$22,000,000	N/A	70

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Retail Sales Manager

Job Code	Job Category	Job Pay Type
F215	Marketing / Sales / Customer Service	S
<p>The Sales Manager is responsible for managing the day-to-day operations of the store and overseeing staff. Responsible for interviewing, hiring and training new employees. Controls inventory, formulates pricing policies for merchandise, reconciles cash receipts and markets products / implements sales objectives for the retail establishment. Often handles complex customer inquiries. Typically staffed by an individual with an Associate's degree and 5 years of retail sales experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$96,617.60	*	*	*
75th Percentile	\$83,400.25	*	*	*
Median	\$58,230.00	*	*	*
25th Percentile	\$47,846.00	*	*	*
10th Percentile	\$44,384.80	*	*	*
Average	\$63,572.25	*	*	*
Avg (Empl Weighted)	\$61,591.77	*	*	*
# of Employees	22	1	1	1
# of Orgs	12	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$20,000,000	N/A	70
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	12	\$21,000,000	N/A	70

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Inside Sales Representative

Job Code	Job Category	Job Pay Type
F220	Marketing / Sales / Customer Service	H
<p>A primary contact with customers, either alone or in conjunction with outside sales staff. Assists customer with identifying the right products, updates customer contact information, and takes orders. May negotiate agreements with customers, keep customers informed of delivery dates, and coordinate with other departments as required to solve problems, trace or expedite orders, or respond to inquiries. May initiate sales calls in addition to responding to inquiries. Requires substantial product knowledge to perform adequately. Little or no travel to customers. All levels of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$29.04	*	*	*
75th Percentile	\$25.69	*	*	*
Median	\$21.22	*	*	*
25th Percentile	\$19.00	*	*	*
10th Percentile	\$16.72	*	*	*
Average	\$23.66	*	*	*
Avg (Empl Weighted)	\$22.21	*	*	*
# of Employees	51	14	14	14
# of Orgs	17	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$38,000,000	\$886,829,270	109
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	17	\$36,000,000	\$886,829,270	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Salesperson (Traveling)

Job Code	Job Category	Job Pay Type
F225	Marketing / Sales / Customer Service	S
<p>A primary contact with customers. In regular contact with customers, both by phone and traveling to them. Assists customer with identifying the right products, updates customer contact information, and takes orders. May negotiate agreements with customers, keep customers informed of delivery dates, and coordinate with other departments as required to solve problems, trace or expedite orders, or respond to inquiries. May initiate sales calls in addition to responding to inquiries. Requires substantial product knowledge to perform adequately. All levels of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$99,000.10	N/A	N/A	N/A
75th Percentile	\$81,966.25	\$34,835.65	42.50%	\$116,801.90
Median	\$66,375.50	\$9,956.32	15.00%	\$76,331.82
25th Percentile	\$46,550.25	\$2,094.76	4.50%	\$48,645.01
10th Percentile	\$37,974.00	N/A	N/A	N/A
Average	\$67,541.62	\$14,724.07	21.80%	\$82,265.69
Avg (Empl Weighted)	\$56,995.16	\$5,525.36	9.69%	\$62,520.52
# of Employees	228	36	36	36
# of Orgs	22	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$28,000,000	N/A	64
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	22	\$26,500,000	N/A	63

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Development Staff Member

Job Code	Job Category	Job Pay Type
F235	Marketing / Sales / Customer Service	H
<p>Responsibilities may range from providing a high level of administrative support to Development leadership to independent research, the creation of materials to support development efforts, and possibly working directly with potential donors. This position is not responsible for development policies or strategies but may assist with the development and implementation of them. All levels of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$29.44	*	*	*
Median	\$22.98	*	*	*
25th Percentile	\$20.42	*	*	*
10th Percentile	N/A	*	*	*
Average	\$24.00	*	*	*
Avg (Empl Weighted)	\$24.87	*	*	*
# of Employees	17	0	0	0
# of Orgs	8	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$8,600,000	N/A	93
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$8,600,000	N/A	93

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Purchasing Clerk

Job Code	Job Category	Job Pay Type
G105	Purchasing / Planning	H
<p>Entry level clerical position in the purchasing department. Compiles information to prepare purchase orders. Maintains files and records of materials, prices, inventories, and deliveries. Follows up with vendors on late deliveries. Requests quotations from vendors. Position typically staffed by individuals with a high school diploma or equivalent and all levels of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$25.00	*	*	*
75th Percentile	\$20.70	*	*	*
Median	\$18.43	*	*	*
25th Percentile	\$16.40	*	*	*
10th Percentile	\$13.64	*	*	*
Average	\$18.81	*	*	*
Avg (Empl Weighted)	\$18.81	*	*	*
# of Employees	9	2	2	2
# of Orgs	9	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$35,000,000	N/A	169
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	9	\$30,000,000	N/A	168

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Buyer, Associate

Job Code	Job Category	Job Pay Type
G112	Purchasing / Planning	S
<p>Entry level exempt purchasing position. Responsible for purchases that are repetitive in nature and where vendor relationships have already been established. May occasionally source out new vendors for small dollar purchases. Places orders and resolves any minor problems with incorrect product or delayed deliveries. Position typically staffed by individuals with a Bachelor's degree or equivalent and 0-2 years purchasing experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$46,009.00	*	*	*
Median	\$41,184.00	*	*	*
25th Percentile	\$38,856.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$42,182.80	*	*	*
Avg (Empl Weighted)	\$39,588.55	*	*	*
# of Employees	11	1	1	1
# of Orgs	5	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$44,000,000	N/A	104
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$44,000,000	N/A	104

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Buyer

Job Code	Job Category	Job Pay Type
G115	Purchasing / Planning	S
<p>Intermediate level purchasing position. Purchases items of greater value than the Associate Buyer. Must have good knowledge of materials and appropriate vendor sources. Must obtain a product with the level of quality needed at the lowest possible cost. Able to research and develop new vendor relationships. Resolves issues of poor quality or untimely delivery. Position typically staffed by an individual with a Bachelor's degree or equivalent and 2-4 years purchasing experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$62,859.50	*	*	*
75th Percentile	\$56,773.75	*	*	*
Median	\$54,058.96	*	*	*
25th Percentile	\$46,846.00	*	*	*
10th Percentile	\$38,896.80	*	*	*
Average	\$58,871.12	*	*	*
Avg (Empl Weighted)	\$49,437.41	*	*	*
# of Employees	29	3	3	3
# of Orgs	16	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$37,000,000	\$886,829,270	145
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	16	\$36,000,000	\$886,829,270	146

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Buyer, Senior

Job Code	Job Category	Job Pay Type
G120	Purchasing / Planning	S
<p>Senior level purchasing position. Researches the marketplace to obtain the highest quality product at the lowest cost. Items purchased are more difficult to acquire and involve higher dollar volume than lower level buyers. Responsible for finding new vendors, negotiating material prices, assessing market conditions and resolving delivery problems. Exercises judgment on quantities, substitute materials and delivery issues. Position typically staffed by individuals with a Bachelor's degree or equivalent and 4 or more years purchasing experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$84,757.40	*	*	*
75th Percentile	\$72,250.00	*	*	*
Median	\$63,938.00	*	*	*
25th Percentile	\$54,175.50	*	*	*
10th Percentile	\$42,574.40	*	*	*
Average	\$63,571.87	*	*	*
Avg (Empl Weighted)	\$66,387.19	*	*	*
# of Employees	23	5	5	5
# of Orgs	16	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$38,000,000	N/A	145
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	16	\$37,000,000	N/A	146

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Purchasing Manager

Job Code	Job Category	Job Pay Type
G130	Purchasing / Planning	S
<p>Manages the purchasing function of the company. Oversees the approval and control of the purchasing function. Develops and recommends purchasing policies and implements those receiving approval when necessary. Is personally involved in the most critical material purchases. Responsible for reducing costs, improving efficiencies, and developing more effective purchasing methods. Position typically staffed by individuals with a Bachelor's degree or equivalent and broad experience in purchasing.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$98,958.40	N/A	N/A	N/A
75th Percentile	\$92,400.00	\$9,240.00	10.00%	\$101,640.00
Median	\$71,660.00	\$5,374.50	7.50%	\$77,034.50
25th Percentile	\$51,600.00	\$1,548.00	3.00%	\$53,148.00
10th Percentile	\$48,000.00	N/A	N/A	N/A
Average	\$71,646.74	\$4,605.86	6.43%	\$76,252.60
Avg (Empl Weighted)	\$71,646.74	\$4,605.86	6.43%	\$76,252.60
# of Employees	23	7	7	7
# of Orgs	23	7	7	7

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$38,000,000	\$464,285,033	145
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	23	\$35,500,000	\$464,285,033	130

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Production Scheduler

Job Code	Job Category	Job Pay Type
G145	Purchasing / Planning	S
<p>Semi-skilled position in production operations planning. Evaluates production requirements versus production capacity. Coordinates the flow of parts and materials through a plan. Estimates material requirements, places purchase requisitions, and prepares shop order for fabricated components. Reviews inventories to ensure maximum turnover rate in materials. Answers inquiries concerning production work status and material availability. Position typically staffed by individuals with a high school diploma or equivalent and some experience in production operations.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$90,258.50	*	*	*
75th Percentile	\$67,497.00	*	*	*
Median	\$55,218.59	*	*	*
25th Percentile	\$45,169.96	*	*	*
10th Percentile	\$36,080.00	*	*	*
Average	\$57,982.24	*	*	*
Avg (Empl Weighted)	\$53,020.95	*	*	*
# of Employees	32	12	12	12
# of Orgs	14	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	13	\$44,000,000	N/A	156
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	14	\$41,000,000	N/A	144

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Production Planning Manager

Job Code	Job Category	Job Pay Type
G175	Purchasing / Planning	S
<p>Second level of management responsible for production planning. Oversees the establishment of production schedules and ensures that actual production needs meet schedule requirements. Takes corrective action on material shortages and deadline problems. Position typically staffed by individuals with a Bachelor's degree or equivalent and 6-8 years experience in production planning and other related fields.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$95,970.00	*	*	*
Median	\$76,251.00	*	*	*
25th Percentile	\$58,387.50	*	*	*
10th Percentile	N/A	*	*	*
Average	\$84,991.66	*	*	*
Avg (Empl Weighted)	\$72,579.16	*	*	*
# of Employees	8	1	1	1
# of Orgs	8	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$27,709,000	N/A	132
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$27,709,000	N/A	132

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Inventory Control Supervisor

Job Code	Job Category	Job Pay Type
G180	Purchasing / Planning	S
<p>First level supervisory position in inventory control. Supervises employees responsible for maintaining levels of physical inventory. Furnishes reports on inventory forecasts and schedules of goods in process. Works with purchasing to minimize material shortages and meet production schedules. Responsible for hiring and disciplining employees, as well as conducting performance appraisals. Position typically staffed by individuals with a technical degree and 4-7 years experience in inventory control.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$55,376.00	*	*	*
Median	\$50,000.00	*	*	*
25th Percentile	\$46,950.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$50,930.40	*	*	*
Avg (Empl Weighted)	\$49,236.00	*	*	*
# of Employees	7	1	1	1
# of Orgs	5	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$1,200,000	N/A	53
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$1,200,000	N/A	53

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Materials Handling Supervisor

Job Code	Job Category	Job Pay Type
G185	Purchasing / Planning	S
<p>First level supervisory position in material handling. Supervises employees who load and unload materials from various transportation modes and stock materials in-house. Oversees the distribution of incoming materials to various departments. Works closely with inventory control on inventory levels. Responsible for hiring and disciplining employees, as well as conducting performance appraisals. Position typically staffed by individuals with a high school diploma or equivalent and 3-5 years experience in materials handling.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$59,185.50	*	*	*
Median	\$47,235.50	*	*	*
25th Percentile	\$39,036.40	*	*	*
10th Percentile	N/A	*	*	*
Average	\$48,936.03	*	*	*
Avg (Empl Weighted)	\$46,936.33	*	*	*
# of Employees	14	3	3	3
# of Orgs	6	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	\$45,000,000	N/A	102
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	6	\$45,000,000	N/A	102

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Materials Manager

Job Code	Job Category	Job Pay Type
G190	Purchasing / Planning	S
<p>Management level position responsible for all material functions. Manages the overall control and movement of materials in and out of the plant. Develops material sources and oversees forecasting of future material needs. Also, oversees traffic services. Position typically staffed by individuals with a Bachelor's degree in logistics or equivalent and 8-10 years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$89,000.00	*	*	*
Median	\$81,161.00	*	*	*
25th Percentile	\$48,499.98	*	*	*
10th Percentile	N/A	*	*	*
Average	\$74,385.83	*	*	*
Avg (Empl Weighted)	\$74,385.83	*	*	*
# of Employees	7	2	2	2
# of Orgs	7	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$38,000,000	N/A	152
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$38,000,000	N/A	152

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Director of Materials

Job Code	Job Category	Job Pay Type
G200	Purchasing / Planning	S
<p>Top level materials management position. Oversees purchasing, inventory, shipping and receiving, traffic, and production planning and control. Responsible for developing policies and procedures, overseeing the budget, recommending improvements and developing long and short range goals and objectives for all areas of materials management. May become involved in the most critical vendor negotiations. Position typically staffed by individuals with a Bachelor's degree in business administration or equivalent and more than 10 years of experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	1	1	1	1
# of Orgs	1	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	1	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	1	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Technician

Job Code	Job Category	Job Pay Type
H110	Manufacturing / Maintenance	H
<p>Entry to intermediate level technical position in chemistry, mechanics, electronics or other technical area. Typical duties include: assembly or installing parts and equipment, operating and adjusting simple test equipment and recording test data. Additional duties may include: performing advanced tests, interpreting test results, and compiling accurate reports. Work may be performed in a laboratory, test area or pilot plant. Position typically staffed by individuals with a 2 year degree or equivalent and 0-3 years of technical experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$28.29	*	*	*
75th Percentile	\$25.22	*	*	*
Median	\$22.35	*	*	*
25th Percentile	\$18.33	*	*	*
10th Percentile	\$14.99	*	*	*
Average	\$21.92	*	*	*
Avg (Empl Weighted)	\$23.93	*	*	*
# of Employees	83	6	6	6
# of Orgs	14	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	13	\$22,154,275	N/A	102
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	14	\$23,577,137	N/A	102

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Technician, Senior

Job Code	Job Category	Job Pay Type
H115	Manufacturing / Maintenance	H
<p>Advanced level technical position in chemistry, mechanics, electronics or other technical area. Performs non-routine assignments of substantial variety and complexity. Receives objectives from supervisor but may have full responsibility for minor projects. Performs complicated tests, conducts difficult chemical analyses, and constructs experimental or prototype models. Work may be performed in a laboratory, test area or pilot plant. Position typically staffed by individuals with a 2 year technical degree or equivalent and 4 or more years of experience as a technician.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$33.46	*	*	*
75th Percentile	\$28.22	*	*	*
Median	\$26.41	*	*	*
25th Percentile	\$23.57	*	*	*
10th Percentile	\$21.23	*	*	*
Average	\$26.35	*	*	*
Avg (Empl Weighted)	\$26.74	*	*	*
# of Employees	34	5	5	5
# of Orgs	12	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$35,000,000	N/A	102
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	12	\$30,000,000	N/A	125

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Lead Technician

Job Code	Job Category	Job Pay Type
H120	Manufacturing / Maintenance	H
<p>Most advanced non-supervisory technical position in chemistry, mechanics, electronics or other technical area. Works independently and assumes full responsibility for minor projects including schedules, expenses, and manpower. Conducts the most complex test, drawing conclusions and offering recommendations in a test report. May build and test the most complicated models. Work may be performed in a laboratory, test area or pilot plant. Position typically staffed by individuals with 2+ years of technical or general college and at minimum 8 years of experience as a technician.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$36.78	*	*	*
75th Percentile	\$35.51	*	*	*
Median	\$30.33	*	*	*
25th Percentile	\$26.03	*	*	*
10th Percentile	\$16.08	*	*	*
Average	\$34.24	*	*	*
Avg (Empl Weighted)	\$34.37	*	*	*
# of Employees	21	2	2	2
# of Orgs	7	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	\$25,000,000	N/A	102
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	7	\$25,000,000	N/A	104

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Carpenter

Job Code	Job Category	Job Pay Type
H125	Manufacturing / Maintenance	H
<p>Designs, lays out and constructs wood items, such as trays, file boxes, bulletin boards, and shipping crates. Installs, repairs and remodels doors, locks, and other items. Repairs and installs Formica, plastic, Plexiglas and fiberglass on items such as desks, tables and countertops. Repairs wood chairs, chalkboards, bulletin boards, wall and baseboard trim, and other furniture items. Cuts and installs glass. Position typically requires technical training beyond high school and all levels of experience or high school diploma and a broader range of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$23.63	*	*	*
Median	\$22.16	*	*	*
25th Percentile	\$20.45	*	*	*
10th Percentile	N/A	*	*	*
Average	\$22.17	*	*	*
Avg (Empl Weighted)	\$22.13	*	*	*
# of Employees	23	0	0	0
# of Orgs	7	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	\$43,000,000	N/A	288
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	7	\$36,000,000	N/A	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Electrician A (Journey level)

Job Code	Job Category	Job Pay Type
H130	Manufacturing / Maintenance	H
<p>Skilled position involving electrical work. Under minimal supervision, installs, repairs, and maintains all facility electrical equipment and systems having complex interrelated circuits such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems or other transmission equipment. Works from schematics, diagrams, and blueprints. Position typically requires a high school diploma, additional specialized training and 3-5 years experience or the completion of an apprenticeship.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$33.02	*	*	*
75th Percentile	\$29.46	*	*	*
Median	\$27.96	*	*	*
25th Percentile	\$25.38	*	*	*
10th Percentile	\$22.25	*	*	*
Average	\$27.73	*	*	*
Avg (Empl Weighted)	\$28.44	*	*	*
# of Employees	42	0	0	0
# of Orgs	11	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$88,000,000	N/A	533
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	11	\$88,000,000	N/A	533

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

HVAC Technician

Job Code	Job Category	Job Pay Type
H138	Manufacturing / Maintenance	H
<p>Skilled job involving heating, ventilation and air conditioning maintenance. Maintains all boilers and equipment that operates the heating, ventilation and air conditioning systems. May perform minor repairs. Major installations and repairs would be subcontracted to an outside contractor. Position typically requires technical school and 2-3 years experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$29.98	*	*	*
Median	\$26.48	*	*	*
25th Percentile	\$24.46	*	*	*
10th Percentile	N/A	*	*	*
Average	\$27.15	*	*	*
Avg (Empl Weighted)	\$27.72	*	*	*
# of Employees	44	0	0	0
# of Orgs	8	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$88,000,000	N/A	717
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	8	\$73,124,564	N/A	566

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Building Maintenance Mechanic

Job Code	Job Category	Job Pay Type
H140	Manufacturing / Maintenance	H
<p>Entry level building maintenance position. Performs routine tasks in the areas of plumbing, carpentry, electrical, painting or other facilities repair. May also repair driveway or remove snow, as needed. Work is closely supervised. Position typically requires high school diploma and 1-3 years maintenance experience or a technical degree in plumbing, electrical, etc., and no experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$24.04	N/A	N/A	N/A
75th Percentile	\$22.50	\$2.11	9.40%	\$24.61
Median	\$19.05	\$0.95	5.00%	\$20.00
25th Percentile	\$17.37	\$0.47	2.75%	\$17.84
10th Percentile	\$16.36	N/A	N/A	N/A
Average	\$19.85	\$1.16	5.86%	\$21.01
Avg (Empl Weighted)	\$19.67	\$1.09	5.55%	\$20.75
# of Employees	123	11	11	11
# of Orgs	23	5	5	5

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	20	\$38,500,000	\$675,557,151	224
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	23	\$29,500,000	\$464,285,033	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Building Maintenance Mechanic A / Journey

Job Code	Job Category	Job Pay Type
H145	Manufacturing / Maintenance	H
<p>Skilled position performing duties in the areas of carpentry, plumbing, concrete work, painting, boiler repair and maintenance and roof repair. May also repair driveway and remove snow as needed. Generally responsible for maintenance and repair of all facilities. Position typically requires technical degree and participation in an apprenticeship program or equivalent experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$31.53	*	*	*
75th Percentile	\$28.71	*	*	*
Median	\$23.41	*	*	*
25th Percentile	\$20.21	*	*	*
10th Percentile	\$16.78	*	*	*
Average	\$24.19	*	*	*
Avg (Empl Weighted)	\$24.42	*	*	*
# of Employees	44	5	5	5
# of Orgs	13	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	12	\$43,500,000	N/A	102
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	13	\$40,000,000	N/A	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Machine Maintenance Mechanic B

Job Code	Job Category	Job Pay Type
H150	Manufacturing / Maintenance	H
<p>Entry level machine maintenance mechanic position. Performs routine maintenance on production equipment. Assists Machine Maintenance Mechanic A with repair jobs. Works under close supervision. Position typically requires a high school diploma and 1-3 years production experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$28.70	*	*	*
75th Percentile	\$25.83	*	*	*
Median	\$21.37	*	*	*
25th Percentile	\$18.77	*	*	*
10th Percentile	\$16.88	*	*	*
Average	\$22.13	*	*	*
Avg (Empl Weighted)	\$21.96	*	*	*
# of Employees	32	2	2	2
# of Orgs	10	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$40,000,000	N/A	225
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$40,000,000	N/A	225

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Machine Maintenance Mechanic A

Job Code	Job Category	Job Pay Type
H155	Manufacturing / Maintenance	H
<p>Skilled position in the repair of manufacturing machines and controls. Responsible for installing new machinery; repairing and rebuilding equipment; and building machine guards and shields. May perform other facility maintenance as necessary. Position typically requires a technical degree and apprenticeship program or equivalent experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$33.57	*	*	*
75th Percentile	\$29.81	*	*	*
Median	\$25.63	*	*	*
25th Percentile	\$23.00	*	*	*
10th Percentile	\$20.67	*	*	*
Average	\$28.33	*	*	*
Avg (Empl Weighted)	\$26.36	*	*	*
# of Employees	79	15	15	15
# of Orgs	15	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$35,500,000	N/A	154
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	15	\$35,500,000	N/A	154

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Custodian/Janitor

Job Code	Job Category	Job Pay Type
H160	Manufacturing / Maintenance	H
<p>This position performs a variety of maintenance duties including stripping, waxing, sweeping and shampooing. Operates industrial cleaning equipment. Cleans bathrooms and disposes of waste. Position is unskilled and requires 0-6 months general experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$19.73	*	*	*
75th Percentile	\$16.61	*	*	*
Median	\$15.21	*	*	*
25th Percentile	\$14.14	*	*	*
10th Percentile	\$13.73	*	*	*
Average	\$15.82	*	*	*
Avg (Empl Weighted)	\$14.51	*	*	*
# of Employees	403	1	1	1
# of Orgs	26	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	23	\$34,000,000	\$464,285,033	220
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	26	\$25,500,000	\$441,189,144	177

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Welder

Job Code	Job Category	Job Pay Type
H180	Manufacturing / Maintenance	H
<p>Skilled position involving the most complex wire, stick, gas or arc welding on varied operations where considerable experience is required. Performs specialized arc welding on a wide variety of metals and alloys requiring a high level of welding technique. Adjusts heat as necessary. Works from drawings and job layouts. Minimal supervision and direction given. Position typically requires a technical degree and 1-5 years experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$27.96	*	*	*
Median	\$23.17	*	*	*
25th Percentile	\$19.15	*	*	*
10th Percentile	N/A	*	*	*
Average	\$23.33	*	*	*
Avg (Empl Weighted)	\$19.91	*	*	*
# of Employees	68	32	32	32
# of Orgs	8	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$38,500,000	N/A	186
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$38,500,000	N/A	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Machinist B & C

Job Code	Job Category	Job Pay Type
H190	Manufacturing / Maintenance	H
<p>Intermediate level machining position. Operates and sets up most tools in the machine shop. Performs somewhat complex machine shop duties, producing parts, fixtures, and simple tooling. Supervision is not constant but frequent instruction given. Repairs moderately complex dies and fixtures. Position typically staffed by individuals with a technical degree or equivalent and some experience in a machine shop.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$23.09	*	*	*
Median	\$21.41	*	*	*
25th Percentile	\$17.61	*	*	*
10th Percentile	N/A	*	*	*
Average	\$20.56	*	*	*
Avg (Empl Weighted)	\$21.18	*	*	*
# of Employees	40	8	8	8
# of Orgs	5	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$35,000,000	N/A	152
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$35,000,000	N/A	152

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Machinist A

Job Code	Job Category	Job Pay Type
H195	Manufacturing / Maintenance	H
<p>Top level machinist position. Modifies, repairs or assists in building plant machinery or equipment. Makes replacement parts where close tolerance machining skill is required. Dismantles, analyzes defects, determines and makes necessary repairs on simple to somewhat complex machines. Must read blueprints and understand various machine specifications. Sets up and operates any tool in the machine shop. Position typically staffed by individuals with a technical degree or equivalent and considerable experience in a machine shop.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$30.27	*	*	*
Median	\$27.12	*	*	*
25th Percentile	\$22.41	*	*	*
10th Percentile	N/A	*	*	*
Average	\$26.97	*	*	*
Avg (Empl Weighted)	\$25.50	*	*	*
# of Employees	43	8	8	8
# of Orgs	8	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$38,000,000	N/A	220
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	8	\$36,500,000	N/A	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

CNC Programmer

Job Code	Job Category	Job Pay Type
H209	Manufacturing / Maintenance	H
<p>Skilled position requiring knowledge of CNC machines. Develops programs to control the operation sequence and cycling of CNC machines from a blueprint or schematic. Programs are used to correct head and cycle speed, operational sequence problems and tooling changes. Position typically requires a one-year technical degree and 2-4 years experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	9	2	2	2
# of Orgs	4	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	4	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

General Labor / Assembly Operator C

Job Code	Job Category	Job Pay Type
H240	Manufacturing / Maintenance	H
<p>Unskilled jobs involving simple mechanical and or electrical assembly or other uncomplicated production jobs. May operate and monitor simple production machines. May assemble small and medium sized precision units or sub-assemblies. Methods are typically standardized. May be part of a rotation of less complex tasks. Usually responsible for quality of own work. Position typically requires a high school diploma and no previous experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$15.46	*	*	*
75th Percentile	\$15.02	*	*	*
Median	\$14.02	*	*	*
25th Percentile	\$12.86	*	*	*
10th Percentile	\$12.28	*	*	*
Average	\$13.99	*	*	*
Avg (Empl Weighted)	\$14.31	*	*	*
# of Employees	497	66	66	66
# of Orgs	20	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	19	\$20,000,000	N/A	90
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	20	\$18,500,000	N/A	94

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

General Labor / Assembly Operator B

Job Code	Job Category	Job Pay Type
H245	Manufacturing / Maintenance	H
<p>Unskilled position involving moderately complex mechanical or electrical assembly or other moderately complex production jobs. May perform machine setups and operation. Routines are specified. Assembly of intricate or large apparatus. May involve use of hand or power tools. Jobs may be on a rotation of several similarly skilled positions. Some heavy lifting required. Position typically requires a high school diploma and 6-12 months production experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$17.67	*	*	*
75th Percentile	\$17.04	*	*	*
Median	\$16.47	*	*	*
25th Percentile	\$15.16	*	*	*
10th Percentile	\$14.16	*	*	*
Average	\$16.28	*	*	*
Avg (Empl Weighted)	\$15.93	*	*	*
# of Employees	357	67	67	67
# of Orgs	22	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	21	\$35,000,000	N/A	104
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	22	\$33,500,000	N/A	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

General Labor / Assembly Operator A

Job Code	Job Category	Job Pay Type
H250	Manufacturing / Maintenance	H
<p>Semi-skilled job involving complex mechanical or electrical assembly or operation of other complex production jobs. May perform machine setups or adjustments on production jobs. May provide work direction to lower level general labor positions. Routines are not as specified. Assembly of large or intricate nature. Typically required to be able to perform many different jobs within the plant. Position typically requires a high school diploma and 2-4 years production experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$22.37	*	*	*
75th Percentile	\$20.14	*	*	*
Median	\$18.25	*	*	*
25th Percentile	\$16.75	*	*	*
10th Percentile	\$14.85	*	*	*
Average	\$18.67	*	*	*
Avg (Empl Weighted)	\$18.10	*	*	*
# of Employees	366	31	31	31
# of Orgs	25	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	24	\$33,500,000	N/A	117
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	25	\$32,000,000	N/A	115

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Security Guard

Job Code	Job Category	Job Pay Type
H265	Manufacturing / Maintenance	H
<p>Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Unskilled job requiring 3-6 months general experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$16.89	*	*	*
Median	\$15.89	*	*	*
25th Percentile	\$15.25	*	*	*
10th Percentile	N/A	*	*	*
Average	\$16.41	*	*	*
Avg (Empl Weighted)	\$16.36	*	*	*
# of Employees	93	0	0	0
# of Orgs	7	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$88,000,000	N/A	809
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$88,000,000	N/A	809

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Material Handler

Job Code	Job Category	Job Pay Type
H275	Manufacturing / Maintenance	H
<p>Unskilled job in material handling department. Under general supervision, moves raw materials, parts and finished goods between dock, in-process locations and warehouse. Documents movement of incoming and outgoing materials and supplies. May operate motorized and non-motorized material handling equipment. Requires 3 months related experience and basic reading skills.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$19.36	*	*	*
75th Percentile	\$16.93	*	*	*
Median	\$15.79	*	*	*
25th Percentile	\$15.00	*	*	*
10th Percentile	\$12.60	*	*	*
Average	\$15.95	*	*	*
Avg (Empl Weighted)	\$15.58	*	*	*
# of Employees	314	16	16	16
# of Orgs	15	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$42,000,000	N/A	156
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	15	\$42,000,000	N/A	156

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Shipper / Receiver

Job Code	Job Category	Job Pay Type
H280	Manufacturing / Maintenance	H
<p>Semi skilled job involving shipping and receiving of material. Receives all incoming materials and completes necessary paperwork. Responsible for the preparation of domestic and foreign shipments in accordance with shipping requirements and specifications. Checks shipment for correct materials, packing and crating, tagging and handling instructions, loading and bracing, etc. Prepares bills of lading and other required forms, makes reports of shipments. Position typically requires a high school diploma and 6-12 months experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$20.94	N/A	N/A	N/A
75th Percentile	\$19.41	\$0.97	5.00%	\$20.38
Median	\$17.51	\$0.56	3.25%	\$18.07
25th Percentile	\$16.00	\$0.38	2.38%	\$16.38
10th Percentile	\$15.03	N/A	N/A	N/A
Average	\$17.58	\$0.62	3.50%	\$18.19
Avg (Empl Weighted)	\$17.65	\$0.67	3.80%	\$18.32
# of Employees	119	23	23	23
# of Orgs	31	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	30	\$33,500,000	N/A	117
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	31	\$32,000,000	N/A	115

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Order Filler

Job Code	Job Category	Job Pay Type
H290	Manufacturing / Maintenance	H
<p>Unskilled position involving picking orders from bins and packing in boxes per order specifications. Performs necessary paperwork with outgoing orders. Position typically requires math and reading skills and 3-6 months general experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$16.42	*	*	*
75th Percentile	\$15.86	*	*	*
Median	\$14.80	*	*	*
25th Percentile	\$14.00	*	*	*
10th Percentile	\$13.29	*	*	*
Average	\$14.89	*	*	*
Avg (Empl Weighted)	\$14.65	*	*	*
# of Employees	49	0	0	0
# of Orgs	10	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$42,000,000	N/A	103
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	10	\$31,000,000	N/A	101

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Forklift Operator

Job Code	Job Category	Job Pay Type
H294	Manufacturing / Maintenance	H
<p>Operates a gas or electric forklift in and between departments, building and grounds. Collects and delivers a wide variety of materials while adhering to established safety procedures. Delivers materials to work areas as directed, stacks materials in storage areas and loads shipments in trailer. High school education and 1 year of related experience. Forklift certification may be required. May report to Shipping Supervisor.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$18.78	*	*	*
Median	\$16.00	*	*	*
25th Percentile	\$15.18	*	*	*
10th Percentile	N/A	*	*	*
Average	\$16.78	*	*	*
Avg (Empl Weighted)	\$18.18	*	*	*
# of Employees	43	0	0	0
# of Orgs	5	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$13,000,000	N/A	130
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$13,000,000	N/A	130

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Light Duty Truck / Van Driver

Job Code	Job Category	Job Pay Type
H295	Manufacturing / Maintenance	H
<p>Unskilled job driving a light truck (under 10,000 gvw) or van to transport materials, equipment or personnel to various sites. No overnight travel required. Loads and unloads materials. Position requires a high school diploma, appropriate drivers license and 6-12 months experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$23.18	*	*	*
Median	\$16.85	*	*	*
25th Percentile	\$15.20	*	*	*
10th Percentile	N/A	*	*	*
Average	\$18.68	*	*	*
Avg (Empl Weighted)	\$18.54	*	*	*
# of Employees	23	6	6	6
# of Orgs	7	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$20,000,000	N/A	130
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$20,000,000	N/A	130

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Production Supervisor

Job Code	Job Category	Job Pay Type
H300	Manufacturing / Maintenance	S
<p>First level of supervision over production operation in a particular department. Responsible for hiring and disciplining all employees in an assigned department, as well as conducting performance appraisals. Anticipates problems with production or personnel that may interfere with production schedules. Organizes and assigns work. Position typically staffed by individuals with a high school diploma or equivalent and 5-7 years of experience. May be staffed by individuals with a technical degree or Bachelor's degree and less experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$78,233.50	*	*	*
75th Percentile	\$69,036.00	*	*	*
Median	\$59,074.75	*	*	*
25th Percentile	\$52,312.00	*	*	*
10th Percentile	\$42,120.00	*	*	*
Average	\$62,619.16	*	*	*
Avg (Empl Weighted)	\$60,877.99	*	*	*
# of Employees	74	13	13	13
# of Orgs	23	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	23	\$39,000,000	N/A	110
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	23	\$39,000,000	N/A	110

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Production Manager / Plant Superintendent

Job Code	Job Category	Job Pay Type
H305	Manufacturing / Maintenance	S
<p>Second level of management over production or an assigned product line. Manages multiple departments through subordinate supervision. In coordination with the manufacturing manager, develops goals and timetables for production operation and implements cost reduction and reward systems. Assists production supervisors with hiring employees or disciplining employees in difficult circumstances. Position typically staffed by individuals with a technical degree or equivalent and 6-8 years experience in production or a Bachelor's degree or equivalent and 4-6 years experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$96,013.90	*	*	*
75th Percentile	\$92,676.25	*	*	*
Median	\$80,000.00	*	*	*
25th Percentile	\$67,712.50	*	*	*
10th Percentile	\$43,388.80	*	*	*
Average	\$76,959.50	*	*	*
Avg (Empl Weighted)	\$71,504.55	*	*	*
# of Employees	20	3	3	3
# of Orgs	12	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	12	\$33,500,000	N/A	100
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	12	\$33,500,000	N/A	100

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Manufacturing Manager

Job Code	Job Category	Job Pay Type
H310	Manufacturing / Maintenance	S
<p>Management position responsible for all plant manufacturing operations. Develops all plant policies to parallel company goals and objectives. Responsible for all budgeting, plant renovations, space utilization, production schedules, safety and maintenance of all buildings and equipment. May be involved in union negotiations, where applicable. Position typically staffed by an individual with a Bachelor's degree and 6-8 years production management experience or equivalent.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$131,449.00	*	*	*
75th Percentile	\$109,694.55	*	*	*
Median	\$79,400.00	*	*	*
25th Percentile	\$69,624.97	*	*	*
10th Percentile	\$55,809.20	*	*	*
Average	\$93,363.53	*	*	*
Avg (Empl Weighted)	\$76,833.54	*	*	*
# of Employees	30	5	5	5
# of Orgs	17	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	17	\$26,000,000	N/A	103
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	17	\$26,000,000	N/A	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Facilities Manager

Job Code	Job Category	Job Pay Type
H320	Manufacturing / Maintenance	S
<p>Management level position responsible for planning, directing and coordinating all facilities functions, including maintenance, remodeling, new construction, heating and cooling. May use both maintenance personnel and vendors, where appropriate. Obtains all authorization from city or local government to build or remodel. Works with top management on any major design changes. Position typically staffed by an individual with a Bachelor's degree (Engineering may be helpful) or equivalent and 6-8 years facilities supervisory experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$97,077.60	*	*	*
75th Percentile	\$80,674.88	*	*	*
Median	\$70,010.00	*	*	*
25th Percentile	\$57,200.00	*	*	*
10th Percentile	\$43,896.00	*	*	*
Average	\$69,920.03	*	*	*
Avg (Empl Weighted)	\$73,598.95	*	*	*
# of Employees	46	6	6	6
# of Orgs	35	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	30	\$38,000,000	\$886,829,270	131
New Hampshire	5	\$20,500,000	\$418,093,255	100
Other	0	*	*	*
Total	35	\$25,000,000	\$652,461,262	130

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Machine Shop Supervisor

Job Code	Job Category	Job Pay Type
H330	Manufacturing / Maintenance	S
<p>First level of supervision over machine shop operations. Responsible for hiring and disciplining employees, as well as conducting performance appraisals. Position minimizes downtime; organizes and assigns work; supervises machine setup, diagnoses machine and tooling problems; and promotes workplace safety. Position typically staffed by individuals with a high school diploma or equivalent and 5-7 years of machine shop experience. May be staffed by individuals with a technical degree and less experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$88,992.95	*	*	*
Median	\$82,200.00	*	*	*
25th Percentile	\$76,091.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$96,653.96	*	*	*
Avg (Empl Weighted)	\$80,253.96	*	*	*
# of Employees	5	1	1	1
# of Orgs	5	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$43,500,000	N/A	188
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$43,500,000	N/A	188

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Plant Maintenance Supervisor

Job Code	Job Category	Job Pay Type
H340	Manufacturing / Maintenance	S
<p>First level supervisor position over plant maintenance functions. Supervises employees who maintain, repair, and service plant equipment. Assures prompt repair of down machinery. Oversees plant and machine repair. Responsible for hiring and disciplining employees, as well as conducting performance appraisals. Position is typically staffed by individuals with a technical degree or equivalent and 5-7 years experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$94,816.30	*	*	*
75th Percentile	\$84,052.75	*	*	*
Median	\$78,500.00	*	*	*
25th Percentile	\$61,324.12	*	*	*
10th Percentile	\$54,325.65	*	*	*
Average	\$74,808.15	*	*	*
Avg (Empl Weighted)	\$75,007.41	*	*	*
# of Employees	11	2	2	2
# of Orgs	10	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$39,000,000	N/A	235
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$39,000,000	N/A	235

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Quality Assurance Technician B

Job Code	Job Category	Job Pay Type
I105	Quality Assurance	H
<p>Entry to intermediate level technical position in quality assurance. Under direction, performs a wide variety of tests to determine whether products or materials meet quality specifications. May use microscopes, calibrated eye pieces, calipers, micrometers, testing devices or colorimeters. May use statistical process control methods. Performs basic tests. Position typically requires a technical degree and 0-2 years experience or high school diploma and 2-4 years experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$23.38	*	*	*
75th Percentile	\$20.78	*	*	*
Median	\$17.26	*	*	*
25th Percentile	\$15.04	*	*	*
10th Percentile	\$14.02	*	*	*
Average	\$17.74	*	*	*
Avg (Empl Weighted)	\$18.50	*	*	*
# of Employees	43	2	2	2
# of Orgs	11	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	11	\$20,000,000	N/A	98
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	11	\$20,000,000	N/A	98

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Quality Assurance Technician A

Job Code	Job Category	Job Pay Type
I110	Quality Assurance	H
<p>Senior level technical position requiring a thorough knowledge of tools, gauges and materials. Performs a wide variety of tests to determine whether products or materials meet quality specifications. Makes visual, dimensional, electrical or mechanical test of products and materials. Uses precision testing equipment and instruments. May assign work to lower level quality technicians. Position typically requires a technical degree and 2-4 years experience or high school diploma and 4-6 years experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$31.25	*	*	*
75th Percentile	\$28.21	*	*	*
Median	\$23.94	*	*	*
25th Percentile	\$19.18	*	*	*
10th Percentile	\$16.74	*	*	*
Average	\$23.50	*	*	*
Avg (Empl Weighted)	\$21.84	*	*	*
# of Employees	33	7	7	7
# of Orgs	13	3	3	3

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	13	\$32,000,000	N/A	103
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	13	\$32,000,000	N/A	103

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Quality Control (Inspection) Supervisor

Job Code	Job Category	Job Pay Type
1120	Quality Assurance	S
<p>Second level management position responsible for the quality control function. Directly or indirectly supervises all plant inspection employees. Responsible for inspection policy and procedure development. Checks quality on all new products and helps train all departments on quality control of products. Position typically staffed by an individual with a Bachelor's degree in engineering and 4-6 years experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$81,427.82	*	*	*
Median	\$65,900.00	*	*	*
25th Percentile	\$52,647.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$67,262.41	*	*	*
Avg (Empl Weighted)	\$68,368.73	*	*	*
# of Employees	10	2	2	2
# of Orgs	8	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$20,500,000	N/A	116
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	8	\$20,500,000	N/A	116

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Quality Assurance Manager

Job Code	Job Category	Job Pay Type
I145	Quality Assurance	S
<p>Top quality assurance position responsible for all quality functions in an entire company or large division. This position establishes all quality control policies and procedures and administers those policies. Responsible for certifying vendors on quality issues, coordinating quality issues surrounding product design. Position typically staffed by an individual with a Bachelor's degree in engineering and 6 to 10 years of experience in quality assurance.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$122,792.02	*	*	*
75th Percentile	\$96,500.00	*	*	*
Median	\$75,024.00	*	*	*
25th Percentile	\$68,138.58	*	*	*
10th Percentile	\$63,604.90	*	*	*
Average	\$87,654.88	*	*	*
Avg (Empl Weighted)	\$81,978.41	*	*	*
# of Employees	17	1	1	1
# of Orgs	17	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	15	\$44,500,000	N/A	144
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	17	\$41,000,000	N/A	140

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Landscaping and Groundskeeping Worker

Job Code	Job Category	Job Pay Type
K125	Miscellaneous	H
<p>Responsible for mowing, trimming, shrubs to enhance appearance and growth. Designs flower beds for maximum eye appeal. Fertilizes lawn and plants. Acts as a contact for lawn, pavement and snow removal contractors. Position may be seasonal and may include other non-skilled responsibilities as well. Position typically staffed by individuals with a high school degree or equivalent.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$18.70	*	*	*
75th Percentile	\$17.49	*	*	*
Median	\$15.50	*	*	*
25th Percentile	\$14.75	*	*	*
10th Percentile	\$13.93	*	*	*
Average	\$15.98	*	*	*
Avg (Empl Weighted)	\$15.05	*	*	*
# of Employees	46	0	0	0
# of Orgs	9	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	\$62,000,000	N/A	402
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	9	\$26,000,000	N/A	208

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Restaurant Cook

Job Code	Job Category	Job Pay Type
K160	Miscellaneous	H
<p>Prepares, seasons and cooks soups, meats, vegetables, desserts and other foodstuffs in eating establishments. May order supplies, keep records and accounts, price items on menu, or plan menu. Maintains proper food handling and sanitation as mandated by regulatory standards. Responds to issues related to customer dissatisfaction. Position typically requires several years of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$19.82	*	*	*
75th Percentile	\$17.68	*	*	*
Median	\$16.93	*	*	*
25th Percentile	\$14.53	*	*	*
10th Percentile	\$13.08	*	*	*
Average	\$16.51	*	*	*
Avg (Empl Weighted)	\$17.16	*	*	*
# of Employees	120	0	0	0
# of Orgs	10	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	10	\$20,000,000	N/A	125
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	10	\$20,000,000	N/A	125

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Chef or Head Cook

Job Code	Job Category	Job Pay Type
K165	Miscellaneous	H
<p>Directs other cooks and kitchen staff in the preparation, seasoning, cooking and presentation of foods. Typically plans and prices menu items, orders supplies, and keeps records. May be responsible for restaurant budget, hiring and training of kitchen staff. May participate in cooking. Position typically requires at least five years of experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$28.93	*	*	*
75th Percentile	\$25.00	*	*	*
Median	\$24.02	*	*	*
25th Percentile	\$21.50	*	*	*
10th Percentile	\$20.23	*	*	*
Average	\$23.76	*	*	*
Avg (Empl Weighted)	\$23.36	*	*	*
# of Employees	29	0	0	0
# of Orgs	11	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$20,000,000	N/A	122
New Hampshire	3	*	*	*
Other	0	*	*	*
Total	11	\$17,000,000	N/A	100

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Claims Adjuster

Job Code	Job Category	Job Pay Type
M100	Insurance	S
<p>Investigates, coordinates, negotiates, and settles a wide range of claims made against Company policies for casualty or property loss or damages, and attempts to effect out-of-court settlement with claimant. Assesses claims in consideration of relevant factors, interviewing, telephoning, or corresponding with claimant and witnesses, taking and recording statements, and inspecting damages to determine extent of company's liability. Position involves conferring regularly with immediate supervisor and other department and company staff to plan and coordinate activities, improve systems, and exchanging information to investigate and resolve problems. May assist supervisors in training new claims adjusters and overseeing daily activities of junior adjusters. May assist staff with difficult or unusual problems or tasks. Strong writing, math, analytical, and problem solving skills required. Position typically staffed by individuals with Associate's degree (A.A.) or Bachelor's degree (B.A.) in an appropriate discipline.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$66,672.72	*	*	*
Median	\$56,337.00	*	*	*
25th Percentile	\$49,398.97	*	*	*
10th Percentile	N/A	*	*	*
Average	\$57,696.07	*	*	*
Avg (Empl Weighted)	\$59,432.25	*	*	*
# of Employees	52	49	49	49
# of Orgs	5	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$19,250,000	\$170,000,000	84
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$19,250,000	\$170,000,000	84

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Property Claims Supervisor

Job Code	Job Category	Job Pay Type
M120	Insurance	S
<p>Senior level, supervisory position. Serves as a property claims examiner and supervisor of the property adjusters by performing a variety of duties associated with preparing claims before assignment to adjusters, note possible problems or unusual circumstances, maintain records of losses and logs of claims, tracking all open files, and preparing regular status reports. Position involves conferring regularly with underwriters and other department and company staff to plan and coordinate activities, improve systems, and exchange information to investigate and resolve problems. Maintains claims logs, tracks open files, and prepares status reports as needed. Examines and approves property losses. Coordinates training of claims adjusters. Strong writing, math, analytical and problem solving skills, and good administrative and supervisory skills with previous supervisory experience desirable. Position typically staffed by individuals with Associate's degree (A.A.) or Bachelor's degree (B.A.) in an appropriate discipline; plus 10 years or more of relevant industry experience and / or training; or equivalent combination of education and experience from which comparable knowledge and skills are acquired.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	7	6	6	6
# of Orgs	3	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Underwriter

Job Code	Job Category	Job Pay Type
M135	Insurance	S
<p>Reviews insurance applications to evaluate, classify, and rate each risk to determine acceptability, coverage, and pricing. Examines documents such as application forms, renewals, endorsements, policies, binders, inspection reports, insurance maps, past claims and medical reports to determine degree of risk from several factors. Establishes types and limits of coverage to be provided, prepares policies, renewals and endorsement for issuance, utilizing manual and / or computer coding systems as required. Performs key liaison functions with agents to obtain information for quotes, giving quotes, providing a wide variety of information related to policies. Strong writing, math, analytical, and problem solving skills required. Position typically staffed by individuals with specific training experience in underwriting.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$66,938.88	*	*	*
Median	\$53,843.00	*	*	*
25th Percentile	\$51,088.54	*	*	*
10th Percentile	N/A	*	*	*
Average	\$57,979.57	*	*	*
Avg (Empl Weighted)	\$52,916.52	*	*	*
# of Employees	88	87	87	87
# of Orgs	5	4	4	4

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$30,000,000	\$123,608,192	84
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$30,000,000	\$123,608,192	84

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Registered Nurse

Job Code	Job Category	Job Pay Type
N150	Healthcare	S
<p>Responsible for direct and indirect professional nursing care to patients, serves as patient advocate, and provides teaching, counseling, and emotional comfort to patients and family members. Provides direct care to assigned patients in conformance with hospital policies, professional standards, physician orders, and approved plan of care. Functions within limits of State Nurse Practice Act, Code of Ethics for Nurses, and organization policies and procedures. Duties include assessing physical, psychological, and social dimensions of patients, applying knowledge of illnesses, injuries, and diseases and using available resources in the process and analyzing assessment data to determine patient care needs, which are communicated to other patient care providers. Graduation from an approved professional nursing education program and current license to practice professional nursing in the State required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$72,047.38	*	*	*
75th Percentile	\$70,576.30	*	*	*
Median	\$66,794.00	*	*	*
25th Percentile	\$61,844.40	*	*	*
10th Percentile	\$57,552.00	*	*	*
Average	\$66,025.80	*	*	*
Avg (Empl Weighted)	\$69,044.57	*	*	*
# of Employees	1088	0	0	0
# of Orgs	10	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$49,000,000	N/A	501
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	10	\$35,500,000	N/A	300

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Licensed Practical Nurse

Job Code	Job Category	Job Pay Type
N155	Healthcare	S
<p>Responsible for performing direct and indirect nursing care for patients. Functions within the limits of the State Nurse Practice Act, Code of Ethics for nurses, and organization policies and procedures. Duties include clinical observation recording in the medical record and communicating to other health care professionals. Collects clinical data from the patient, family, and significant others. Participates in the formulation and revision of the patient's care plan, including discharge plan, sets clinical priorities for patient care with the RN based on patient needs, reports patient's response to care provided. Completion of training program and valid LPN license required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$55,125.50	*	*	*
Median	\$51,315.65	*	*	*
25th Percentile	\$50,026.80	*	*	*
10th Percentile	N/A	*	*	*
Average	\$52,599.14	*	*	*
Avg (Empl Weighted)	\$51,681.98	*	*	*
# of Employees	43	0	0	0
# of Orgs	8	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	6	\$31,000,000	N/A	300
New Hampshire	2	*	*	*
Other	0	*	*	*
Total	8	\$19,500,000	N/A	177

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Direct Care (non-degree)

Job Code	Job Category	Job Pay Type
O100	Human Services	H
<p>Responsibilities relate to assisting elderly or disabled clients with daily living activities at their home, in a daytime non-residential facility, in a residential care facility, or in community settings such as homes and companies, or assisting developmentally impaired or mentally ill clients. Works under supervision and direction of Team Leader and / or Clinician. Duties may include housekeeping and preparing meals, providing health-related services, and administering oral medications. Direct care workers provide socialization and lead in educational and recreational activities. They observe clients and report any physical or behavioral signs of importance, and may accompany clients to and from examinations and treatment. Completion of training program required.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$15.53	*	*	*
Median	\$15.11	*	*	*
25th Percentile	\$14.98	*	*	*
10th Percentile	N/A	*	*	*
Average	\$15.15	*	*	*
Avg (Empl Weighted)	\$16.10	*	*	*
# of Employees	782	0	0	0
# of Orgs	7	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$15,000,000	N/A	186
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	7	\$15,000,000	N/A	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Direct Care / Para-professional (Bachelor's)

Job Code	Job Category	Job Pay Type
O110	Human Services	H
<p>Responsibilities relate to planning, directing, or coordinating medical and health services for clients in programs run by public health agencies, community mental health organizations, or similar organizations. Duties may include assisting mentally impaired, emotionally disturbed or developmentally disabled clients, working under direction of clinical or medical staff. Bachelor's Degree and experience in social services required.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	663	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Case Manager I (High School)

Job Code	Job Category	Job Pay Type
O115	Human Services	H
<p>Responsibilities relate to determining program options available to clients, assisting access into programs, and coordinating the use of multiple programs where applicable. Duties include gathering necessary documents and information by interviewing applicants, family members and others; verifying information; determining eligibility for programs; submitting determination for review; and complying with all local, state and federal legal requirements. Educates applicants and clients by explaining program requirements, options, interpretations, and determination.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$19.22	*	*	*
Median	\$17.50	*	*	*
25th Percentile	\$16.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$17.71	*	*	*
Avg (Empl Weighted)	\$18.84	*	*	*
# of Employees	53	0	0	0
# of Orgs	5	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$47,000,000	N/A	415
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$47,000,000	N/A	415

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Case Manager II (Bachelor's)

Job Code	Job Category	Job Pay Type
O120	Human Services	S
<p>Responsibilities relate to determining program options available to clients, assisting access into programs, and coordinating the use of multiple programs where applicable. Duties include gathering necessary documents and information by interviewing applicants, family members and others; verifying information; determining eligibility for programs; submitting determination for review; and complying with all local, state and federal legal requirements. Educates applicants and clients by explaining program requirements, options, interpretations, and determination. Bachelor's Degree required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$85,618.67	*	*	*
75th Percentile	\$49,992.50	*	*	*
Median	\$42,336.15	*	*	*
25th Percentile	\$38,455.72	*	*	*
10th Percentile	\$37,362.00	*	*	*
Average	\$47,306.78	*	*	*
Avg (Empl Weighted)	\$49,886.54	*	*	*
# of Employees	191	0	0	0
# of Orgs	9	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$14,922,736	N/A	105
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	9	\$14,922,736	N/A	105

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Case Manager III (Master's)

Job Code	Job Category	Job Pay Type
O125	Human Services	S
<p>Responsibilities relate to determining program options available to clients, assisting access into programs, and coordinating the use of multiple programs where applicable. Duties include gathering necessary documents and information by interviewing applicants, family members and others; verifying information; determining eligibility for programs; submitting determination for review; and complying with all local, state and federal legal requirements. Educates applicants and clients by explaining program requirements, options, interpretations, and determination. Master's Degree required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	25	0	0	0
# of Orgs	2	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	2	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	2	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Counselor - Bachelor's

Job Code	Job Category	Job Pay Type
O130	Human Services	S
<p>Responsibilities relate to assisting clients and families to adapt their behavior by explaining options, setting goals and helping them to take action. Duties include working with clients and families to find solutions to emotional and mental health problems, acting as facilitators in group sessions, working with other professionals such as medical practitioners, psychologists and social workers as part of a treatment team, and acting as mediators in conflict resolution. Bachelor's Degree required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	7	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Social Worker - Master's Degree

Job Code	Job Category	Job Pay Type
O135	Human Services	S
<p>Responsibilities involve providing social services and assistance to improve the social and psychological functioning of individuals, children and / or families. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education. Duties include interviewing client, assessing medical, psychological, emotional, and social information, making on-site visits, referring client to community resources, arranging appointments and establishing rapport with other agencies. Settings may include social service agencies, health services, and schools. Master's degree required. License may be required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$60,851.40	*	*	*
Median	\$57,387.00	*	*	*
25th Percentile	\$48,140.62	*	*	*
10th Percentile	N/A	*	*	*
Average	\$55,074.21	*	*	*
Avg (Empl Weighted)	\$44,530.58	*	*	*
# of Employees	232	0	0	0
# of Orgs	5	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$15,000,000	N/A	186
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	5	\$15,000,000	N/A	186

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Psychologist

Job Code	Job Category	Job Pay Type
O140	Human Services	S
<p>Responsible for providing family, individual, and group therapy; psychological testing and evaluation of clients; and monitoring treatment planning efforts. Duties may also include participation, facilitation, and documentation of the treatment review team process; monitoring treatment planning efforts in residential units, shelter, or community-based programs; monitoring case records to ensure quality and professionalism; attending court hearings; and assisting the development of new treatment programs. Master's degree in Psychology and experience in the human services field required. License may be required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	140	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Psychiatrist

Job Code	Job Category	Job Pay Type
O145	Human Services	S
<p>Responsibilities include diagnosis and treatment of mental disorders or developmental disabilities. Duties include observation, interviewing, and psychological testing to diagnose mental illness and other disorders of the mind; prescribing medication as needed, and follow-up treatment of clients. Medical Degree and state licensing required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	5	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Psychiatric Nurse Practitioner

Job Code	Job Category	Job Pay Type
O150	Human Services	S
<p>Provide assessment, diagnosis, and treatment to individuals and families with psychiatric disorders or the potential for such disorders using full scope of therapeutic skills including the prescription of medication and administration of psychotherapy. Master's degree and certification as an Advanced Practice Registered Nurse or comparable credential (for example ARNP, or RN-CS) is required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	5	0	0	0
# of Orgs	2	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	2	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	2	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Program Manager

Job Code	Job Category	Job Pay Type
O160	Human Services	S
<p>Responsibilities relate to managing a program or programs within a division of a hospital, mental health center, clinic, or similar organization. Typically reports to a Clinical or Division Director. Implements policies and procedures, manages program budget, and manages program staff. Responsible for the program's compliance with federal, state and local requirements. Master's Degree preferred.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$111,502.20	*	*	*
75th Percentile	\$76,260.61	*	*	*
Median	\$60,650.82	*	*	*
25th Percentile	\$53,574.62	*	*	*
10th Percentile	\$49,916.96	*	*	*
Average	\$67,619.32	*	*	*
Avg (Empl Weighted)	\$58,230.31	*	*	*
# of Employees	151	0	0	0
# of Orgs	10	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	9	\$47,000,000	N/A	415
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	10	\$31,000,000	N/A	300

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Medical Director

Job Code	Job Category	Job Pay Type
O165	Human Services	S
<p>Responsibilities include medical and administrative work in directing clinical and related medical activities and / or providing administrative oversight of medical/clinical affairs in a health or mental health facility. Duties include directing and evaluating medical and psychiatric services, overseeing the provision of services, developing program initiatives of a clinical nature and providing clinical input into administrative or policy issues. Duties also include developing operating plans and procedures; assisting in policy development; evaluating clinical standards; establishing training programs, and participating in diagnosis and treatment of complex cases. May also include direct services. Medical degree and state license required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	3	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Clinician - Master's (Unlicensed)

Job Code	Job Category	Job Pay Type
O170	Human Services	S
<p>Responsibilities include behavioral and emotional health screening for clients of all age groups, including evaluation, diagnosis, and individual or group counseling, psychotherapy and consultation. Collaborates with psychiatrists and other specialists in developing treatment programs for clients. Maintains client-related records, including treatment plans, in accordance with prescribed standards. May have supervisory responsibilities for other staff. Master's Degree required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	213	0	0	0
# of Orgs	3	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	3	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	3	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Clinician - Master's (Licensed)

Job Code	Job Category	Job Pay Type
O175	Human Services	S
<p>Responsibilities include behavioral and emotional health screening for clients of all age groups, including evaluation, diagnosis, and individual or group counseling, psychotherapy and consultation. Collaborates with psychiatrists and other specialists in developing treatment programs for clients. Maintains client-related records, including treatment plans, in accordance with prescribed standards. May have supervisory responsibilities for other staff. Master's Degree and licensing required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	*	*	*	*
75th Percentile	*	*	*	*
Median	*	*	*	*
25th Percentile	*	*	*	*
10th Percentile	*	*	*	*
Average	*	*	*	*
Avg (Empl Weighted)	*	*	*	*
# of Employees	180	0	0	0
# of Orgs	4	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	4	*	*	*
New Hampshire	0	*	*	*
Other	0	*	*	*
Total	4	*	*	*

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer I

Job Code	Job Category	Job Pay Type
P105	Civil Engineering	S
<p>Entry level professional work. Performs tasks designed to develop knowledge and abilities. Supervisor screens assignments and selects the techniques and procedures to be applied. Requires a B.S. degree in engineering and no experience, or the equivalent to a degree in appropriate education and 0-2 years experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$55,783.60	*	*	*
Median	\$52,500.00	*	*	*
25th Percentile	\$51,056.50	*	*	*
10th Percentile	N/A	*	*	*
Average	\$53,749.40	*	*	*
Avg (Empl Weighted)	\$53,007.89	*	*	*
# of Employees	15	0	0	0
# of Orgs	6	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	5	\$5,000,000	N/A	10
New Hampshire	0	*	*	*
Other	1	*	*	*
Total	6	\$5,000,000	N/A	11

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer II

Job Code	Job Category	Job Pay Type
P110	Civil Engineering	S
<p>Continuing developmental level professional work. Performs routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out job duties. Supervisor screen assignments for unusual or difficult problems and selects techniques and procedures to be applied to non-routine work. May provide basic supervision to junior staff members in the organization. Requires minimum of a Bachelor of Science degree in engineering and 3-6 years experience. May require a Master of Science degree depending on work to be performed.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$62,162.00	*	*	*
Median	\$55,705.00	*	*	*
25th Percentile	\$54,470.00	*	*	*
10th Percentile	N/A	*	*	*
Average	\$57,793.80	*	*	*
Avg (Empl Weighted)	\$59,511.00	*	*	*
# of Employees	24	0	0	0
# of Orgs	5	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	4	*	*	*
New Hampshire	0	*	*	*
Other	1	*	*	*
Total	5	\$5,000,000	N/A	29

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer III

Job Code	Job Category	Job Pay Type
P115	Civil Engineering	S
<p>Intermediate level professional work. Performs work that involves conventional types of plans with few complex features. Independently evaluates selects and applies the appropriate standard techniques for a task and may make minor adaptations. Assistance is given with unusual problems and all work is reviewed by a supervisor. May be assisted by junior level engineers and staff. May provide supervision to junior staff members in the organization. Requires minimum of a Bachelor of Science (B.S.) degree in engineering and 7-10 years experience. May require M.S. or higher level of degree depending on work to be performed. Registration as a licensed Professional Engineer may be required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$87,000.00	*	*	*
75th Percentile	\$73,684.00	*	*	*
Median	\$71,057.00	*	*	*
25th Percentile	\$65,470.84	*	*	*
10th Percentile	\$55,120.00	*	*	*
Average	\$70,401.67	*	*	*
Avg (Empl Weighted)	\$72,352.41	*	*	*
# of Employees	23	0	0	0
# of Orgs	9	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$5,000,000	N/A	11
New Hampshire	0	*	*	*
Other	1	*	*	*
Total	9	\$5,000,000	N/A	12

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer IV

Job Code	Job Category	Job Pay Type
P120	Civil Engineering	S
<p>High level professional work. Independently performs most assignments as a fully competent engineer with instructions as to the general results expected. Conducts work requiring judgment, independent evaluation of modifications, devising new approaches to problems, planning, conducting the detail phases of part of major projects or all of moderate projects. Work requires a broad knowledge of specialty areas and significant work experiences. May be assisted by junior level engineers and staff. May provide supervision to junior staff members in the organization. Requires minimum of a M.S. degree in engineering and 10-15 years of experience. May require a Ph.D. depending on work to be performed. Registration as a licensed Professional Engineer may be required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$106,900.00	*	*	*
75th Percentile	\$105,790.00	*	*	*
Median	\$88,956.00	*	*	*
25th Percentile	\$74,247.50	*	*	*
10th Percentile	\$72,000.00	*	*	*
Average	\$88,186.63	*	*	*
Avg (Empl Weighted)	\$86,449.31	*	*	*
# of Employees	17	0	0	0
# of Orgs	9	0	0	0

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$5,000,000	N/A	9
New Hampshire	0	*	*	*
Other	1	*	*	*
Total	9	\$5,000,000	N/A	10

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Engineer V

Job Code	Job Category	Job Pay Type
P125	Civil Engineering	S
<p>Senior level professional work. Independently performs assignments as a fully competent engineer and reports directly to the department manager. Supervises large projects with a great amount of independence. Must have command of advanced techniques and the ability to modify and extend theories. Typically is responsible for supervision of a designated group of junior staff members within the organization. Requires a minimum of a M.S. degree in engineering and 15 plus years of experience. May require a Ph.D. depending on work to be performed. Registration as a licensed Professional Engineer may be required.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	N/A	*	*	*
75th Percentile	\$107,473.75	*	*	*
Median	\$90,427.50	*	*	*
25th Percentile	\$82,439.50	*	*	*
10th Percentile	N/A	*	*	*
Average	\$97,422.25	*	*	*
Avg (Empl Weighted)	\$90,834.48	*	*	*
# of Employees	46	1	1	1
# of Orgs	8	1	1	1

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	7	\$5,000,000	N/A	12
New Hampshire	0	*	*	*
Other	1	*	*	*
Total	8	\$5,000,000	N/A	18

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Paralegal

Job Code	Job Category	Job Pay Type
Q130	Legal	H
<p>Provides ongoing support services for attorneys including research, documenting, analyzing, and reporting legal problems and precedents. Assists in the preparation of legal documents. Prepares drafts of contracts. Position typically staffed by individuals with a technical degree in legal training or equivalent and 1-3 years of paralegal experience.</p>		

Pay Details

	Base Hourly	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$32.50	*	*	*
75th Percentile	\$31.91	*	*	*
Median	\$27.74	*	*	*
25th Percentile	\$23.45	*	*	*
10th Percentile	\$19.89	*	*	*
Average	\$27.32	*	*	*
Avg (Empl Weighted)	\$26.27	*	*	*
# of Employees	32	8	8	8
# of Orgs	9	2	2	2

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	8	\$9,000,000	\$531,537,000	48
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	9	\$12,800,000	\$531,537,000	51

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.



The Gallagher Flynn Salary Survey for Vermont and New Hampshire

Benchmark: All Data

Staff Attorney

Job Code	Job Category	Job Pay Type
Q140	Legal	S
<p>Under general direction, this intermediate level position performs professional legal functions concerning preparation and representation of assigned cases. Cases are generally more complex than those assigned to an entry level attorney. Prepares and reviews contracts, licenses, purchases, sales, real estate, employment, insurance or other matters. Participates in legal actions taken on by the company. May provide direction and training to lower level attorneys for specific assignments and cases. Position typically staffed by a J.D. or L.L.B. or equivalent and 2-5 years professional legal experience.</p>		

Pay Details

	Base Salary	Bonus Amount	Bonus Percent	Total Compensation
90th Percentile	\$164,642.88	N/A	N/A	N/A
75th Percentile	\$132,500.00	\$26,500.00	20.00%	\$159,000.00
Median	\$109,590.00	\$13,150.80	12.00%	\$122,740.80
25th Percentile	\$71,247.00	\$4,545.55	6.38%	\$75,792.55
10th Percentile	\$61,550.00	N/A	N/A	N/A
Average	\$113,841.01	\$14,135.26	12.42%	\$127,976.26
Avg (Empl Weighted)	\$97,483.71	\$9,005.64	9.24%	\$106,489.35
# of Employees	53	21	21	21
# of Orgs	19	6	6	6

Organization Details

	# Responding	Median Revenue/Op. Budget	Median Total Assets/Premiums	Median # of Full Time Employees
Vermont	18	\$27,500,000	\$1,094,983,026	83
New Hampshire	1	*	*	*
Other	0	*	*	*
Total	19	\$25,000,000	\$1,094,983,026	94

* - Employee data points masked where the sample size is less than 5 organizations.

N/A - Not enough data to calculate information.