



# CompGeo Online Professional Salary and Compensation Planning Library

Career Long Range First Forecast Series For Human Resources Occupation Group

Region: Mid Atlantic

State: Maryland

Salary Survey Area: Baltimore

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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resource Clerks, Except Payroll and Timekeepers

Industry/Sector: All

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Lower	Upper	Median
07/2015	38,577	37,460	43,403	42,148
07/2016	39,618	38,472	44,576	43,286
07/2017	40,569	39,395	45,645	44,325
07/2018	41,545	40,341	46,711	45,389

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages

# CompGeo Pro Total Compensation

# Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	38,577	37,460	39,618	38,472	40,569	39,395	41,545	40,341
Fringe	14,340	13,931	14,734	14,308	15,087	14,651	15,450	15,003
Total	55,336	53,735	56,831	55,187	58,194	56,511	59,592	57,868

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	34,164	37,513	40,942	44,465	47,820	01/2015	34,164	38,711	43,268	47,820
01/2016	35,076	38,586	42,096	45,608	49,116	01/2016	35,076	39,756	44,436	49,116
01/2017	35,916	39,510	43,104	46,698	50,292	01/2017	35,916	40,708	45,500	50,292
01/2018	36,780	40,458	44,136	47,814	51,492	01/2018	36,780	41,684	46,588	51,492

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant II (Junior)

Industry/Sector: All

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Lower CI	Upper CI	Median
07/2015	37,857	-	42,593	38,385
07/2016	38,879	-	43,743	39,422
07/2017	39,811	-	44,793	40,367
07/2018	40,766	-	45,658	41,336

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages CompGeo Pro Total Compensation Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	37,857	38,385	38,879	39,422	39,811	40,367	40,766	41,336
Fringe	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071
Total	51,928	52,456	52,950	53,493	53,882	54,438	54,837	55,407

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Tercils:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	33,516	36,812	40,108	43,404	46,700	01/2015	33,516	37,098	42,460	46,932
01/2016	34,428	37,872	41,316	44,760	48,204	01/2016	34,428	39,020	43,612	48,204
01/2017	35,256	38,784	42,312	45,840	49,368	01/2017	35,256	39,960	44,664	49,368
01/2018	36,108	39,720	43,332	46,944	50,556	01/2018	36,108	40,924	45,740	50,556

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant II (Junior)

Industry/Sector: Government

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Lower	Upper	Median
07/2015	37,953	-	42,701	39,216
07/2016	38,977	-	43,855	40,274
07/2017	39,913	-	44,907	41,241
07/2018	40,871	-	45,935	42,231

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	37,953	39,216	38,977	40,274	39,913	41,241	40,871	42,231
Fringe	15,724	16,251	16,152	16,690	16,540	17,090	16,937	17,500
Total	56,055	57,920	57,568	59,484	58,950	60,911	60,365	62,373

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	33,612	36,974	40,524	43,602	47,052	01/2015	33,612	38,099	42,572	47,052
01/2016	34,524	37,974	41,424	44,874	48,324	01/2016	34,524	39,124	43,724	48,324
01/2017	35,352	38,886	42,420	45,954	49,488	01/2017	35,352	40,064	44,776	49,488
01/2018	36,204	39,822	43,440	47,058	50,676	01/2018	36,204	41,028	45,852	50,676

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant II (Junior)

Industry/Sector: Health Services-All Sector

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	38,737	-	43,585	36,084	-	40,600
07/2016:	39,783	-	44,761	37,058	-	41,696
07/2017:	40,738	-	45,836	37,948	-	42,696
07/2018:	41,716	-	46,936	38,859	-	43,721

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages CompGeo Pro Total Compensation Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	38,737	36,084	39,783	37,058	40,738	37,948	41,716	38,859
Fringe	17,281	16,104	17,754	16,538	18,181	16,935	18,617	17,342
Total	58,449	54,446	60,026	55,915	61,468	57,257	62,943	58,632

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	34,296	37,723	41,600	44,522	48,024	01/2015	34,296	38,871	43,448	48,024
01/2016	35,232	38,754	42,276	45,798	49,320	01/2016	35,232	39,928	44,624	49,320
01/2017	36,084	39,690	43,296	46,902	50,508	01/2017	36,084	40,892	45,700	50,508
01/2018	36,948	40,644	44,340	48,036	51,732	01/2018	36,948	41,876	46,804	51,732

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant II (Junior)

Industry/Sector: Health Services-Private

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	38,737	-	43,585	36,084	-	40,600
07/2016:	39,783	-	44,761	37,058	-	41,696
07/2017:	40,738	-	45,836	37,948	-	42,696
07/2018:	41,716	-	46,936	38,859	-	43,721

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	38,737	36,084	39,783	37,058	40,738	37,948	41,716	38,859
Fringe	18,115	16,870	18,600	17,326	19,046	17,742	19,503	18,168
Total	59,272	55,212	60,872	56,703	62,333	58,064	63,829	59,458

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	34,296	37,723	41,600	44,502	48,024	01/2015	34,296	38,871	43,448	48,024
01/2016	35,232	38,754	42,276	45,798	49,320	01/2016	35,232	39,928	44,624	49,320
01/2017	36,084	39,690	43,296	46,902	50,508	01/2017	36,084	40,892	45,700	50,508
01/2018	36,948	40,644	44,340	48,036	51,732	01/2018	36,948	41,876	46,804	51,732

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Clerical - Human Resources

**Survey Benchmark:** Human Resources Clerk/Assistant II (Junior)

**Industry/Sector:** Hospitals-All Sectors

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	38,737	-	43,585	36,084	-	40,600
07/2016:	39,783	-	44,761	37,058	-	41,696
07/2017:	40,738	-	45,836	37,948	-	42,696
07/2018:	41,716	-	46,936	38,859	-	43,721

**Forecast Series 2:** 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	38,737	36,084	39,783	37,058	40,738	37,948	41,716	38,859
Fringe	17,699	16,487	18,177	16,932	18,613	17,338	19,060	17,755
Total	58,860	54,829	60,449	56,309	61,900	57,660	63,386	59,045

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	34,296	37,723	41,600	44,522	48,024	01/2015	34,296	38,877	43,448	48,024
01/2016	35,232	38,754	42,276	45,798	49,320	01/2016	35,232	39,928	44,624	49,320
01/2017	36,084	39,690	43,296	46,902	50,508	01/2017	36,084	40,892	45,700	50,508
01/2018	36,948	40,644	44,340	48,036	51,732	01/2018	36,948	41,876	46,804	51,732

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Clerical - Human Resources

**Survey Benchmark:** Human Resources Clerk/Assistant II (Junior)

**Industry/Sector:** Hospitals-Private

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	38,737	-	43,585	36,084	-	40,600
07/2016:	39,783	-	44,761	37,058	-	41,696
07/2017:	40,738	-	45,836	37,948	-	42,696
07/2018:	41,716	-	46,936	38,859	-	43,721

**Forecast Series 2:** 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	38,737	36,084	39,783	37,058	40,738	37,948	41,716	40,600
Fringe	18,115	16,870	18,600	17,326	19,046	17,742	19,503	18,168
Total	59,272	55,212	60,872	56,703	62,333	58,064	63,829	59,458

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	34,296	37,723	41,600	44,502	48,024	01/2015	34,296	38,877	43,448	48,024
01/2016	35,232	38,754	42,276	45,798	49,320	01/2016	35,232	39,928	44,624	49,320
01/2017	36,084	39,690	43,296	46,902	50,508	01/2017	36,084	40,892	45,700	50,508
01/2018	36,948	40,644	44,340	48,036	51,732	01/2018	36,948	41,876	46,804	51,732

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits





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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: All

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	43,756	-	49,232	44,196	-	49,726
07/2016:	44,938	-	50,560	45,389	-	51,069
07/2017:	45,016	-	51,774	46,478	-	52,294
07/2018:	47,120	-	53,016	47,593	-	53,549

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# Sample Report Pages

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	43,756	44,196	44,938	45,389	45,016	46,478	47,120	47,593
Fringe	16,270	16,436	16,712	16,880	17,113	17,285	17,524	17,700
Total	62,767	63,397	64,461	65,109	66,008	66,671	67,592	68,271

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,736	42,612	46,888	50,304	54,240	01/2015	38,736	43,900	49,072	54,240
01/2016	39,792	43,776	47,748	51,728	55,704	01/2016	39,792	45,096	50,400	55,704
01/2017	40,740	44,814	48,888	52,962	57,036	01/2017	40,740	46,172	51,604	57,036
01/2018	41,724	45,894	50,064	54,234	58,404	01/2018	41,724	47,284	52,844	58,404

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits





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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Government

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	42,914	-	48,284	43,087	-	48,479
07/2016:	44,073	-	49,587	44,251	-	49,787
07/2017:	45,130	-	50,778	45,312	-	50,982
07/2018:	46,214	-	52,006	46,400	-	52,206

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages CompGeo Pro Total Compensation Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	45,914	45,787	46,330	47,000	47,950	48,844	49,005	49,303
Fringe	17,780	17,855	18,264	18,337	18,702	18,777	19,151	19,228
Total	63,383	63,638	65,094	65,356	66,656	66,924	68,256	68,531

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,004	41,802	45,000	49,303	53,196	01/2015	38,004	43,066	48,132	53,196
01/2016	39,024	42,930	46,856	50,742	54,648	01/2016	39,024	44,232	49,440	54,648
01/2017	39,972	43,968	47,964	51,960	55,956	01/2017	39,972	45,300	50,628	55,956
01/2018	40,932	45,024	49,116	53,208	57,300	01/2018	40,932	46,388	51,844	57,300

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Health Services-All Sector

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	42,964	-	48,340	40,022	-	45,030
07/2016:	44,124	-	49,646	41,102	-	46,246
07/2017:	45,183	-	50,837	42,089	-	47,355
07/2018:	46,267	-	52,017	43,099	-	48,491

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	45,551	42,521	46,885	43,671	48,011	44,721	49,601	45,795
Fringe	19,178	17,861	19,692	18,343	20,164	18,783	20,648	19,234
Total	64,826	60,387	66,577	62,017	68,174	63,505	69,810	65,029

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,040	41,841	45,442	49,442	53,256	01/2015	38,040	43,111	48,184	53,256
01/2016	39,072	42,978	46,884	50,790	54,696	01/2016	39,072	44,280	49,488	54,696
01/2017	40,008	44,010	48,012	52,014	56,016	01/2017	40,008	45,344	50,680	56,016
01/2018	40,968	45,066	49,164	53,262	57,360	01/2018	40,968	46,432	51,896	57,360

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Health Services-Private

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	42,964	-	48,340	40,021	-	45,029
07/2016:	44,124	-	49,646	41,102	-	46,244
07/2017:	45,183	-	50,837	42,088	-	47,354
07/2018:	46,267	-	52,057	43,098	-	48,490

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages

# CompGeo Pro Total Compensation

# Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	45,551	42,522	46,885	43,677	48,011	44,722	49,607	45,794
Fringe	20,088	18,711	20,629	19,216	21,124	19,677	21,631	20,149
Total	65,739	61,236	67,514	62,889	69,134	64,398	70,793	65,943

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,040	41,841	45,448	49,442	53,256	01/2015	38,040	43,111	48,184	53,256
01/2016	39,072	42,978	46,884	50,790	54,696	01/2016	39,072	44,280	49,488	54,696
01/2017	40,008	44,010	48,012	52,014	56,016	01/2017	40,008	45,344	50,680	56,016
01/2018	40,968	45,066	49,164	53,262	57,360	01/2018	40,968	46,432	51,896	57,360

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Hospitals-All Sectors

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	42,964	-	48,340	40,021	-	45,029
07/2016:	44,124	-	49,646	41,102	-	46,244
07/2017:	45,183	-	50,837	42,088	-	47,354
07/2018:	46,267	-	52,057	43,098	-	48,490

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	45,551	42,521	46,885	43,671	48,011	44,721	49,601	45,794
Fringe	19,631	18,286	20,161	18,779	20,644	19,230	21,140	19,691
Total	65,282	60,811	67,046	62,452	68,654	63,951	70,302	65,485

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,040	41,841	45,441	49,442	53,256	01/2015	38,040	43,111	48,184	53,256
01/2016	39,072	42,978	46,884	50,790	54,696	01/2016	39,072	44,280	49,488	54,696
01/2017	40,008	44,010	48,012	52,014	56,016	01/2017	40,008	45,344	50,680	56,016
01/2018	40,968	45,066	49,164	53,262	57,360	01/2018	40,968	46,432	51,896	57,360

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Hospitals-Private

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	42,964	-	48,340	40,021	-	45,029
07/2016:	44,124	-	49,646	41,102	-	46,244
07/2017:	45,183	-	50,837	42,088	-	47,354
07/2018:	46,267	-	52,077	43,098	-	48,490

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	45,551	42,522	46,885	43,677	48,011	44,722	49,607	45,794
Fringe	20,088	18,711	20,629	19,216	21,124	19,677	21,631	20,149
Total	65,739	61,236	67,514	62,889	69,134	64,398	70,793	65,943

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,040	41,841	45,448	49,442	53,256	01/2015	38,040	43,111	48,184	53,256
01/2016	39,072	42,978	46,884	50,790	54,696	01/2016	39,072	44,280	49,488	54,696
01/2017	40,008	44,010	48,012	52,014	56,016	01/2017	40,008	45,344	50,680	56,016
01/2018	40,968	45,066	49,164	53,262	57,360	01/2018	40,968	46,432	51,896	57,360

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant III (Fully Qualified)

Industry/Sector: Private

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median	Min	Max
07/2015	43,482	-	48,922	40,504	-	45,572
07/2016	44,655	-	50,243	41,598	-	46,802
07/2017	45,727	-	51,449	42,596	-	47,926
07/2018	46,824	-	52,324	43,618	-	49,076

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	43,482	40,504	44,655	41,598	45,727	42,596	46,824	43,618
Fringe	18,011	16,785	18,505	17,238	18,949	17,652	19,404	18,075
Total	64,221	59,823	65,954	61,438	67,537	62,913	69,158	64,422

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,496	42,343	46,400	50,012	53,904	01/2015	38,496	43,631	48,768	53,904
01/2016	39,540	43,494	47,448	51,402	55,356	01/2016	39,540	44,812	50,084	55,356
01/2017	40,488	44,538	48,588	52,638	56,688	01/2017	40,488	45,888	51,288	56,688
01/2018	41,460	45,606	49,752	53,898	58,044	01/2018	41,460	46,988	52,516	58,044

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits





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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical - Human Resources

Survey Benchmark: Human Resources Clerk/Assistant IV (Senior/Advanced)

Industry/Sector: Government

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	47,239	-	53,149	44,003	-	49,509
07/2016:	48,514	-	54,584	45,191	-	50,845
07/2017:	49,678	-	55,894	46,275	-	52,065
07/2018:	50,870	-	57,386	47,385	-	53,315

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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# Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	40,949	36,750	51,049	48,000	52,788	49,856	54,554	50,350
Fringe	19,570	18,235	20,104	18,727	20,587	19,176	21,081	19,637
Total	69,770	64,991	71,653	66,745	73,373	68,346	75,134	69,987

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	41,832	46,014	50,988	54,318	58,560	01/2015	41,832	47,400	52,984	58,560
01/2016	42,960	47,256	51,552	55,848	60,144	01/2016	42,960	48,688	54,416	60,144
01/2017	43,992	48,390	52,788	57,186	61,584	01/2017	43,992	49,856	55,720	61,584
01/2018	45,048	49,554	54,060	58,566	63,072	01/2018	45,048	51,056	57,064	63,072

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits





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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Compensation, Benefits and Job Analysis Specialists

Industry/Sector: All

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median
07/2015	60,598	68,180	58,069	65,335
07/2016	62,234	70,022	59,637	67,099
07/2017	63,728	71,702	61,068	68,710
07/2018	65,257	73,433	62,534	70,358

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	60,598	51,700	62,234	53,600	63,728	54,380	65,257	66,446
Fringe	22,533	21,596	23,145	22,179	23,700	22,711	24,269	23,256
Total	83,131	73,296	85,379	75,779	87,428	77,091	89,526	89,702

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	45,192	54,792	64,392	73,992	83,592	01/2015	45,192	57,992	70,792	83,592
01/2016	46,416	56,274	66,152	75,990	85,848	01/2016	46,416	59,560	72,704	85,848
01/2017	47,520	57,618	67,716	77,814	87,912	01/2017	47,520	60,984	74,448	87,912
01/2018	48,660	58,998	69,336	79,674	90,012	01/2018	48,660	62,444	76,228	90,012

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

**Job Family:** Human Resources Specialist

**Survey Benchmark:** Employment Interviewers, Employment Services

**Industry/Sector:** All

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median	Min	Max
07/2015	53,497	-	60,191	49,168	-	55,320
07/2016	54,942	-	61,816	50,496	-	56,814
07/2017	55,260	-	63,300	51,708	-	58,178
07/2018	55,611	-	64,919	52,949	-	59,575

**Forecast Series 2:** 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	53,497	49,168	54,942	50,496	55,260	51,708	55,611	52,949
Fringe	19,891	18,285	20,433	18,779	20,923	19,230	21,425	19,692
Total	76,739	70,529	78,812	72,434	80,703	74,173	82,640	75,954

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	39,888	48,365	56,442	65,312	73,800	01/2015	39,888	51,996	62,496	73,800
01/2016	40,968	49,674	58,380	67,086	75,792	01/2016	40,968	52,576	64,184	75,792
01/2017	41,952	50,868	59,784	68,700	77,616	01/2017	41,952	53,840	65,728	77,616
01/2018	42,972	52,098	61,224	70,350	79,476	01/2018	42,972	55,140	67,308	79,476

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resource Training/Labor Relations Specialists

Industry/Sector: All

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median
07/2015	57,183	64,339	52,345	58,895
07/2016	58,728	66,076	53,759	60,485
07/2017	59,138	67,662	55,049	61,937
07/2018	60,561	69,377	56,370	63,424

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# Sample Report Pages CompGeo Pro Total Compensation Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	57,183	55,621	57,102	57,102	58,499	55,341	59,897	59,897
Fringe	21,266	19,467	21,841	19,993	22,365	20,473	22,902	20,964
Total	82,027	75,087	84,243	77,115	86,265	78,966	88,336	80,861

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	42,636	51,657	60,561	69,876	78,876	01/2015	42,636	54,711	66,796	78,876
01/2016	43,788	53,094	62,400	71,706	81,012	01/2016	43,788	56,190	68,604	81,012
01/2017	44,844	54,372	63,900	73,428	82,956	01/2017	44,844	57,548	70,252	82,956
01/2018	45,924	55,680	65,436	75,192	84,948	01/2018	45,924	58,932	71,940	84,948

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Human Resources Specialist

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

**Industry/Sector:** All

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	54,058	-	60,822	53,353	-	60,029
07/2016:	55,518	-	62,464	54,794	-	61,650
07/2017:	56,850	-	63,964	56,109	-	63,129
07/2018:	57,215	-	64,499	57,455	-	64,645

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	57,344	56,699	58,991	58,991	60,400	59,511	61,571	61,050
Fringe	20,100	19,842	20,647	20,378	21,142	20,867	21,650	21,368
Total	77,544	76,533	79,638	78,600	81,549	80,486	83,507	82,418

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	40,320	48,882	57,444	66,006	74,568	01/2015	40,320	51,732	63,152	74,568
01/2016	41,400	50,196	58,992	67,788	76,584	01/2016	41,400	53,128	64,856	76,584
01/2017	42,396	51,402	60,408	69,414	78,420	01/2017	42,396	54,404	66,412	78,420
01/2018	43,416	52,638	61,860	71,082	80,304	01/2018	43,416	55,712	68,008	80,304

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resources Specialist II (Junior)

Industry/Sector: Goods Producing

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	58,899	-	66,269	60,485	-	68,053
07/2016:	60,490	-	68,058	62,118	-	69,890
07/2017:	61,942	-	69,692	63,608	-	71,568
07/2018:	63,429	-	71,355	65,135	-	73,285

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	58,899	60,485	60,490	62,118	61,942	63,608	63,429	65,135
Fringe	24,400	25,065	25,067	25,742	25,669	26,359	26,285	26,992
Total	86,992	89,334	89,341	91,746	91,486	93,947	93,682	96,202

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	43,920	53,230	62,800	71,900	81,240	01/2015	43,920	56,860	68,800	81,240
01/2016	45,108	54,690	64,272	73,854	83,436	01/2016	45,108	57,884	70,660	83,436
01/2017	46,188	56,004	65,820	75,636	85,452	01/2017	46,188	59,276	72,364	85,452
01/2018	47,304	57,354	67,404	77,454	87,504	01/2018	47,304	60,704	74,104	87,504

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Human Resources Specialist

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

**Industry/Sector:** Government

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	52,786	-	59,390	54,674	-	61,516
07/2016:	54,210	-	60,994	56,151	-	63,177
07/2017:	55,511	-	62,457	57,499	-	64,693
07/2018:	57,844	-	65,566	58,878	-	66,246

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	52,786	58,099	57,002	59,390	55,511	61,099	60,000	62,562
Fringe	21,877	22,657	22,465	23,269	23,004	23,827	23,556	24,399
Total	77,962	80,752	80,067	82,933	81,988	84,923	83,956	86,961

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	39,360	47,721	56,816	64,422	72,816	01/2015	39,360	50,511	61,664	72,816
01/2016	40,428	49,014	57,600	66,186	74,772	01/2016	40,428	51,876	63,324	74,772
01/2017	41,388	50,184	58,980	67,776	76,572	01/2017	41,388	53,116	64,844	76,572
01/2018	42,384	51,390	60,396	69,402	78,408	01/2018	42,384	54,392	66,400	78,408

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Human Resources Specialist

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

**Industry/Sector:** Health Services-All Sector

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	53,266	-	59,930	51,238	-	57,650
07/2016:	54,704	-	61,548	52,622	-	59,206
07/2017:	56,016	-	63,026	53,885	-	60,627
07/2018:	57,361	-	64,389	55,178	-	62,082

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Forecast Series 2:** 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	53,266	54,414	58,226	59,016	59,520	57,250	60,500	58,630
Fringe	23,770	22,866	24,413	23,484	24,999	24,048	25,599	24,625
Total	80,369	77,310	82,539	79,398	84,520	81,304	86,549	83,255

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	39,720	48,157	56,892	65,028	73,464	01/2015	39,720	50,966	62,216	73,464
01/2016	40,788	49,452	58,116	66,780	75,444	01/2016	40,788	52,340	63,892	75,444
01/2017	41,760	50,634	59,508	68,382	77,256	01/2017	41,760	53,592	65,424	77,256
01/2018	42,768	51,852	60,936	70,020	79,104	01/2018	42,768	54,880	66,992	79,104

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits





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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resources Specialist II (Junior)

Industry/Sector: Health Services-Private

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	53,266	-	59,930	51,238	-	57,650
07/2016:	54,704	-	61,548	52,622	-	59,206
07/2017:	55,016	-	63,026	53,885	-	60,627
07/2018:	55,361	-	64,399	55,178	-	62,082

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	53,266	51,238	54,704	52,622	55,016	53,885	55,361	55,178
Fringe	24,900	23,955	25,575	24,602	26,189	25,193	26,818	25,797
Total	81,501	78,399	83,701	80,516	85,710	82,449	87,768	84,427

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	39,720	48,157	56,992	65,028	73,464	01/2015	39,720	50,966	62,216	73,464
01/2016	40,788	49,452	58,116	66,780	75,444	01/2016	40,788	52,340	63,892	75,444
01/2017	41,760	50,634	59,508	68,382	77,256	01/2017	41,760	53,592	65,424	77,256
01/2018	42,768	51,852	60,936	70,020	79,104	01/2018	42,768	54,880	66,992	79,104

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resources Specialist II (Junior)

Industry/Sector: Hospitals-All Sectors

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median	Min	Max
07/2015	55,377	-	62,307	56,083	-	63,101
07/2016	56,873	-	63,989	57,597	-	64,805
07/2017	58,237	-	65,525	58,980	-	66,360
07/2018	59,655	-	67,977	60,395	-	67,953

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

# Sample Report Pages CompGeo Pro Total Compensation Forecast Library

	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	58,144	59,597	60,431	61,100	61,888	62,571	63,366	64,174
Fringe	25,300	25,625	25,985	26,316	26,609	26,948	27,247	27,595
Total	84,144	85,217	86,416	87,517	88,490	89,618	90,613	91,769

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	41,292	50,000	58,378	67,638	76,380	01/2015	41,292	52,988	64,684	76,380
01/2016	42,408	51,414	60,420	69,426	78,432	01/2016	42,408	54,416	66,424	78,432
01/2017	43,416	52,644	61,872	71,100	80,328	01/2017	43,416	55,720	68,024	80,328
01/2018	44,472	53,916	63,360	72,804	82,248	01/2018	44,472	57,064	69,656	82,248

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Human Resources Specialist

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

**Industry/Sector:** Hospitals-Private

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	55,377	-	62,307	56,083	-	63,101
07/2016:	56,873	-	63,989	57,597	-	64,805
07/2017:	58,237	-	65,525	58,980	-	66,360
07/2018:	59,655	-	67,977	60,395	-	67,953

**Forecast Series 2:** 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	58,414	59,597	60,431	61,100	61,888	62,571	63,366	64,174
Fringe	25,899	26,220	26,590	26,928	27,228	27,575	27,881	28,237
Total	84,732	85,812	87,021	88,129	89,109	90,245	91,247	92,411

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	41,292	50,000	58,378	67,668	76,380	01/2015	41,292	52,988	64,684	76,380
01/2016	42,408	51,414	60,420	69,426	78,432	01/2016	42,408	54,416	66,424	78,432
01/2017	43,416	52,644	61,872	71,100	80,328	01/2017	43,416	55,720	68,024	80,328
01/2018	44,472	53,916	63,360	72,804	82,248	01/2018	44,472	57,064	69,656	82,248

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resources Specialist II (Junior)

Industry/Sector: Manufacturing

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

07/2015	58,899	-	66,269	60,485	-	68,053
07/2016:	60,490	-	68,058	62,118	-	69,890
07/2017:	61,942	-	69,692	63,608	-	71,568
07/2018:	63,429	-	71,355	65,135	-	73,285

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	58,899	60,485	60,490	62,118	61,942	63,608	63,429	65,135
Fringe	23,781	24,422	24,424	25,082	25,010	25,683	25,611	26,300
Total	86,366	88,691	88,698	91,086	90,827	93,271	93,008	95,510

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	43,920	53,230	62,800	71,900	81,240	01/2015	43,920	56,860	68,800	81,240
01/2016	45,108	54,690	64,272	73,854	83,436	01/2016	45,108	57,884	70,660	83,436
01/2017	46,188	56,004	65,820	75,636	85,452	01/2017	46,188	59,276	72,364	85,452
01/2018	47,304	57,354	67,404	77,454	87,504	01/2018	47,304	60,704	74,104	87,504

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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## Total Salary and Compensation Component - Forecast Series 1

Job Family: Human Resources Specialist

Survey Benchmark: Human Resources Specialist II (Junior)

Industry/Sector: Private

Aging Factors - Forecast Series 1: 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

## Direct Salary Mean Confidence Intervals Direct Salary Median

Year	Mean	Min	Max	Median	Min	Max
07/2015	54,058	-	60,822	53,353	-	60,029
07/2016	55,518	-	62,464	54,794	-	61,650
07/2017	56,850	-	63,964	56,109	-	63,129
07/2018	57,215	-	64,299	57,455	-	64,645

Forecast Series 2: 07/2019: 2.6 07/2020: 2.5 07/2021: 2.3 07/2022: 2.5

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	54,058	53,353	55,518	54,794	56,850	56,109	57,215	57,455
Fringe	22,400	22,109	23,006	22,707	23,559	23,251	24,124	23,810
Total	79,842	78,800	81,997	80,929	83,966	82,870	85,981	84,860

## Competitive Salary Range - Forecast Series 1

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Tercils:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	40,320	48,882	57,444	66,006	74,568	01/2015	40,320	51,732	63,152	74,568
01/2016	41,400	50,196	58,992	67,788	76,584	01/2016	41,400	53,128	64,856	76,584
01/2017	42,396	51,402	60,408	69,414	78,420	01/2017	42,396	54,404	66,412	78,420
01/2018	43,416	52,638	61,860	71,082	80,304	01/2018	43,416	55,712	68,008	80,304

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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**Total Salary and Compensation Component - Forecast Series 1**

**Job Family:** Human Resources Specialist

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

**Industry/Sector:** Services

**Aging Factors - Forecast Series 1:** 07/2015: 2.5 07/2016: 2.7 07/2017: 2.4 07/2018: 2.4

**Direct Salary Mean Confidence Intervals Direct Salary Median**

07/2015	51,769	-	58,247	50,800	-	57,156
07/2016:	53,167	-	59,819	52,171	-	58,699
07/2017:	54,443	-	61,255	53,423	-	60,107
07/2018:	55,749	-	62,735	54,704	-	61,550

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	Mean 07/2015	Median 07/2015	Mean 07/2016	Median 07/2016	Mean 07/2017	Median 07/2017	Mean 07/2018	Median 07/2018
Direct	51,000	53,071	56,493	56,493	57,844	56,766	59,371	58,127
Fringe	20,900	20,512	21,467	21,065	21,983	21,571	22,510	22,088
Total	75,911	74,490	77,960	76,500	79,832	78,336	81,747	80,215

**Competitive Salary Range - Forecast Series 1**

Quartiles:	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Terciles:	Minimum	1st Tercile	2nd Tercile	Maximum
01/2015	38,604	46,806	55,008	63,210	71,412	01/2015	38,604	49,544	60,476	71,412
01/2016	39,648	48,072	56,496	64,920	73,344	01/2016	39,648	50,880	62,112	73,344
01/2017	40,596	49,224	57,852	66,480	75,108	01/2017	40,596	52,100	63,604	75,108
01/2018	41,580	50,412	59,244	68,076	76,908	01/2018	41,580	53,356	65,132	76,908

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits