

## Association of Public Health Laboratories

# 2011 Member Compensation Survey

Summary Report

*April 2011*

# Association of Public Health Laboratories

## 2011 Member Compensation Survey

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For questions regarding this report, please contact:

**Jonathan C. Covington**  
**Quatt Associates, Inc.**  
**2233 Wisconsin Ave, NW**  
**Suite 501**  
**Washington, D.C. 20007**  
**Telephone: 202-342-1000 ext. 108**  
**[jcovington@quatt.com](mailto:jcovington@quatt.com)**

# Introduction

This is the summary report of the Association of Public Health Laboratories 2011 Member Compensation Survey which was conducted to gather reliable compensation data for the public health laboratory community. We received an excellent response from the laboratory community - seventy-three organizations completed the survey - and we are able to report market data for all positions. A list of all participating organizations is provided on page 5.

For each position this report provides summary results for base salary, extra cash compensation, and total cash compensation data, as well as questions specific to certain benchmarks.

Thank you for participating, if you have any questions regarding the survey report please contact Jonathan Covington at [jcovington@quatt.com](mailto:jcovington@quatt.com).

# Survey Methodology

Written survey questionnaires were used to obtain the compensation data for this study. Survey participants were asked to match positions within their own organization to survey position descriptions.

For the benchmark positions, survey respondents matched the position within their association that is the closest fit for each benchmark, based on the position's primary responsibilities. For positions that combine more than one function, matches were based on the most important skill set necessary for effective performance in the position.

In an effort to present the most meaningful data, and to protect the confidentiality of data from individual organizations, we used the following guidelines in reporting summary results:

Number of Responses	Summary Data Reported
10+	Simple average (mean) and the 10 <sup>th</sup> , 25 <sup>th</sup> , 50 <sup>th</sup> (median), 75 <sup>th</sup> , and 90 <sup>th</sup> percentiles
5 to 9	Simple average (mean) and the 25 <sup>th</sup> , 50 <sup>th</sup> (median), and 75 <sup>th</sup> percentiles
4	Simple average (mean) and 50 <sup>th</sup> percentile (median)
3	Simple average (mean)
0-2	No summary data reported

Summary results are given for each survey benchmark in six separate data cuts:

- All respondents
- Respondents with budgets less than \$2.0 million
- Respondents with budgets between \$2.0 and \$5.0 million
- Respondents with budgets between \$5.0 and \$10.0 million
- Respondents with budgets between \$10.0 and \$15.0 million
- Respondents with budgets greater than \$15.0 million

Extra cash summary results are based only on those incumbents actually receiving extra cash compensation. As a result, the sum of the summary base salary compensation and summary extra cash compensation will not necessarily equal the summary total cash compensation.

The effective date of the data is January 1, 2011.

# Survey Methodology

## Definitions

<b>Base Salary</b>	Regular compensation exclusive of bonuses, incentives, or other discretionary or non-regular payments.
<b>Extra Cash</b>	Cash compensation given in addition to and separate from regular base salary, usually in the form of a bonus, incentive compensation or commission payment.
<b>Total Cash</b>	The sum of base salary and extra cash.
<b>Gross Operating Budget</b>	The amount of all estimated expenses that will be incurred during the year. If an association oversees subsidiary organizations -- 501(c)(3) organizations, for-profit subsidiaries, or other types of organizations -- or is divided into multiple entities, this figure represents the combined budget of all entities.
<b>n</b>	The number of data points.
<b>10<sup>th</sup> Percentile</b>	The amount above which 90% of data points fall.
<b>Q1 (25<sup>th</sup> Percentile)</b>	The amount above which 75% of data points fall.
<b>Median (50<sup>th</sup> Percentile)</b>	The amount above which 50% of data points fall.
<b>Q3 (75<sup>th</sup> Percentile)</b>	The amount above which 25% of data points fall.
<b>90<sup>th</sup> Percentile</b>	The amount above which 10% of data points fall.
<b>Average</b>	The simple average, or mean, of the data.

# Profile of Survey Participants

## Actual 2010 Gross Operating Budget

n	10th%ile	Q1	Median	Q3	90th%ile	Average
66	\$1,228,431	\$2,063,774	\$5,671,500	\$11,652,500	\$19,400,000	\$8,609,238

## Projected 2011 Gross Operating Budget

n	10th%ile	Q1	Median	Q3	90th%ile	Average
66	\$1,275,217	\$2,080,000	\$5,606,329	\$12,223,078	\$19,592,197	\$8,610,569

## Staff Size

*Total Number of Full-time Equivalent Employees*

n	10th%ile	Q1	Median	Q3	90th%ile	Average
72	12	22	51	96	161	74

## Exempt Staff Size

*Total Number of Full-time Equivalent Employees*

n	10th%ile	Q1	Median	Q3	90th%ile	Average
68	1	3	11	30	93	33

## Non-exempt Staff Size

*Total Number of Full-time Equivalent Employees*

n	10th%ile	Q1	Median	Q3	90th%ile	Average
68	5	11	31	58	93	41

# Profile of Survey Participants

## Alabama:

Alabama Bureau of Clinical Laboratories

## Alaska:

Alaska State Public Health Laboratories

## Arizona:

Arizona State Public Health Laboratory

## Arkansas:

Arkansas Department of Health Public Health Laboratory

## California:

California Department of Toxic Substances Control

City of Santa Cruz WWTF Laboratory

Long Beach Public Health Laboratory

Orange County Public Health Laboratory

San Bernardino County Public Health Laboratory

San Diego County Public Health Laboratory

San Luis Obispo Public Health Laboratories

Santa Clara County Public Health Laboratory

Ventura County Public Health Laboratory

## Colorado:

Colorado Department of Agriculture-Biochemistry Laboratory

Colorado Department of Public Health and Environment

Denver Health Public Laboratories

## District of Columbia:

DC Public Health Laboratory

## Delaware:

Delaware Public Health Laboratory

## Guam:

Guam Department of Public Health and Social Services Central Laboratory

## Florida:

Florida Department of Agriculture and Consumer Services

Florida Department of Health, Bureau of Laboratories

## Georgia:

Georgia Public Health Laboratory

## Hawaii:

Hawaii Department of Health State Laboratories Division

## Idaho:

Idaho Bureau of Laboratories

## Indiana:

Indiana State Dept Health Laboratory

## Iowa:

State Hygienic Laboratory at the University of Iowa

## Kansas:

Kansas Health and Environmental Laboratory

## Maine:

Maine Health & Environmental Testing Laboratory

## Maryland:

Maryland Laboratories Administration

## Massachusetts:

Massachusetts Department of Public Health

Massachusetts Department of Environmental Protection Laboratory

## Michigan:

Michigan Department of Community Health

## Minnesota:

Minnesota Department of Health

## Mississippi:

Mississippi Public Health Laboratory

Office of the State Chemist - Mississippi State Chemical Laboratory

## Missouri:

Missouri Department of Natural Resources

Missouri State Public Health Laboratory

## Montana:

Montana Public Health Laboratory

## North Dakota:

North Dakota Department of Health, Division of Laboratory Services

## New Hampshire:

New Hampshire Public Health Laboratories

## New York:

New York City Department of Health and Mental Hygiene

New York State Department of Agriculture

## North Carolina:

North Carolina State Laboratory of Public Health

## Ohio:

Ohio Department of Health Laboratory

## Oklahoma:

Oklahoma Department of Agriculture

## Oregon:

Oregon Department of Environmental Quality

Oregon State Public Health Laboratory

## Pennsylvania:

Erie County Public Health Laboratories

Pennsylvania Department of Environmental Protection

Pennsylvania Department of Health, Bureau of Laboratories

Philadelphia Public Health Laboratory

## New Jersey:

New Jersey Public Health & Environmental Labs

## Nevada:

Southern Nevada Public Health Laboratory

## Puerto Rico:

Puerto Rico Laboratory of Public Health

## Rhode Island:

Rhode Island State Health Laboratories

## New Mexico:

New Mexico Scientific Laboratory Division

## South Carolina:

South Carolina Bureau of Laboratories

## South Dakota:

South Dakota Public Health Laboratory

## Texas:

Corpus Christi-Nueces County Public Health

El Paso County Public Health

Houston Department of Health & Human Services

Office of the Texas State Chemist

Public Health Laboratory of East Texas

Tarrant County Public Health Laboratory

## Tennessee:

Tennessee Department of Health, Division of Laboratory Services

## Utah:

Utah: Unified State Laboratories: Public Health

## Vermont:

Vermont Department of Health Laboratory

## Virginia:

Virginia Department of General Services

## Washington:

Public Health - Seattle & King County Laboratory

Washington State Public Health Laboratories

## Wisconsin:

Wisconsin State Laboratory of Hygiene

City of Milwaukee Health Department Laboratory

## Wyoming:

Wyoming Public Health laboratory

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# Top Laboratory Position

The most senior position in the laboratory. This position has overall responsibility for the strategic direction and management of the organization, and is responsible for the design, development and implementation of all laboratory practices, policies, programs, procedures and activities.

## All Organizations

	n	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	60	\$78,768	\$88,543	\$104,708	\$121,206	\$146,252	\$112,173
Extra Cash <sup>1</sup>	8	*	\$500	\$1,665	\$3,046	*	\$1,974
Total Cash	60	\$78,768	\$89,000	\$106,000	\$121,206	\$146,402	\$112,437

Percentage of Position's Requiring Doctoral Degree: 63%

Percentage of Position's Requiring Medical Degree: 10%

Percentage of Incumbent's Whose Highest Level of Degree is:

Medical Degree 13%

Doctoral 60%

Master's 27%

Bachelors 8%

Compared to the Job Description Percentage of Participants Reporting their Job is:

Same 75%

Bigger 27%

Smaller 3%

Direct Reports:

Salary Range: *Minimum* *Maximum*

Median 7.0

Median \$77,725 \$113,787

Average 6.8

Average \$77,987 \$135,783

<sup>1</sup> Extra cash summary results throughout the report are based only on those incumbents actually receiving extra cash compensation. As a result, the sum of the summary base salary compensation and summary extra cash compensation will not necessarily equal the summary total cash compensation.

\* Insufficient information to report.

# Scientist Director 2

This position has responsibility for the strategic direction and the results of a highly complex functional area(s) within the laboratory that is of critical importance to the success of the organization. The Scientist Director 2 is also responsible, with the Laboratory Director, for setting the overall strategy of the laboratory and for integrating work across the organization.

## All Organizations

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	42	81	\$58,132	\$70,017	\$83,100	\$100,659	\$110,270	\$85,445
Extra Cash	5		*	\$280	\$300	\$2,500	*	\$2,841
Total Cash	42		\$58,132	\$70,017	\$83,100	\$100,869	\$110,270	\$85,665

Percentage of Position's Requiring Doctoral Degree: 43%

Percentage of Position's Requiring Medical Degree: 5%

Percentage of Incumbent's Whose Highest Level of Degree is: <sup>1</sup>

Medical Degree	<u>5%</u>
Doctoral	<u>41%</u>
Master's	<u>36%</u>
Bachelors	<u>14%</u>

Compared to the Job Description Percentage of Participants Reporting their Job is:

Same	<u>88%</u>	Bigger	<u>10%</u>	Smaller	<u>5%</u>
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Salary Range:	Minimum	Maximum
Median	\$67,000	\$101,611
Average	\$67,361	\$101,184

<sup>1</sup> Not all participants responded to this question, as such the percentage representations may not equal 100%.

\* Insufficient information to report.

# Scientist Director 1

This position has responsibility for the strategic direction and results of a major functional area or program within the laboratory. The Scientist Director 1 is responsible for setting the strategic direction of the area and for the operation, planning, organization, control, integration and completion of all product or process-related activities of programs and projects within area of the assigned responsibility. The position *typically* reports to a Scientist Director 2 or the Top Laboratory position and directly supervises a team of individuals each of whom manages a major function.

## All Organizations

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	27	97	\$53,361	\$58,420	\$74,869	\$81,622	\$90,050	\$70,946
Extra Cash	6		*	\$1,142	\$2,313	\$2,940	*	\$2,841
Total Cash	27		\$53,361	\$58,679	\$74,869	\$82,622	\$90,050	\$71,577

Percentage of Position's Requiring Doctoral Degree: 26%

Percentage of Position's Requiring Medical Degree: 0%

Percentage of Incumbent's Whose Highest Level of Degree is: <sup>1</sup>

Medical Degree	<u>3%</u>
Doctoral	<u>45%</u>
Master's	<u>20%</u>
Bachelors	<u>32%</u>

Compared to the Job Description Percentage of Participants Reporting their Job is:

Same	<u>85%</u>	Bigger	<u>11%</u>	Smaller	<u>4%</u>
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Salary Range:	Minimum	Maximum
Median	\$57,634	\$84,719
Average	\$56,916	\$86,001

<sup>1</sup> Not all participants responded to this question, as such the percentage representations may not equal 100%.

\* Insufficient information to report.

# Scientist Manager

The Scientist Manager is a laboratory scientist who develops, oversees and consults on a full range of public health laboratory tests, services and operations related to a particular field (e.g., microbiology, molecular biology, newborn screening and environmental chemistry) of public health laboratory practice. He or she is responsible for managing the scientific, human and financial resources of one or more laboratory sections or units, and for the results of those areas. Incumbents manage the units' or sections' budgets, and manage and train laboratory teams. The manager level is *typically* the second level of management and may have first level supervisors and/or laboratorians reporting to this position.

## All Organizations

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	49	256	\$49,812	\$58,200	\$72,213	\$80,896	\$87,533	\$70,494
Extra Cash	9		*	\$1,000	\$1,939	\$2,243	*	\$2,169
Total Cash	49		\$49,812	\$59,446	\$72,213	\$80,896	\$88,079	\$70,893

Percentage of Position's Requiring Doctoral Degree: 2%

Percentage of Incumbent's Whose Highest Level of Degree is: <sup>1</sup>

Medical Degree	<u>0%</u>
Doctoral	<u>12%</u>
Master's	<u>29%</u>
Bachelors	<u>53%</u>

Compared to the Job Description Percentage of Participants Reporting their Job is:

Same	<u>86%</u>	Bigger	<u>10%</u>	Smaller	<u>4%</u>
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Salary Range:	Minimum	Maximum
Median	\$53,439	\$81,808
Average	\$56,368	\$82,974

<sup>1</sup> Not all participants responded to this question, as such the percentage representations may not equal 100%.

\* Insufficient information to report.

# Scientist Supervisor

The Scientist Supervisor is a laboratory scientist who supervises the activities of non-supervisory scientists, technicians and laboratory aides/assistants and oversees their assignments. The Scientist Supervisor typically reports to the Scientist Manager level in the organization, or to a director in a smaller laboratory, and is a first line supervisor, *typically* of bench scientists and laboratory aides/assistants.

## All Organizations

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	38	377	\$45,149	\$53,596	\$61,500	\$72,542	\$76,345	\$62,353
Extra Cash	9		*	\$500	\$1,480	\$2,000	*	\$1,591
Total Cash	38		\$45,149	\$54,784	\$61,541	\$72,600	\$76,486	\$62,730

## Percentage of Incumbent's Whose Highest Level of Degree is: <sup>1</sup>

Medical Degree	<u>0%</u>
Doctoral	<u>7%</u>
Master's	<u>19%</u>
Bachelors	<u>67%</u>

## Compared to the Job Description Percentage of Participants Reporting their Job is:

Same	<u>87%</u>	Bigger	<u>8%</u>	Smaller	<u>3%</u>
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Salary Range:	Minimum	Maximum
Median	\$47,147	\$74,725
Average	\$49,901	\$75,427

<sup>1</sup> Not all participants responded to this question, as such the percentage representations may not equal 100%.

\* Insufficient information to report.

# Quality Assurance Officer

The Quality Assurance Officer is responsible for developing, directing and coordinating a comprehensive Quality Assurance/Quality Control program to ensure high quality analytical results. The Quality Assurance Officer is critical to maintaining state certification as a fully accredited laboratory, and implementing practices and procedures which conform to all quality assurance and safety standards. Specific duties of the position may include coordination of laboratory QA/QC and safety programs with local, state and federal agencies to maintain continued accreditation; development and maintenance of a program standards manual, computer based programs for quality control, statistical analysis of data, report generation and related activities; development and presentation of training programs for affected staff and preparation of regular reports on laboratory operations related to quality control.

## All Organizations

	n	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	45	\$45,878	\$52,350	\$60,000	\$72,000	\$88,050	\$63,997
Extra Cash	5	*	\$610	\$800	\$1,577	*	\$1,064
Total Cash	45	\$45,878	\$52,350	\$60,434	\$72,000	\$88,050	\$64,115

## Percentage of Incumbent's Whose Highest Level of Degree is:<sup>1</sup>

Medical Degree	<u>0%</u>
Doctoral	<u>4%</u>
Master's	<u>31%</u>
Bachelors	<u>62%</u>

## Compared to the Job Description Percentage of Participants Reporting their Job is:

Same	<u>82%</u>	Bigger	<u>13%</u>	Smaller	<u>5%</u>
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## Direct Reports:

		Salary Range:	<i>Minimum</i>	<i>Maximum</i>
Median	0.0	Median	\$51,672	\$74,725
Average	3.8	Average	\$53,000	\$77,260

<sup>1</sup> Not all participants responded to this question, as such the percentage representations may not equal 100%.

\* Insufficient information to report.

# Laboratory Aide/Assistant Job Family

## Level 1: Entry Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	22	126	\$20,039	\$24,114	\$29,427	\$33,291	\$36,740	\$29,350
Extra Cash	2		*	*	*	*	*	*
Total Cash	22		\$20,196	\$24,114	\$29,427	\$33,291	\$36,740	\$29,396
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
		Median	\$24,642	\$34,800				
		Average	\$25,515	\$36,013				

## Level 2: Intermediate Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	28	140	\$24,057	\$28,669	\$32,680	\$41,031	\$44,798	\$34,212
Extra Cash	6		*	\$427	\$827	\$992	*	\$720
Total Cash	28		\$24,057	\$28,859	\$32,680	\$41,031	\$44,798	\$34,366
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
		Median	\$26,630	\$39,770				
		Average	\$27,689	\$39,193				

## Level 3: Senior Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	18	88	\$27,447	\$30,389	\$36,768	\$48,975	\$52,078	\$40,006
Extra Cash	2		*	*	*	*	*	*
Total Cash	18		\$27,447	\$30,389	\$36,768	\$49,490	\$52,091	\$40,306
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
		Median	\$30,000	\$44,500				
		Average	\$31,079	\$44,191				

## Level 4: Lead Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	9	35	*	\$32,992	\$42,979	\$53,335	*	\$45,996
Extra Cash	3		*	*	\$1,939	*	*	\$2,531
Total Cash	9		*	\$32,992	\$42,979	\$53,680	*	\$46,840
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
		Median	\$28,645	\$47,757				
		Average	\$30,805	\$47,261				

\* Insufficient information to report.

# Laboratory Technician Job Family

## Level 1: Entry Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	17	81	\$21,520	\$22,916	\$30,065	\$38,025	\$42,762	\$32,221
Extra Cash	3		*	*	\$600	*	*	\$621
Total Cash	17		\$21,520	\$22,916	\$30,680	\$38,025	\$43,202	\$32,331

Salary Range:		Minimum	Maximum
	Median	\$25,831	\$39,665
	Average	\$28,059	\$40,392

## Level 2: Intermediate Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	27	172	\$26,508	\$29,050	\$34,680	\$41,725	\$47,968	\$35,866
Extra Cash	3		*	*	*	*	*	*
Total Cash	27		\$26,508	\$29,050	\$34,680	\$41,725	\$48,160	\$36,032

Salary Range:		Minimum	Maximum
	Median	\$29,500	\$43,618
	Average	\$30,149	\$43,943

## Level 3: Senior Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	28	134	\$28,368	\$31,274	\$38,362	\$47,753	\$53,723	\$39,561
Extra Cash	3		*	*	*	*	*	\$1,760
Total Cash	28		\$28,368	\$31,274	\$38,362	\$47,934	\$53,723	\$39,750

Salary Range:		Minimum	Maximum
	Median	\$32,115	\$45,991
	Average	\$32,543	\$46,799

## Level 4: Lead Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	9	18	*	\$35,770	\$42,000	\$51,300	*	\$45,669
Extra Cash	0		*	*	*	*	*	*
Total Cash	9		*	\$35,770	\$42,000	\$51,300	*	\$45,669

Salary Range:		Minimum	Maximum
	Median	\$32,115	\$47,079
	Average	\$33,947	\$57,214

\* Insufficient information to report.



# Laboratory Scientist Job Family

## Level 1: Entry Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	36	306	\$29,651	\$34,265	\$39,748	\$44,912	\$52,807	\$39,973
Extra Cash	4		*	*	\$989	*	*	\$1,076
Total Cash	35		\$30,242	\$35,300	\$40,252	\$45,288	\$53,851	\$41,238

Salary Range:		Minimum	Maximum
	Median	\$34,264	\$51,668
	Average	\$36,725	\$51,834

## Level 2: Intermediate Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	45	667	\$33,869	\$39,040	\$50,955	\$56,685	\$67,825	\$49,813
Extra Cash	7		*	\$490	\$800	\$2,093	*	\$1,599
Total Cash	45		\$33,869	\$39,040	\$51,000	\$56,971	\$67,825	\$50,061

Salary Range:		Minimum	Maximum
	Median	\$40,560	\$61,714
	Average	\$42,564	\$61,793

## Level 3: Senior Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	41	706	\$41,842	\$45,337	\$55,104	\$66,327	\$72,140	\$56,996
Extra Cash	5		*	\$697	\$800	\$3,125	*	\$2,220
Total Cash	41		\$41,842	\$45,337	\$55,104	\$66,327	\$74,297	\$57,267

Salary Range:		Minimum	Maximum
	Median	\$44,817	\$65,378
	Average	\$46,665	\$66,798

## Level 4: Lead Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	25	241	\$48,537	\$51,865	\$57,161	\$68,319	\$75,895	\$59,878
Extra Cash	4		*	*	\$743	*	*	\$853
Total Cash	25		\$48,537	\$52,165	\$57,161	\$68,319	\$75,895	\$60,014

Salary Range:		Minimum	Maximum
	Median	\$44,938	\$71,348
	Average	\$49,560	\$71,094

\* Insufficient information to report.

# Laboratory Developmental Scientist Job Family

## Level 1: Entry Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	4	59	*	*	\$44,392	*	*	\$45,053
Extra Cash	0		*	*	*	*	*	*
Total Cash	4		*	*	\$44,392	*	*	\$45,053
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
	Median	\$37,793	\$55,102	<b>Percentage of Incumbent's Who have Master's</b>				<u>17%</u>
	Average	\$35,660	\$56,441					

## Level 2: Intermediate Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	8	62	\$33,869	\$49,626	\$57,435	\$61,785	\$65,130	\$56,138
Extra Cash	1		*	*	*	*	*	*
Total Cash	8		\$46,884	\$49,626	\$57,435	\$61,785	\$65,130	\$56,138
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
	Median	\$38,070	\$67,308	<b>Percentage of Incumbent's Who have Master's</b>				<u>23%</u>
	Average	\$40,874	\$64,656	<b>Percentage of Incumbent's Who have Doctoral</b>				<u>15%</u>

## Level 3: Senior Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	3	5	*	*	*	*	*	\$71,135
Extra Cash	0		*	*	*	*	*	*
Total Cash	3		*	*	*	*	*	\$71,135
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
	Median	\$49,638	\$79,198	<b>Percentage of Incumbent's Who have Master's</b>				<u>0%</u>
	Average	\$47,398	\$75,630	<b>Percentage of Incumbent's Who have Doctoral</b>				<u>0%</u>

## Level 4: Lead Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	6	12	*	\$67,092	\$75,393	\$89,173	*	\$79,980
Extra Cash	1		*	*	*	*	*	*
Total Cash	6		*	\$67,092	\$76,579	\$89,766	*	\$80,375
<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>					
	Median	\$52,258	\$85,017	<b>Percentage of Incumbent's Who have Master's</b>				<u>0%</u>
	Average	\$58,142	\$93,607	<b>Percentage of Incumbent's Who have Doctoral</b>				<u>100%</u>

\* Insufficient information to report.

# Laboratory Improvement Specialist Job Family

## Level 1: Entry Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	4	13	*	*	\$48,071	*	*	\$50,463
Extra Cash	0		*	*	*	*	*	*
Total Cash	4		*	*	\$48,071	*	*	\$50,463

<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>
	Median	\$39,612	\$72,224
	Average	\$44,730	\$62,038

## Level 2: Intermediate Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	11	48	\$43,000	\$44,240	\$51,247	\$58,472	\$64,168	\$52,820
Extra Cash	2		*	*	*	*	*	*
Total Cash	11		\$43,000	\$44,240	\$51,432	\$58,472	\$64,968	\$53,033

<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>
	Median	\$42,250	\$68,061
	Average	\$43,666	\$68,498

## Level 3: Senior Level

	Organizations	Incumbents	10th%ile	Q1	Median	Q3	90th%ile	Average
Base Salary	12	31	\$49,477	\$50,905	\$54,112	\$63,955	\$90,843	\$62,193
Extra Cash	0		*	*	*	*	*	*
Total Cash	12		\$49,477	\$50,905	\$54,112	\$63,955	\$90,843	\$62,193

<b>Salary Range:</b>		<i>Minimum</i>	<i>Maximum</i>
	Median	\$45,534	\$60,151
	Average	\$49,814	\$66,975

\* Insufficient information to report.

# Budget Group I

## Organizations with Budgets less than \$2 million

	Organizations	Average Base Salary Range		Base Salary				Total Cash Compensation			
		Minimum	Maximum	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Top Laboratory Position	11	\$78,129	\$183,504	\$98,250	\$106,693	\$114,236	\$124,840	\$98,250	\$107,193	\$114,236	\$124,931
Scientist Director 2	2	*	*	*	*	*	*	*	*	*	*
Scientist Director 1	1	*	*	*	*	*	*	*	*	*	*
Scientist Manager	4	\$66,959	\$89,300	*	\$82,747	*	\$79,293	*	\$82,747	*	\$79,293
Scientist Supervisor	7	\$55,251	\$74,218	\$61,500	\$69,300	\$75,033	\$68,480	\$61,500	\$69,300	\$75,033	\$68,480
Quality Assurance Officer	2	*	*	*	*	*	*	*	*	*	*
<i>Aide/Assistant</i>											
Level 1: Entry Level	2	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	1	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	2	*	*	*	*	*	*	*	*	*	*
Level 4: Lead Level	1	*	*	*	*	*	*	*	*	*	*
<i>Technician</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	3	\$32,462	\$38,725	*	*	*	\$35,845	*	*	*	\$35,845
Level 3: Senior Level	3	\$32,386	\$42,302	*	*	*	\$41,040	*	*	*	\$41,040
Level 4: Lead Level	2	*	*	*	*	*	*	*	*	*	*
<i>Scientist</i>											
Level 1: Entry Level	4	\$47,829	\$62,452	*	\$48,605	*	\$51,552	*	\$48,605	*	\$51,552
Level 2: Intermediate Level	4	\$51,724	\$68,883	*	\$67,755	*	\$68,651	*	\$67,755	*	\$68,651
Level 3: Senior Level	4	\$52,926	\$70,566	*	\$67,776	*	\$70,112	*	\$67,776	*	\$70,112
Level 4: Lead Level	2	*	*	*	*	*	*	*	*	*	*
<i>Developmental Scientist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	0	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	0	*	*	*	*	*	*	*	*	*	*
Level 4: Lead Level	0	*	*	*	*	*	*	*	*	*	*
<i>Laboratory Improvement Specialist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	0	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	0	*	*	*	*	*	*	*	*	*	*

\* Insufficient information to report.

### 2011 Operating Budget

Q1	\$842,500
Median	\$1,312,246
Q3	\$1,645,366

# Budget Group II

## Organizations with Budgets between \$2 and \$5 million

	Organizations	Average Base Salary Range		Base Salary				Total Cash Compensation			
		Minimum	Maximum	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Top Laboratory Position	12	\$75,210	\$114,510	\$82,325	\$96,000	\$121,206	\$99,493	\$82,325	\$96,000	\$121,206	\$99,758
Scientist Director 2	8	\$65,495	\$94,700	\$61,558	\$75,346	\$101,250	\$79,609	\$61,558	\$75,346	\$101,250	\$79,609
Scientist Director 1	5	\$61,504	\$78,970	\$59,517	\$69,360	\$88,500	\$70,675	\$59,517	\$69,360	\$88,500	\$70,675
Scientist Manager	9	\$57,369	\$86,323	\$60,632	\$74,000	\$76,348	\$72,869	\$60,632	\$74,000	\$74,000	\$73,119
Scientist Supervisor	5	\$49,491	\$72,251	\$55,685	\$61,000	\$67,601	\$58,599	\$55,685	\$61,000	\$69,629	\$59,083
Quality Assurance Officer	9	\$49,130	\$69,856	\$46,238	\$58,868	\$70,000	\$58,224	\$46,238	\$58,868	\$70,000	\$58,285
<i>Aide/ Assistant</i>											
Level 1: Entry Level	5	\$22,103	\$36,367	\$20,008	\$27,997	\$29,153	\$25,272	\$20,184	\$28,837	\$29,153	\$25,475
Level 2: Intermediate Level	8	\$28,465	\$37,505	\$29,311	\$36,450	\$41,159	\$37,053	\$29,311	\$36,618	\$41,797	\$37,219
Level 3: Senior Level	3	\$40,097	\$56,680	*	*	*	\$54,148	*	*	*	\$54,148
Level 4: Lead Level	2	*	*	*	*	*	*	*	*	*	*
<i>Technician</i>											
Level 1: Entry Level	4	\$24,501	\$34,237	\$22,204	\$22,594	\$26,637	\$26,247	\$22,204	\$22,594	\$26,637	\$26,247
Level 2: Intermediate Level	3	\$27,064	\$38,452	*	*	*	\$30,352	*	*	*	\$31,352
Level 3: Senior Level	5	\$31,172	\$39,347	\$33,595	\$38,347	\$41,656	\$37,775	\$33,595	\$38,347	\$41,656	\$38,575
Level 4: Lead Level	0	*	*	*	*	*	*	*	*	*	*
<i>Scientist</i>											
Level 1: Entry Level	7	\$33,628	\$48,313	\$32,060	\$36,000	\$43,537	\$38,439	\$32,224	\$36,000	\$43,537	\$38,714
Level 2: Intermediate Level	9	\$43,702	\$60,162	\$37,801	\$54,518	\$56,685	\$49,904	\$37,801	\$54,518	\$56,971	\$50,485
Level 3: Senior Level	6	\$46,869	\$64,227	\$41,880	\$53,298	\$66,954	\$55,079	\$41,880	\$53,298	\$71,172	\$56,079
Level 4: Lead Level	6	\$52,892	\$73,506	\$46,380	\$61,660	\$71,633	\$60,692	\$46,380	\$61,660	\$71,633	\$60,795
<i>Developmental Scientist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	0	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	0	*	*	*	*	*	*	*	*	*	*
Level 4: Lead Level	0	*	*	*	*	*	*	*	*	*	*
<i>Laboratory Improvement Specialist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	2	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	2	*	*	*	*	*	*	*	*	*	*

\* Insufficient information to report.

### 2011 Operating Budget

Q1	\$2,371,123
Median	\$2,820,365
Q3	\$3,265,514

# Budget Group III

## Organizations with Budgets between \$5 and \$10 million

	Organizations	Average Base Salary Range		Base Salary				Total Cash Compensation			
		Minimum	Maximum	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Top Laboratory Position	14	\$76,091	\$114,096	\$82,821	\$91,085	\$103,555	\$95,906	\$82,821	\$92,000	\$103,555	\$96,251
Scientist Director 2	10	\$67,875	\$93,342	\$68,012	\$76,000	\$92,250	\$82,188	\$68,235	\$76,000	\$92,250	\$82,806
Scientist Director 1	6	\$53,244	\$78,807	\$56,203	\$61,099	\$75,800	\$65,552	\$57,628	\$62,599	\$75,800	\$66,202
Scientist Manager	11	\$59,515	\$80,772	\$59,565	\$65,000	\$79,698	\$68,896	\$61,852	\$65,000	\$65,000	\$69,597
Scientist Supervisor	6	\$58,181	\$83,097	\$60,648	\$66,786	\$72,781	\$66,709	\$60,906	\$66,941	\$73,192	\$67,780
Quality Assurance Officer	12	\$57,662	\$74,638	\$51,626	\$58,600	\$75,106	\$62,590	\$51,626	\$58,600	\$75,106	\$62,657
<i>Aide/ Assistant</i>											
Level 1: Entry Level	4	\$21,816	\$30,062	*	\$27,666	*	\$27,760	*	\$27,666	*	\$27,760
Level 2: Intermediate Level	5	\$24,707	\$33,515	\$27,800	\$28,872	\$29,149	\$27,165	\$28,608	\$28,872	\$29,449	\$27,386
Level 3: Senior Level	5	\$29,389	\$38,579	\$30,204	\$30,438	\$34,327	\$32,781	\$30,204	\$30,438	\$34,327	\$33,653
Level 4: Lead Level	4	\$28,752	\$42,877	*	\$35,541	*	\$36,470	*	\$35,991	*	\$37,915
<i>Technician</i>											
Level 1: Entry Level	3	\$28,037	\$41,699	*	*	*	\$34,787	*	*	*	\$35,297
Level 2: Intermediate Level	2	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	6	\$37,940	\$53,049	\$33,464	\$39,929	\$42,513	\$39,577	\$33,464	\$39,929	\$42,513	\$39,711
Level 4: Lead Level	1	*	*	*	*	*	*	*	*	*	*
<i>Scientist</i>											
Level 1: Entry Level	9	\$39,293	\$48,008	\$38,475	\$41,000	\$45,000	\$42,105	\$38,475	\$41,000	\$45,000	\$42,148
Level 2: Intermediate Level	10	\$45,877	\$60,263	\$39,231	\$51,823	\$54,750	\$47,934	\$39,606	\$51,823	\$54,750	\$48,064
Level 3: Senior Level	12	\$49,286	\$65,746	\$44,117	\$53,532	\$63,839	\$54,381	\$44,640	\$53,532	\$64,438	\$54,506
Level 4: Lead Level	4	\$49,678	\$64,250	*	\$55,395	*	\$60,011	*	\$55,545	*	\$60,303
<i>Developmental Scientist</i>											
Level 1: Entry Level	1	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	1	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	0	*	*	*	*	*	*	*	*	*	*
Level 4: Lead Level	0	*	*	*	*	*	*	*	*	*	*
<i>Laboratory Improvement Specialist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	2	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	2	*	*	*	*	*	*	*	*	*	*

\* Insufficient information to report.

### 2011 Operating Budget

Q1	\$5,606,329
Median	\$6,787,800
Q3	\$8,033,705

# Budget Group IV

## Organizations with Budgets between \$10 and \$15 million

	Organizations	Average Base Salary Range		Base Salary				Total Cash Compensation			
		Minimum	Maximum	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Top Laboratory Position	10	\$83,155	\$127,220	\$97,627	\$113,508	\$142,016	\$121,488	\$97,627	\$113,508	\$142,016	\$122,118
Scientist Director 2	8	\$67,270	\$109,112	\$80,024	\$84,452	\$100,667	\$88,217	\$80,024	\$84,452	\$101,292	\$88,529
Scientist Director 1	6	\$55,828	\$90,231	\$63,571	\$75,000	\$77,723	\$71,205	\$63,962	\$77,748	\$80,874	\$72,936
Scientist Manager	10	\$54,411	\$82,603	\$60,791	\$72,455	\$82,250	\$71,693	\$60,791	\$73,916	\$73,916	\$72,387
Scientist Supervisor	8	\$42,741	\$67,531	\$53,613	\$61,000	\$65,733	\$60,163	\$54,113	\$61,000	\$67,224	\$60,788
Quality Assurance Officer	9	\$48,602	\$84,713	\$62,023	\$68,052	\$70,107	\$68,362	\$62,023	\$68,052	\$71,684	\$68,538
<i>Aide/ Assistant</i>											
Level 1: Entry Level	4	\$26,879	\$40,384	*	\$31,200	*	\$30,838	*	\$31,200	*	\$30,838
Level 2: Intermediate Level	7	\$28,117	\$42,093	\$27,701	\$32,000	\$38,562	\$33,552	\$27,701	\$32,000	\$38,562	\$33,552
Level 3: Senior Level	3	\$30,017	\$50,413	*	*	*	\$37,779	*	*	*	\$37,779
Level 4: Lead Level	1	*	*	*	*	*	*	*	*	*	*
<i>Technician</i>											
Level 1: Entry Level	3	\$34,817	\$47,506	*	*	*	\$33,228	*	*	*	\$33,339
Level 2: Intermediate Level	6	\$32,136	\$46,534	\$31,194	\$33,228	\$41,158	\$36,222	\$31,194	\$33,228	\$41,158	\$36,222
Level 3: Senior Level	4	\$25,404	\$54,408	*	\$33,748	*	\$37,473	*	\$33,748	*	\$37,473
Level 4: Lead Level	1	*	*	*	*	*	*	*	*	*	*
<i>Scientist</i>											
Level 1: Entry Level	8	\$37,423	\$55,758	\$36,114	\$39,831	\$45,202	\$37,768	\$38,031	\$41,600	\$47,062	\$43,449
Level 2: Intermediate Level	9	\$39,129	\$59,655	\$43,000	\$49,117	\$53,646	\$50,198	\$43,000	\$51,936	\$53,646	\$50,517
Level 3: Senior Level	8	\$43,592	\$67,005	\$46,584	\$58,954	\$65,720	\$58,609	\$46,584	\$60,517	\$65,720	\$59,000
Level 4: Lead Level	6	\$47,122	\$75,072	\$54,105	\$59,838	\$66,749	\$59,796	\$54,105	\$59,838	\$66,749	\$59,796
<i>Developmental Scientist</i>											
Level 1: Entry Level	0	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	2	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	0	*	*	*	*	*	*	*	*	*	*
Level 4: Lead Level	2	*	*	*	*	*	*	*	*	*	*
<i>Laboratory Improvement Specialist</i>											
Level 1: Entry Level	1	*	*	*	*	*	*	*	*	*	*
Level 2: Intermediate Level	1	*	*	*	*	*	*	*	*	*	*
Level 3: Senior Level	4	\$44,345	\$69,278	*	\$61,188	*	\$67,170	*	\$61,188	*	\$67,170

\* Insufficient information to report.

### 2011 Operating Budget

Q1	\$11,433,500
Median	\$12,300,000
Q3	\$12,864,092

# Budget Group V

## Organizations with Budgets greater than \$15 million

	Organizations	Average Base Salary Range		Base Salary				Total Cash Compensation			
		Minimum	Maximum	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Top Laboratory Position	10	\$79,156	\$145,567	\$103,516	\$117,500	\$138,717	\$129,169	\$103,516	\$117,500	\$138,717	\$129,169
Scientist Director 2	10	\$69,961	\$108,989	\$81,861	\$92,052	\$106,601	\$96,339	\$81,861	\$92,052	\$106,601	\$96,339
Scientist Director 1	7	\$61,217	\$98,497	\$75,589	\$84,000	\$91,041	\$81,822	\$75,589	\$84,000	\$92,420	\$82,216
Scientist Manager	11	\$52,929	\$82,488	\$59,500	\$72,213	\$80,894	\$70,714	\$59,500	\$72,213	\$72,213	\$70,890
Scientist Supervisor	10	\$45,866	\$76,837	\$47,502	\$60,337	\$65,517	\$59,505	\$47,502	\$60,337	\$65,517	\$59,505
Quality Assurance Officer	10	\$53,441	\$78,681	\$53,934	\$59,165	\$66,121	\$64,044	\$53,934	\$59,567	\$66,367	\$64,222
<i>Aide/ Assistant</i>											
Level 1: Entry Level	6	\$24,517	\$34,357	\$25,743	\$31,644	\$33,632	\$29,436	\$25,743	\$31,644	\$33,632	\$29,436
Level 2: Intermediate Level	5	\$28,373	\$42,302	\$33,616	\$37,200	\$42,000	\$37,148	\$33,616	\$37,200	\$42,000	\$37,317
Level 3: Senior Level	3	\$32,092	\$45,385	*	*	*	\$40,440	*	*	*	\$40,440
Level 4: Lead Level	1	*	*	*	*	*	*	*	*	*	*
<i>Technician</i>											
Level 1: Entry Level	6	\$27,837	\$41,129	\$27,949	\$31,767	\$34,108	\$33,450	\$27,949	\$31,767	\$34,108	\$33,450
Level 2: Intermediate Level	10	\$28,544	\$44,305	\$28,825	\$33,211	\$42,563	\$36,216	\$28,825	\$33,713	\$42,563	\$36,316
Level 3: Senior Level	7	\$31,480	\$45,881	\$33,621	\$37,200	\$48,623	\$40,824	\$33,621	\$37,200	\$48,623	\$40,824
Level 4: Lead Level	5	\$34,437	\$63,535	\$39,070	\$47,757	\$55,223	\$49,390	\$39,070	\$47,757	\$55,223	\$49,390
<i>Scientist</i>											
Level 1: Entry Level	7	\$29,933	\$50,714	\$32,350	\$36,280	\$39,037	\$35,793	\$32,350	\$36,280	\$39,037	\$35,793
Level 2: Intermediate Level	9	\$38,910	\$65,660	\$41,085	\$43,553	\$46,898	\$46,186	\$41,085	\$44,861	\$46,898	\$46,332
Level 3: Senior Level	8	\$43,816	\$67,817	\$47,926	\$54,361	\$60,403	\$55,175	\$47,926	\$54,361	\$60,403	\$55,175
Level 4: Lead Level	6	\$51,475	\$74,813	\$54,819	\$56,981	\$63,529	\$61,495	\$56,037	\$56,981	\$63,529	\$61,766
<i>Developmental Scientist</i>											
Level 1: Entry Level	3	\$35,660	\$56,441	*	*	*	\$44,921	*	*	*	\$44,921
Level 2: Intermediate Level	5	\$44,125	\$67,159	\$60,869	\$61,082	\$63,893	\$59,291	\$60,869	\$61,082	\$63,893	\$59,291
Level 3: Senior Level	3	\$47,398	\$75,630	*	*	*	\$71,135	*	*	*	\$71,135
Level 4: Lead Level	4	\$66,506	\$105,701	*	\$86,255	*	\$87,720	*	\$87,440	*	\$88,312
<i>Laboratory Improvement Specialist</i>											
Level 1: Entry Level	3	\$45,774	\$62,038	*	*	*	\$53,417	*	*	*	\$53,417
Level 2: Intermediate Level	5	\$45,636	\$73,530	\$51,247	\$51,432	\$63,503	\$58,832	\$51,432	\$52,784	\$63,503	\$59,140
Level 3: Senior Level	4	\$51,239	\$68,490	*	\$54,064	*	\$65,366	*	\$54,064	*	\$65,366

\* Insufficient information to report.

### 2011 Operating Budget

Q1	\$18,992,197
Median	\$20,168,905
Q3	\$25,414,002



# Laboratory Job Families Level Descriptors

## Aide/Assistant

The Aide/Assistant performs simple to complex repetitive tasks and laboratory procedures, depending on the level in the career path. Incumbents possess a High School degree or the equivalent and can be hired at an entry level without previous experience.

The four levels of Aide/Assistant included in this survey are:

**Entry Level.** Employees in this first (1st) level apply basic skills to job assignments. Their duties and tasks are standardized. Incumbents resolve routine questions and problems, and refer more complex issues to higher levels. They work under direct supervision and follow standard procedures and written instructions to accomplish assigned tasks. Positions at this level require a High School degree or the equivalent and no experience at entry.

**Intermediate Level.** Employees in this second (2nd) level apply some advanced skills to the position and may adapt procedures, processes, tools, equipment and techniques to meet the more complex requirements of the position. The duties and tasks at this level are frequently non-routine. Incumbents resolve most questions and problems, and refer only the most complex issues to higher levels. Supervision is minimal and incumbents may assist in orienting and training lower level employees. Positions at this level typically require a High School degree and a minimum of 2 years experience based on the career path in the organization.

**Senior Level.** Employees in this third (3rd) level apply advanced skills to the positions and adapt procedures, processes, tools, equipment and techniques to accomplish the requirements of the position. Incumbents may serve as a resource to others in the resolution of complex problems and issues. Aides/Assistants at this level work under general supervision. Positions at this level typically require a High School degree and a minimum of 4 years experience.

**Lead Level.** Employees in this fourth (4th) level apply advanced skills to job assignments and contribute to the development of new ideas and processes. They are capable of working independently and of performing uniquely complex tasks, often working on long range programs and objectives. They may orient, train, assign and check the work of lower level employees. They may be designated as a lead worker. Positions at this level typically require a High School degree and a minimum of 6 years experience.

# Laboratory Job Families Level Descriptors

## Technician

The Technician performs a variety of laboratory duties that can include processing specimens/samples, performing moderate or high complexity testing and, **in non-CLIA laboratories**, reporting **out** test results. Incumbents possess an Associate's degree in a laboratory science or medical laboratory technology and can be hired at the entry level without previous professional experience.

The four levels of Technician included in this survey are:

**Entry Level.** Employees in this first (1st) level apply basic skills to job assignments. Their duties and tasks are standardized. Incumbents resolve routine questions and problems, and refer more complex issues to higher levels. They work under direct supervision and follow standard procedures and written instructions to accomplish assigned tasks. Positions at this level require an Associate's degree or the equivalent and no experience at entry.

**Intermediate Level.** Employees in this second (2nd) level apply some advanced skills to the position and may adapt procedures, processes, tools, equipment and techniques to meet the more complex requirements of the position. The duties and tasks at this level are frequently nonroutine. Incumbents resolve most questions and problems, and refer only the most complex issues to higher levels. Supervision is minimal and incumbents may assist in orienting and training lower level employees. Positions at this level typically require an Associate's degree and a minimum of 2 years experience based on the career path in the organization.

**Senior Level.** Employees in this third (3rd) level apply advanced skills to the positions and adapt procedures, processes, tools, equipment and techniques to accomplish the requirements of the position. The duties and tasks at this level reflect substantial variety and complexity. Assignments are broad in nature and usually require originality and ingenuity. Technicians at this level work under general supervision. Positions at this level typically require an Associate's degree and a minimum of 4 years experience.

**Lead Level.** Employees in this fourth (4th) level apply advanced skills to job assignments and contribute to the development of new ideas and processes. They are capable of working independently and of performing uniquely complex tasks, often working on long range programs and objectives. They may orient, train, assign and check the work of lower level employees. Positions at this level typically require an Associate's degree and a minimum of 6 years experience.

# Laboratory Job Families Level Descriptors

## Scientist

The Scientist may perform a variety of laboratory duties that can include processing specimens/samples, performing moderate or high complexity testing and reporting test results. In some laboratories, scientists may also be involved in developmental work but this is not the primary responsibility of the position. (See the Development Scientist career path for positions that are primarily engaged in developmental work.) Incumbents possess a Bachelor's degree in a laboratory science or medical technology and can be hired at the entry level without previous professional experience.

**Entry Level.** Employees in this first (1st) level apply basic principles, theories and concepts to job assignments. Their work, which is closely managed, involves limited problem-solving, and follows standardized practices and procedures. Positions at this level require a Bachelor's degree and no experience at entry.

**Intermediate Level.** Employees in this second (2nd) level require greater knowledge, training and/or experience than level 1. They fully apply basic principles, theories and concepts to job assignments and exhibit technical and operational proficiency in solving problems of moderate complexity. They are capable of undertaking and completing projects under general supervision. Positions at this level require a Bachelor's degree and typically a minimum of 2 to 3 years experience based on the career path in the organization. Incumbents with a Master's degree in a laboratory science and no previous experience typically enter at this level.

**Senior Level.** Employees in this third (3rd) level are capable of solving a diverse range of complex problems, working with minimal direction. This is the career level and most professionals will not advance beyond this level unless they take on management responsibilities, become experts in their area of specialization or pursue a developmental (i.e., applied research) career path. Positions at this level require a Bachelor's Degree and typically a minimum of 5 years experience, or a Master's degree and 3 years of experience. Incumbents with a Doctorate typically enter at this level, but in some laboratories may enter at the Lead level depending on the career path of the organization.

**Lead Level.** Employees in this fourth (4th) level apply advanced principles, theories and concepts to job assignments and contribute to the development of new ideas and principles. They are capable of working independently and of solving uniquely complex problems, often working on long range programs and objectives. They are considered expert in their areas and provide advice to the organization in this area, sometimes acting as team leads. Positions at this level require a Bachelor's Degree and typically a minimum of 8 years experience, a Master's degree and 6 years of experience or a Doctoral degree and 3 years of experience.

# Laboratory Job Families Level Descriptors

## Developmental Scientist

The Developmental Scientist is a non-supervisory laboratorian who possesses special scientific knowledge, skills and applied or basic research experience and spends a majority of his/her time on developmental responsibilities. Incumbents have a variety of developmental responsibilities (e.g., developing new diagnostic assays, transferring and developing new technologies, researching and validating new analytical procedures, preparing grant proposals and writing scientific publications. At the more senior levels (Developmental Principal Scientist and Senior Developmental Principal Scientist), incumbents may have) a variety of developmental responsibilities (e.g., developing new diagnostic assays, transferring and developing new technologies, researching and validating new analytical procedures, preparing grant proposals and writing scientific publications) including technical oversight of lower-level Developmental Scientists. The first two levels in this career path typically require a Master's degree in an appropriate laboratory science from an accredited institution; the two senior levels typically require a Doctoral degree.

**If developmental responsibilities are a minority of the incumbent's responsibilities, please report the individual as a Scientist.**

**Entry Level. *Developmental Scientist*** Employees in this first (1st) level fully apply basic principles, theories and concepts to job assignments and exhibit technical and operational proficiency in solving problems of moderate complexity. They are capable of undertaking and completing projects under general supervision. Positions at this level typically require a Master's degree in a laboratory science and no previous experience.

**Intermediate Level. *Senior Developmental Scientist*** Employees in this second (2nd) level are capable of solving a diverse range of complex problems, working with minimal direction. This is the career level and most professionals will not advance beyond this level unless they become experts in their area of specialization. Positions at this level typically require a Master's degree and 3 years of experience or a Doctorate and no experience.

**Senior Level. *Developmental Principal Scientist*** Employees in this third (3rd) level apply advanced principles, theories and concepts to job assignments and contribute to the development of new ideas and principles. They are capable of working independently and of solving uniquely complex problems, often working on long range programs and objectives. They are considered expert in their areas and provide advice to the organization in this area, sometimes acting as team leads. Positions at this level typically require a Doctorate and a minimum of 3 years experience previous experience.

**Lead Level. *Senior Developmental Principal Scientist*** Employees in this fourth (4th) level apply advanced principles, theories and concepts to job assignments and develop new ideas and principles, which typically have a long term impact on the organization. They are capable of solving the most complex problems, and are considered expert in their areas both within the laboratory and externally. Positions at this level typically require a Doctorate and a minimum of 5 years experience.

# Laboratory Job Families Level Descriptors

## Laboratory Improvement Specialist

The Laboratory Improvement Specialist, also known as a lab surveyor or inspector, performs certification inspections and surveys of laboratories and provides laboratory consultation and training to insure the quality and consistency of work performed. This may involve the performance of on-site evaluations of laboratory operations, personnel and records for compliance with federal and/or state certification/licensing guidelines and regulations. For example, in a state environmental laboratory, this could involve managing the environmental laboratory accreditation program under the NELAC program policies, coordinating and developing the environmental laboratory accreditation program in conjunction with other state accrediting authorities and planning and conducting on-site assessments of environmental laboratories for compliance with regulations.

**Entry Level.** Employees in this first (1st) level fully apply basic principles, theories and concepts to job assignments and exhibit technical and operational proficiency in solving problems of moderate complexity. They are capable of undertaking and completing projects under general supervision. Positions at this level typically require a Bachelor's degree in a laboratory science and a minimum of 2 years experience.

**Intermediate Level.** Employees in this second (2nd) level are capable of solving a diverse range of complex problems, working with minimal direction. This is the career level and most professionals will not advance beyond this level unless they become experts in their area of specialization. Positions at this level typically require a Bachelor's degree in a laboratory science and a minimum of 5 years experience.

**Senior Level.** Employees in this third (3rd) level apply advanced principles, theories and concepts to job assignments and contribute to the development of new ideas and principles. They are capable of working independently and of solving uniquely complex problems, often working on long range programs and objectives. They are considered expert in their areas and provide advice to the organization in this area, sometimes acting as team leads. Positions at this level typically require a Bachelor's degree in a laboratory science and a minimum of 8 years experience.