

AREA/DISTRICT PRODUCTION MANAGERS (ALL TONNAGE)

DESCRIPTION:

Through plant superintendents/managers, directs the production operations for a number of crushed stone producing plants in an assigned geographic area. Develops operations plan and directs overall activities to achieve objectives. Has responsibility for capital budgeting, production planning, manning, and inventory levels. Reviews, analyzes, and recommends major expenditures for assigned facilities.

	Number Of		Company Weighted Data				Employee Weighted Data			
	Firms	Emp.	25th	Median	Average	75th	25th	Median	Average	75th
Salary - All	83	189	70,000	78,289	78,117	88,100	70,754	79,577	77,999	85,533
Salary - Non-Bonus Eligible	11	20	77,150	90,100	82,648	109,125	63,630	85,800	78,780	92,010
Salary - Bonus Eligible	72	169	70,000	75,600	77,424	85,666	70,800	79,577	77,906	83,700
Salary - Bonus Amount	72	169	8,370	13,654	13,693	19,850	8,400	13,250	13,415	18,529
Total Comp - Bonus Eligible	72	169	80,476	87,150	91,117	101,781	82,100	89,000	91,321	102,229
Total Comp - All	83	189	79,000	87,150	89,995	101,781	80,610	87,034	89,994	102,229
Incentives		Salary Range		FLSA Classifications						
			Minimum	Maximum						
Bonus as percent of Annual Salary	21.3%	65,449	91,706	Exempt Employees				100.0%		
Eligible for Annual Bonus	88.0%			Non-Exempt Employees				0.0%		
Eligible for Stock Options	19.3%			Exempt - Eligible for Overtime				1.2%		
Eligible for Other Incentives	9.6%			Exempt - Eligible for Comp. Time				7.2%		