

CompGeo Online™ Pro Report Series Sample

CompGeo Online Professional Report Selection

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The sample page(s) of the CompGeo Online Professional Report requested begin on the next page. See CompGeo Online Associate for single Benchmark/Job Family report options.

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist Job Family

Compensation, Benefits and Job Analysis Specialists

Industry/Sector: All Compensation, Benefits and Job Analysis Specialists Incumbent Count: 633

Forecast Dates	Annual Increase			Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean		Median	
July 1, 2005	49,283	48,776	3.30	47,061	/	51,504	46,578 / 50,975
July 1, 2006	53,630	53,079	4.10	51,213	/	56,048	50,687 / 55,472
July 1, 2007	56,666	56,084	4.30	54,111	/	59,220	53,555 / 58,612
July 1, 2008	59,600	58,988	4.40	56,913	/	62,287	56,329 / 61,647

Quartiles - Min: 34,584 1st Quartile: 41,933 Mid: 49,283 3rd Quartile: 56,632 Max: 63,981
 Terciles - Min: 34,584 1st Tercile: 44,383 2nd Tercile: 54,182 Max: 63,981

Area/Region	State	Geographic		Geographic	
		Mean	Differential	Median	Differential
National		49,453	99.7	44,876	108.7
North East		58,310	84.5	54,196	90.0
Mid Atlantic		56,666	87.0	54,873	88.9
South East		49,029	100.5	46,085	105.8
Great Lakes		56,906	86.6	52,358	93.2
Mid West		48,218	102.2	43,442	112.3
South West		46,280	106.5	44,550	109.5
North West		54,489	90.4	51,372	94.9
Mountain		45,538	108.2	46,710	104.4
Pacific		56,871	86.7	54,304	89.8
State of Alabama	AL	53,621	91.9	50,192	97.2
State of Arizona	AZ	50,682	97.2	49,476	98.6
State of Arkansas	AR	39,523	124.7	36,888	132.2
State of California	CA	56,970	86.5	54,358	89.7
State of Connecticut	CT	60,998	80.8	54,639	89.3
State of Delaware	DE	62,790	78.5	60,646	80.4
State of Florida	FL	46,244	106.6	43,875	111.2
State of Georgia	GA	55,429	88.9	52,315	93.2
State of Hawaii	HW	50,375	97.8	50,774	96.1
State of Idaho	ID	45,538	108.2	46,710	104.4
State of Illinois	IL	61,345	80.3	53,928	90.4
State of Indiana	IN	44,649	110.4	41,728	116.9
State of Iowa	IA	45,430	108.5	40,318	121.0
State of Kansas	KS	57,524	85.7	54,058	90.2
State of Kentucky	KY	47,301	104.2	42,882	113.7
State of Louisiana	LA	39,475	124.8	34,442	141.6
State of Maine	ME	47,569	103.6	43,144	113.1
State of Maryland	MD	50,973	96.7	50,449	96.7
State of Massachusetts	MA	57,822	85.2	54,309	89.8
State of Michigan	MI	54,941	89.7	54,354	89.7
State of Minnesota	MN	49,876	98.8	43,933	111.0
State of Mississippi	MS	43,945	112.1	41,327	118.0
State of Missouri	MO	42,293	116.5	37,345	130.6
State of Montana	MT	35,740	137.9	36,998	131.8

Benchmark Title: Compensation, Benefits and Job Analysis Specialists Survey Area: Baltimore
 Occupation: Human Resources Job Family: Human Resources Specialist Industry/Sector: All

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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State of Nebraska	NE	41,842	117.8	38,364	127.1
State of New Hampshire	NH	49,788	99.0	50,238	97.1
State of New Jersey	NJ	52,553	93.8	49,968	97.6
State of North Carolina	NC	54,255	90.8	50,899	95.8
State of North Dakota	ND	42,085	117.1	35,478	137.5
State of Ohio	OH	49,527	99.5	49,428	98.7
State of Oregon	OR	54,489	90.4	51,372	94.9
State of Rhode Island	RI	47,831	103.0	47,882	101.9
State of South Carolina	SC	45,039	109.4	41,263	118.2
State of Tennessee	TN	50,137	98.3	45,837	106.4
State of Texas	TX	33,869	145.5	30,665	159.1

Benchmark Title: **Compensation, Benefits and Job Analysis Specialists**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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State of Missouri	MO	44,134	138.0	36,558	116.1
State of Montana	MT	31,772	191.7	31,743	133.7
State of Nebraska	NE	37,420	162.7	36,842	115.2
State of Nevada	NV	39,599	153.8	40,025	106.0
State of New Hampshire	NH	34,921	174.4	35,363	120.0
State of New Jersey	NJ	53,506	113.8	47,800	88.8
State of New Mexico	NM	32,517	187.3	30,331	139.9
State of New York	NY	59,380	102.5	47,161	90.0
State of North Carolina	NC	34,993	174.0	32,678	129.8
State of North Dakota	ND	36,598	166.4	35,217	120.5
State of Ohio	OH	41,331	147.3	34,369	123.4
State of Oklahoma	OK	34,896	174.5	34,969	121.3
State of Oregon	OR	35,138	173.3	34,034	124.7
State of Pennsylvania	PA	49,656	122.6	43,545	97.4
State of Rhode Island	RI	48,201	126.3	46,258	91.7
State of South Carolina	SC	39,791	153.0	41,828	101.4
State of South Dakota	SD	35,005	174.0	33,904	125.1
State of Tennessee	TN	29,064	209.5	23,678	179.2
State of Texas	TX	51,274	118.8	40,388	105.0
State of Utah	UT	39,039	156.0	30,745	138.0
State of Virginia	VA	54,043	112.7	50,124	84.6
State of Washington	WA	42,485	143.3	40,157	105.7
State of West Virginia	WV	28,303	215.1	28,598	148.4
State of Wisconsin	WI	36,704	165.9	35,486	119.6

Benchmark Title: **Employment Interviewers, Employment Services**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resource Training/Labor Relations Specialists

Industry/Sector: All Human Resource Training/Labor Relations Specialists Incumbent Count: 4,163

Forecast Dates	Annual Increase			Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean		Median	
July 1, 2005	49,927	45,702	3.30	47,676	43,642 / 47,762		
July 1, 2006	54,647	50,022	4.10	52,183	47,767 / 52,277		
July 1, 2007	57,823	52,930	4.30	55,216	50,544 / 55,316		
July 1, 2008	60,861	55,711	4.40	58,117	53,199 / 58,222		

Quartiles - Min: 35,036 1st Quartile: 42,482 Mid: 49,927 3rd Quartile: 57,372 Max: 64,817
 Terciles - Min: 35,036 1st Tercile: 44,963 2nd Tercile: 54,890 Max: 64,817

Area/Region	State	Geographic		Geographic	
		Mean	Differential	Median	Differential
National		51,874	96.2	49,138	93.0
North East		60,190	82.9	56,679	80.6
Mid Atlantic		55,110	90.6	53,065	86.1
South East		48,300	103.4	45,465	100.5
Great Lakes		46,846	106.6	45,553	100.3
Mid West		47,090	106.0	44,074	103.7
South West		51,338	97.3	47,147	96.9
North West		61,811	80.8	58,314	78.4
Mountain		46,751	106.8	43,543	105.0
Pacific		59,938	83.3	56,147	81.4
Caribbean		33,610	148.5	29,873	153.0
State of Alabama	AL	48,489	103.0	45,301	100.9
State of Alaska	AK	57,616	86.7	55,661	82.1
State of Arizona	AZ	49,604	100.6	46,150	99.0
State of Arkansas	AR	34,340	145.4	30,477	150.0
State of California	CA	61,579	81.1	57,452	79.5
State of Colorado	CO	52,890	94.4	49,330	92.6
State of Connecticut	CT	61,405	81.3	58,769	77.8
State of Delaware	DE	57,945	86.2	56,584	80.8
State of Florida	FL	47,042	106.1	43,767	104.4
State of Georgia	GA	53,656	93.1	49,361	92.6
State of Hawaii	HW	54,198	92.1	51,278	89.1
State of Idaho	ID	43,919	113.7	40,349	113.3
State of Illinois	IL	50,105	99.6	46,887	97.5
State of Indiana	IN	49,301	101.3	45,497	100.5
State of Iowa	IA	54,944	90.9	50,681	90.2
State of Kansas	KS	48,033	103.9	45,839	99.7
State of Kentucky	KY	50,521	98.8	46,244	98.8
State of Louisiana	LA	49,314	101.2	45,546	100.3
State of Maine	ME	46,367	107.7	44,474	102.8
State of Maryland	MD	51,669	96.6	48,222	94.8
State of Massachusetts	MA	60,291	82.8	56,276	81.2
State of Michigan	MI	56,822	87.9	55,322	82.6
State of Minnesota	MN	52,425	95.2	50,362	90.7
State of Mississippi	MS	46,745	106.8	42,443	107.7

Benchmark Title: Human Resource Training/Labor Relations Specialists Survey Area: Baltimore
 Occupation: Human Resources Job Family: Human Resources Specialist Industry/Sector: All

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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State of Missouri	MO	47,894	104.2	44,359	103.0
State of Montana	MT	37,873	131.8	38,284	119.4
State of Nebraska	NE	46,426	107.5	40,939	111.6
State of Nevada	NV	48,154	103.7	46,721	97.8
State of New Hampshire	NH	60,218	82.9	57,298	79.8
State of New Jersey	NJ	65,630	76.1	60,516	75.5
State of New Mexico	NM	50,582	98.7	46,685	97.9
State of New York	NY	59,885	83.4	57,647	79.3
State of North Carolina	NC	50,799	98.3	47,792	95.6
State of North Dakota	ND	47,018	106.2	44,660	102.3
State of Ohio	OH	43,306	115.3	40,864	111.8
State of Oklahoma	OK	51,452	97.0	44,472	102.8
State of Oregon	OR	59,273	84.2	55,736	82.0
State of Pennsylvania	PA	52,836	94.5	51,627	88.5
State of Rhode Island	RI	54,484	91.6	52,322	87.3
State of South Carolina	SC	47,710	104.6	43,375	105.4
State of South Dakota	SD	44,620	111.9	41,340	110.6
State of Tennessee	TN	46,133	108.2	42,956	106.4
State of Texas	TX	57,755	86.4	53,220	85.9
State of Utah	UT	51,068	97.8	45,822	99.7
State of Vermont	VT	41,806	119.4	41,568	109.9
State of Virginia	VA	50,345	99.2	47,361	96.5
State of Washington	WA	51,027	97.8	48,239	94.7
State of West Virginia	WV	50,345	99.2	48,889	93.5
State of Wisconsin	WI	38,719	128.9	35,401	129.1
State of Wyoming	WY	37,775	132.2	35,187	129.9

Benchmark Title: Human Resource Training/Labor Relations Specialists

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: All

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist II (Junior)

Industry/Sector: All Human Resources Specialist II (Junior) Incumbent Count: 301

Annual Increase Confidence Intervals (Low/High)

Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2005	47,198	46,583	3.30	45,070 / 49,325	44,483 / 48,683
July 1, 2006	51,659	50,986	4.10	49,330 / 53,988	48,688 / 53,285
July 1, 2007	54,662	53,950	4.30	52,198 / 57,126	51,518 / 56,382
July 1, 2008	57,534	56,784	4.40	54,940 / 60,127	54,224 / 59,344

Quartiles - Min: 33,121 1st Quartile: 40,159 Mid: 47,198 3rd Quartile: 54,236 Max: 61,274
 Terciles - Min: 33,121 1st Tercile: 42,505 2nd Tercile: 51,890 Max: 61,274

Area/Region	State	Geographic		Geographic	
		Mean	Differential	Median	Differential
National		47,628	99.1	46,616	99.9
North East		47,943	98.4	47,111	98.9
Mid Atlantic		49,722	94.9	48,784	95.5
South East		45,692	103.3	45,216	103.0
Great Lakes		48,637	97.0	46,474	100.2
Mid West		46,337	101.9	45,947	101.4
South West		46,804	100.8	45,783	101.7
North West		45,849	102.9	45,648	102.0
Mountain		47,729	98.9	47,651	97.8
Pacific		50,420	93.6	49,304	94.5
Caribbean		31,411	150.3	30,144	154.5
State of Alabama	AL	43,802	107.8	45,257	102.9
State of Alaska	AK	60,545	78.0	62,656	74.3
State of Arizona	AZ	45,065	104.7	44,553	104.6
State of California	CA	50,847	92.8	49,746	93.6
State of Colorado	CO	48,744	96.8	48,821	95.4
State of Connecticut	CT	49,324	95.7	48,096	96.9
State of Florida	FL	44,518	106.0	44,980	103.6
State of Georgia	GA	46,562	101.4	46,102	101.0
State of Hawaii	HW	48,113	98.1	46,932	99.3
State of Illinois	IL	47,965	98.4	47,789	97.5
State of Indiana	IN	45,472	103.8	43,243	107.7
State of Kansas	KS	45,151	104.5	44,927	103.7
State of Kentucky	KY	44,036	107.2	42,539	109.5
State of Louisiana	LA	46,049	102.5	43,825	106.3
State of Maryland	MD	49,170	96.0	48,530	96.0
State of Massachusetts	MA	47,752	98.8	46,948	99.2
State of Michigan	MI	53,464	88.3	47,584	97.9
State of Minnesota	MN	48,919	96.5	48,549	95.9
State of Mississippi	MS	43,077	109.6	41,474	112.3
State of Missouri	MO	44,567	105.9	44,260	105.2
State of Nebraska	NE	43,994	107.3	43,077	108.1
State of New Jersey	NJ	52,036	90.7	51,472	90.5
State of New Mexico	NM	44,676	105.6	43,514	107.1
State of New York	NY	51,581	91.5	50,423	92.4

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: All

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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State of North Carolina	NC	48,750	96.8	46,242	100.7
State of Ohio	OH	47,911	98.5	46,422	100.3
State of Oklahoma	OK	42,370	111.4	41,002	113.6
State of Oregon	OR	44,762	105.4	45,793	101.7
State of Pennsylvania	PA	47,057	100.3	46,262	100.7
State of South Carolina	SC	44,519	106.0	45,753	101.8
State of Tennessee	TN	44,937	105.0	44,439	104.8
State of Texas	TX	47,752	98.8	46,634	99.9
State of Utah	UT	46,167	102.2	45,851	101.6
State of Vermont	VT	43,667	108.1	44,937	103.7
State of Virginia	VA	47,423	99.5	46,541	100.1
State of Washington	WA	45,579	103.6	44,615	104.4
State of West Virginia	WV	51,623	91.4		
State of Wisconsin	WI	44,219	106.7	41,291	112.8

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Industry/Sector: GoodsPdng Human Resources Specialist II (Junior) Incumbent Count: 91

Forecast Dates	Annual Increase			Confidence Intervals (Low/High)					
	Mean	Median	Assumption	Mean		Median			
July 1, 2005	51,425	52,809	3.30	49,107	/	53,743	50,429	/	55,190
July 1, 2006	56,286	57,801	4.10	53,749	/	58,824	55,196	/	60,407
July 1, 2007	59,558	61,161	4.30	56,873	/	62,243	58,404	/	63,918
July 1, 2008	62,687	64,374	4.40	59,861	/	65,513	61,472	/	67,276

Quartiles - Min: 36,088 1st Quartile: 43,756 Mid: 51,425 3rd Quartile: 59,093 Max: 66,762
 Terciles - Min: 36,088 1st Tercile: 46,312 2nd Tercile: 56,537 Max: 66,762

Area/Region	State	Geographic		Geographic	
		Mean	Differential	Median	Differential
National		50,426	102.0	48,702	108.4
North East		50,128	102.6	49,977	105.7
Mid Atlantic		51,878	99.1	52,676	100.3
South East		47,651	107.9	26,846	196.7
Great Lakes		53,378	96.3	51,300	102.9
Mid West		50,746	101.3	51,128	103.3
South West		49,402	104.1	48,945	107.9
North West		43,378	118.6	43,633	121.0
Mountain		50,735	101.4	48,890	108.0
Pacific		52,409	98.1	52,124	101.3
Caribbean		38,630	133.1	39,672	133.1
State of Alabama	AL	46,640	110.3		
State of Arizona	AZ	48,176	106.7	44,233	119.4
State of California	CA	52,409	98.1	52,124	101.3
State of Colorado	CO	51,917	99.1	49,672	106.3
State of Florida	FL	49,172	104.6		
State of Georgia	GA	46,687	110.1	44,124	119.7
State of Illinois	IL	51,644	99.6	48,918	108.0
State of Indiana	IN	53,003	97.0		
State of Kansas	KS	48,364	106.3	49,561	106.6
State of Maryland	MD	53,574	96.0	55,017	96.0
State of Massachusetts	MA	50,128	102.6	49,977	105.7
State of Michigan	MI	60,659	84.8	57,177	92.4
State of Minnesota	MN	52,285	98.4	54,390	97.1
State of Missouri	MO	50,243	102.4	47,865	110.3
State of New York	NY	52,014	98.9	50,013	105.6
State of North Carolina	NC	48,201	106.7		
State of Ohio	OH	49,823	103.2	49,035	107.7
State of Oklahoma	OK	43,137	119.2		
State of Oregon	OR	46,068	111.6	46,219	114.3
State of Pennsylvania	PA	50,768	101.3	52,767	100.1
State of Tennessee	TN	49,388	104.1		
State of Texas	TX	50,080	102.7	49,945	105.7
State of Utah	UT	49,251	104.4	47,907	110.2
State of Virginia	VA	46,145	111.4		
State of Washington	WA	42,318	121.5	42,615	123.9

Benchmark Title: Human Resources Specialist II (Junior) Survey Area: Baltimore
 Occupation: Human Resources Job Family: Human Resources Specialist Industry/Sector: Goods Producing

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Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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State of Wisconsin	WI	47,373	108.6	44,970	117.4
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Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: Goods Producing

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Industry/Sector: **Government** **Human Resources Specialist II (Junior)** Incumbent Count: **17**

Annual Increase

Confidence Intervals (Low/High)

Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2005	46,087	47,736	3.30	44,010 / 48,165	45,584 / 49,888
July 1, 2006	50,444	52,249	4.10	48,170 / 52,718	49,893 / 54,604
July 1, 2007	53,376	55,285	4.30	50,970 / 55,782	52,793 / 57,778
July 1, 2008	56,180	58,190	4.40	53,648 / 58,713	55,567 / 60,813

Quartiles - Min: **32,342** 1st Quartile: **39,215** Mid: **46,087** 3rd Quartile: **52,960** Max: **59,833**
 Terciles - Min: **32,342** 1st Tercile: **41,506** 2nd Tercile: **50,669** Max: **59,833**

Area/Region	State	Geographic Mean	Geographic Differential	Median	Geographic Differential
National		48,363	95.3		47,847 / 99.8
North East		50,571	91.1		51,839 / 92.1
Mid Atlantic		55,285	83.4		55,050 / 86.7
South East		45,402	101.5		44,986 / 106.1
Great Lakes		50,005	92.2		50,401 / 94.7
Mid West		48,376	95.3		47,978 / 99.5
South West		44,498	103.6		42,972 / 111.1
North West		51,300	89.8		50,722 / 94.1
Mountain		50,438	91.4		48,474 / 98.5
Pacific		52,037	88.6		50,264 / 95.0
Caribbean		27,875	165.3		27,875 / 171.3
State of Alabama	AL	38,066	121.1		
State of Alaska	AK	63,141	73.0		68,678 / 69.5
State of Arizona	AZ	47,533	97.0		45,540 / 104.8
State of Arkansas	AR	38,693	119.1		35,832 / 133.2
State of California	CA	53,079	86.8		51,192 / 93.2
State of Colorado	CO	54,425	84.7		51,694 / 92.3
State of Connecticut	CT	47,112	97.8		
State of Delaware	DE	41,975	109.8		
State of Florida	FL	45,018	102.4		43,620 / 109.4
State of Georgia	GA	43,279	106.5		44,473 / 107.3
State of Hawaii	HW	43,552	105.8		43,106 / 110.7
State of Illinois	IL	49,454	93.2		50,124 / 95.2
State of Indiana	IN	36,515	126.2		34,442 / 138.6
State of Kansas	KS	42,587	108.2		41,700 / 114.5
State of Kentucky	KY	40,687	113.3		38,741 / 123.2
State of Louisiana	LA	39,150	117.7		39,848 / 119.8
State of Maryland	MD	48,013	96.0		49,731 / 96.0
State of Massachusetts	MA	51,019	90.3		51,839 / 92.1
State of Michigan	MI	46,609	98.9		43,267 / 110.3
State of Minnesota	MN	54,972	83.8		55,218 / 86.5
State of Mississippi	MS	41,019	112.4		41,517 / 115.0
State of Missouri	MO	45,001	102.4		45,453 / 105.0
State of New Mexico	NM	42,716	107.9		41,831 / 114.1
State of New York	NY	59,863	77.0		57,693 / 82.7
State of Ohio	OH	54,976	83.8		58,555 / 81.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Government**

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State of Oklahoma	OK	40,979	112.5	39,333	121.4
State of Oregon	OR	47,568	96.9	47,568	100.4
State of Pennsylvania	PA	54,611	84.4	54,785	87.1
State of Tennessee	TN	41,958	109.8	42,058	113.5
State of Texas	TX	45,093	102.2	43,707	109.2
State of Utah	UT	44,652	103.2	43,803	109.0
State of Virginia	VA	49,540	93.0	48,505	98.4
State of Washington	WA	49,766	92.6	49,106	97.2
State of Wisconsin	WI	51,994	88.6	51,032	93.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Government**

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CompGeo(tm) Occupation Group Report

Professional GDS Edition Sample Pages

Region: Mid Atlantic

Group: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: **HlthSvcAll** **Human Resources Specialist II (Junior)** Incumbent Count: **74**

Forecast Dates	Annual Increase			Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean		Median	
July 1, 2005	46,506	44,736	3.30	44,410	42,720		
July 1, 2006	50,902	48,965	4.10	48,608	46,758		
July 1, 2007	53,861	51,811	4.30	51,433	49,476		
July 1, 2008	56,691	54,533	4.40	54,135	52,075		

Quartiles - Min: **32,636** 1st Quartile: **39,571** Mid: **46,506** 3rd Quartile: **53,441** Max: **60,376**
 Terciles - Min: **32,636** 1st Tercile: **41,883** 2nd Tercile: **51,129** Max: **60,376**

Area/Region	State	Geographic		Geographic	
		Mean	Differential	Median	Differential
National		46,988	99.0	46,290	96.6
North East		49,369	94.2	51,013	87.7
Mid Atlantic		48,065	96.8	46,956	95.3
South East		44,255	105.1	43,072	103.9
Great Lakes		45,101	103.1	43,717	102.3
Mid West		44,826	103.7	43,042	103.9
South West		47,485	97.9	47,407	94.4
North West		53,924	86.2		
Mountain		45,674	101.8	44,840	99.8
Pacific		58,290	79.8	70,616	63.4
State of Arizona	AZ	45,039	103.3	44,717	100.0
State of California	CA	58,279	79.8	70,616	63.4
State of Colorado	CO	46,065	101.0	44,840	99.8
State of Florida	FL	47,373	98.2	43,743	102.3
State of Illinois	IL	46,647	99.7	45,610	98.1
State of Indiana	IN	47,820	97.3	47,236	94.7
State of Kansas	KS	42,033	110.6	39,357	113.7
State of Kentucky	KY	45,649	101.9		
State of Louisiana	LA	41,126	113.1	42,794	104.5
State of Maryland	MD	48,449	96.0	46,605	96.0
State of Massachusetts	MA	49,366	94.2	51,013	87.7
State of Michigan	MI	45,753	101.6	42,913	104.2
State of Minnesota	MN	48,431	96.0	46,807	95.6
State of Mississippi	MS	44,212	105.2		
State of Missouri	MO	44,668	104.1	43,456	102.9
State of Nebraska	NE	41,622	111.7	40,540	110.4
State of New Jersey	NJ	50,373	92.3	49,842	89.8
State of New Mexico	NM	47,410	98.1	48,738	91.8
State of New York	NY	48,310	96.3	47,265	94.7
State of Ohio	OH	42,447	109.6	41,236	108.5
State of Oregon	OR	53,924	86.2		
State of Pennsylvania	PA	45,551	102.1	44,477	100.6
State of Tennessee	TN	40,102	116.0	39,528	113.2
State of Texas	TX	48,291	96.3	48,138	92.9
State of Utah	UT	43,400	107.2		
State of Virginia	VA	45,354	102.5	44,946	99.5

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Health Services-AI !**

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CompGeo Online Reports Help (page 1 of 5)

Viewing CompGeo Reports With The Adobe Acrobat Reader

CompGeo Report Portable Document Files (PDF) are compatible with Adobe Acrobat Viewers v7.1 and higher. Version 8 or higher is recommended.

A variety of adjustments may be necessary to optimize viewing of CompGeo Reports with the Adobe Acrobat Viewer.

Viewing is best accomplished with the Adobe Acrobat Viewer run stand-alone and not part of a Web Browser. This provides more actual viewing area.

CompGeo Reports are set to automatically use the **Fit Visible CNTL+M** Acrobat Reader Macro to maximize viewing area while at the same time eliminating the need for scrolling the report horizontally.

Actual report pages will have more detail than introductory and reference pages and the magnification/zoom level will vary with the Fit Visible mode.

If further adjustments are needed in viewer magnification/zoom, either use the Adobe Acrobat View pull down menu to make selections or click on the magnification/zoom percent indicator at the bottom left of the Acrobat Reader Frame which will result in a pop-up magnification/zoom manual adjustment entry window.

A larger report viewing area in **FIT Visible** mode can be acquired by using **Full Screen** Mode in combination with **Fit Visible** Mode. This is accomplished by first implementing **Full Screen** mode by using the Adobe Acrobat Reader Key Combination **CNTL+Shift+L** or by selecting the option **Full Screen** from the Acrobat Reader **View** pull down menu. Following election of **Full Screen** Mode select or re-select **FIT Visible** mode.

CompGeo Online Reports Help (page 2 of 5)

About CompGeo Online Reports

CompGeo Online Reports can provide Geographic Salary Information for an individual job or all jobs within a Job Family across a variety of Occupational Groups and Geographic Regions.

Geographic Salary Differentials are included in Extended and Professional Report Options.

Salary Information forecasts are made to a specific date based upon options elected when the CompGeo Online Report was ordered which include Forecast Date and Average Annual Salary Increase Assumption.

This flexibility is unique to CompGeo Online and CompGeo Online Professional Reports. It allows for a range of forecast annual average salary increase assumptions wide enough to allow for individual, organization, sector and other considerations that effect annual salary movement for a particular job or job group.

CompGeo Online Professional Reports - compensation-online.com/gprohome.html provide Geographic Salary Information for a variety of Occupational Groups and Geographic Regions. Separate reports are available each Occupation Group/Region and Industry Sector/Region combinations. The new CompGeo Online Professional Forecast Library has both online 24 X 7 subscription and Library-on-CD options available.

Report Organization

CompGeo Reports are organized/sorted in the order listed in the table to the right. Geographic Survey Areas are noted in green bands on the report which each Survey Job Title appears in a blue band.

<i>CompGeo Report Sort Order</i>
<i>Geographic Survey Area</i>
<i>Survey Job Title</i>
<i>Industry/Sector</i>

CompGeo Online Reports Help (page 3 of 5)

Definition Of Terms

Region – broad geographic reference area in the United States and neighboring areas. Current Regions include North East, Middle Atlantic, South East, Caribbean, Great Lakes, Mid West, North West, Mountain, Pacific and South West.

Industry – refers to Industry/Sector combination. A complete listing of Industry/Sector codes is provided on page 4 of CompGeo Reports Help.

Mean – Average Salary (weighted). This salary figure is computed by computing the average of direct compensation paid across organizations for a particular sector, weighted by the number of employees in the survey benchmark. Industry and Sector Codes are defined on the next page. Organizations with more employees in a survey job have a greater effect on the average than those organizations with fewer employees.

Median – 50th percentile or “middle salary”. Median is less affected by organizations that compensate jobs way above or below the average which are sometimes referred to as “outliers” since they are far away from the overall market trend. Some organizations refer more on median than average salary figures as a truer guide of the central market trend for a given job.

Forecast – Indicates that salary figures are projected to the Forecast Date shown in the Report Heading. A range of forecasts are provided.

CompGeo Online Reports Help (page 4 of 5)

Industry Codes Defined

Industry Codes and descriptions are shown in the table on the right. Larger metropolitan survey areas will have more industry/sector combinations present than smaller survey areas.

Comparative Salaries across different Industry/Sectors may vary significantly. Also, it is important to remember that each organization typically has a pay policy which determines goals with respect how competitive the organization wants to be relative to the market as a whole and sometimes, for specific occupations. Some organizations may want to pay 'about average', 'above average' or 'below the market' depending upon specific competitive market pressure or lack thereof.

<i>Industry/Sector Code</i>	<i>Description</i>
<i>All</i>	All Industries And Sectors
<i>GoodsPdcngGoods Producing</i>	Goods Producing
<i>Government</i>	Government
<i>HlthSvcAll</i>	Health Services-All Sectors
<i>HlthSvcGov</i>	Health Services-Government
<i>HlthSvcPrv</i>	Health Services-Private
<i>HosptlsAll</i>	Hospitals-All Sectors
<i>HosptlsGov</i>	Hospitals-Government
<i>HosptlsPrv</i>	Hospitals-Private
<i>Manufctrng</i>	Manufacturing
<i>Private</i>	Private
<i>Services</i>	Services
<i>Trans/Util</i>	Transportation/Utilities

CompGeo Online Reports Help (page 5 of 5)

Job Levels Generally Defined

If the Job Title specifically includes term 'Supervisor' or 'Manager', then Levels are differentiated upon scope of responsibility, contacts, number of employees, supervised,

<i>Level Code</i>	<i>Description</i>
Level I	Entry/Trainee
Level II	Junior/Developing
Level III	Journey/Fully Qualified
Level IV	Senior/Advanced/Associate Consultant
Level V	Lead/Consultant
Level VI	Team Leader/Supervisor/Senior Consultant
Level VII	Manager/Senior Supervisor/Principal Consultant
Level VIII	Group Manger/Chief Consultant

budgetary authority and related factors. The CompGeo Salary Survey Database covering the eight major Occupation Groups is included in CompExec Software.

For more information on CompExec Total Compensation Planning and Analysis Software please visit:

www.compexec.com/cxec.html

Company and Product Overview

Since 1981 The Clayton Wallis Company has developed advanced and integrated Compensation Planning Systems for Management and Individuals. Clayton Wallis is the leader in delivery of *powerful, flexible* and *reliable* compensation planning systems.

The CompGeo Report Series is produced with **CompExplorer™**, the next generation of CompGeo Software. **CompGeo™** - Geographic Database and Planning Software and **CompBuilder™** - Salary Structure Modeling Software are 'child' products of the flagship Enterprise Compensation Planning and Analysis system from Clayton Wallis - **CompExec®**. Product information and compensation information can be found at The ICT/Clayton Wallis World Wide Web Site at compensation-online.com. Product Sites with Links are listed below.

<i>Product</i>	<i>Description</i>
CompExec	Compensation Planning (includes CompBuilder & CompGeo)
CompBuilder	Salary Structure Modeling
CompGeo Online	Geographic Competitive Salary Database
CompGeo Online Professional	Online CompGeo Professional Research Options
CompGeo Online Pro Library	Online Library Subscription and Library-on-CD Options
OMF Job and Competency Analysis	Job and Competency Analysis Systems

ICT/Clayton Wallis is the only organization dedicated solely to development and deployment of advanced and integrated Compensation Planning Systems and Software for the Enterprise, Personal Desktop and the World Wide Web.