

Custom Survey Participants (53 Organizations)

Altru Health System	Kadrmass, Lee and Jackson, Inc.
American Crystal Sugar Company	Killdeer Mountain Manufacturing, Inc.
Anne Carlsen Center	Mayville State University
Applied Engineering, Inc.	MDU Resources Group, Inc.
Basin Electric Power Cooperative	Minn-Dak Farmers Cooperative
Bismarck Public Schools	Montana-Dakota Utilities
Bismarck State College	Morton County, ND
BNI Coal, Ltd.	National Information Solutions Cooperative
Burleigh County	Noridian
Cass County Government	North Dakota State College of Science
Cetero Research	North Dakota State University
City of Bismarck	Reitz Consulting, Ltd.
City of Dickinson	Rommesso Companies
City of Fargo	St. Alexius Medical Center
City of Minot	St. Joseph's Hospital & Health Center
City of Williston	Stark County
ComDel Innovation	Sykes Enterprises, Incorporated
Dakota Gasification Company	TBEI - Rugby Manufacturing
Dickinson State University	Tesoro
Essentia Health	TMI Systems Design Corporation
Fargo Jet Center Inc./Weather Modification, Inc.	University of North Dakota
Friendship, Inc.	Ward County
Gate City Bank	Whapelton Public Schools
Grand Forks County	Williams County
Grand Forks Public School	Williston Public School District #1
Hess Corporation	Wrigley Mechanical, Inc.
JR Simplot Company	

List of Benchmark Matches - Custom Survey

State of ND Job Code	Benchmark Position	Grade	Custom Survey Code
2030	CHIEF TRANS ENGINEER	V	306
0100	DEPUTY CIO & DIRECTOR-ITD	T	104
3030	DIRECTOR OF NURSING-NDSH	R	407
5121	WARDEN, JRCC	R	605
0138	DIVISION DIRECTOR, ITD	Q	105
0225	ACCOUNTING MANAGER II	P	117
0807	CLASS & COMP MGR	P	129
0712	ATTORNEY II	O	126
3020	NURSE PRACTITIONER	O	406
3262	PHARMACIST II	O	410
0893	PROJECT MANAGER III	O	133
0882	BUSINESS ANALYST II	N	132
0432	BUSINESS MANAGER II	N	137
2043	ENVIRONMENTAL ENGR III	N	307
8060	HWY MAINTENANCE SUPT	N	911
0190	INFORMATION TECHNOLOGY MANAGER	N	106
8132	PHYSICAL PLANT DIR II	N	901
2023	TRANSPORTATION ENGR III	N	304
0804	HUMAN RESOURCE OFFICER II	M	128
0223	ACCOUNT/BUDGET SPEC III	L	116
0953	ADMIN STAFF OFFICER III	L	136
0243	AUDITOR III	L	119
5132	CORRECTIONAL SUPERVISOR II	L	604
1603	EDUCATION PROGRAM ADM III	L	203
1213	LIBRARIAN III	L	202
2103	PLANNER III	L	309
0143	PROGRAMMER ANALYST III	L	109
0602	PURCHASING AGENT II	L	121
3062	REGISTERED NURSE II	L	404
0903	RESEARCH ANALYST III	L	134
0162	SYSTEMS ADMINISTRATOR II	L	111
5211	CRIMINAL INVESTIGATOR I	K	606
3544	DIETITIAN II	K	412
5272	ENVIRON SCIENTIST II	K	607
2114	GIS SPECIALIST II	K	310
0703	PARALEGAL	K	125
0822	PUBLIC INFO SPEC II	K	130
4212	SOCIAL WORKER II	K	509
0169	TELECOMM ANALYST II	K	112
2015	TRANSPORTATION PROJ MGR	K	302
8437	TRANSPORTATION SRVCS SUPV II	K	910
0221	ACCOUNT/BUDGET SPEC I	J	115
0241	AUDITOR I	J	118

List of Benchmark Matches - Custom Survey

State of ND Job Code	Benchmark Position	Grade	Custom-Survey Code
0174	COMPUTER & NETWK SPEC II	J	113
0802	HUMAN RESOURCE TECH II	J	127
0702	LEGAL ASSISTANT II	J	124
0871	MULTI-MEDIA DEVELOPER I	J	131
0158	TELECOMM TECH III	J	110
2021	TRANSPORTATION ENGR I	J	303
0911	ADMIN OFR I	I	135
8323	FLEET & EQUIP TECH III	I	908
3052	L P NURSE II	I	402
3202	MEDICAL LAB TECH II	I	409
0131	PROGRAMMER	I	107
0042	ADMIN ASSISTANT II	H	103
5112	CORRECTIONAL OFFICER II	H	603
0135	CUST TECH SUPP SPEC II	H	108
7015	CUSTODIAL SUPERVISOR II	H	802
8242	ELECTRICIAN II	H	906
8292	ELECTRONICS TECHNICIAN II	H	907
2003	ENGINEERING TECH III	H	301
8232	PLUMBER II	H	905
0632	STOREKEEPER II	H	123
0212	ACCOUNT TECHNICIAN II	G	114
8222	CARPENTER II	G	904
0302	COLLECTIONS OFFICER II	G	120
5022	COMMUNICATIONS SPEC II	G	602
8209	GEN TRADES MAINT WKR I	G	902
8212	PAINTER II	G	903
5531	SECURITY OFFICER I	G	601
8432	TRANSPORATION TECHNICIAN II	G	909
0041	ADMIN ASSISTANT I	F	102
0203	MEDICAL CLMS PROC SPC III	F	510
0033	OFFICE ASSISTANT III	E	101
7122	COOK I	D	804
1205	LIBRARY ASSOCIATE I	D	201
7010	CUSTODIAN	C	801
7113	FOOD SERVICE ASSISTANT	C	803

Central States Participants (10 States)

Colorado

Iowa

Kansas

Minnesota

Missouri

Montana

Nebraska

Oklahoma

South Dakota

Wyoming

List of Benchmark Matches - Central States

State of ND Job Code	Benchmark Position	Grade	Central States Code
2030	CHIEF TRANS ENGINEER	V	1165
2025	ADMIN TRANS ENGINEER II	R	1160
3030	DIRECTOR OF NURSING-NDSH	R	4270
0138	DIVISION DIRECTOR, ITD	Q	5160
0225	ACCOUNTING MANAGER II	P	2120
0807	CLASS & COMP MGR	P	3115
0806	HUMAN RESOURCE DIRECTOR II	P	3180
0712	ATTORNEY II	O	6125
3020	NURSE PRACTITIONER	O	4350
0893	PROJECT MANAGER III	O	5175
4216	ADVANCED CLINICAL SPEC	N	9842
2043	ENVIRONMENTAL ENGR III	N	1145
4034	HUMAN SVC PRGM ADMIN IV	N	4235
2023	TRANSPORTATION ENGR III	N	1125
0804	HUMAN RESOURCE OFFICER II	M	3175
3063	REGISTERED NURSE III	M	4265
0243	AUDITOR III	L	2145
5132	CORRECTIONAL SUPERVISOR II	L	8185
0445	CUSTOMER SERVICE OFFICE MGR	L	3135
0402	FINANCIAL INST EXMNR II	L	2130
7163	FOOD SERVICE DIRECTOR II	L	6195
4142	HUMAN RELATIONS COUNS	L	4155
1213	LIBRARIAN III	L	6235
5102	PAROLE & PROB OFFICER II	L	8135
0143	PROGRAMMER ANALYST III	L	5115
3062	REGISTERED NURSE II	L	4260
5050	SAFETY OFFICER	L	8175
0162	SYSTEMS ADMINISTRATOR II	L	5130
4133	ADDICTION COUNSELOR II	K	4160
6072	BIOLOGIST II	K	7130
3232	CHEMIST II	K	7115
4262	CLAIMS ADJUSTER II - WSI	K	3145
5211	CRIMINAL INVESTIGATOR I	K	9824
4072	DEV DISABIL CASEMGR II	K	9822
3544	DIETITIAN II	K	4345
6012	DISTRICT GAME WARDEN II	K	8115
5272	ENVIRON SCIENTIST II	K	7100
3412	EPIDEMIOLOGIST II	K	7205
0803	HUMAN RESOURCE OFFICER I	K	3170
5706	HWY PATROL OFFICER II	K	8100
6040	PARK RANGER	K	8110
0902	RESEARCH ANALYST II	K	6105
0169	TELECOMM ANALYST II	K	5100

List of Benchmark Matches - Central States

State of ND Job Code	Benchmark Position	Grade	Central States Code
2015	TRANSPORTATION PROJ MGR	K	1105
6222	AG PROGRAM INSPECTOR II	J	7195
4205	CHILD SUPPORT INVEST	J	4195
0174	COMPUTER & NETWK SPEC II	J	5120
4004	ELIG WORKER SUPERVISOR	J	4135
2021	TRANSPORTATION ENGR I	J	1115
0442	CUST SERVICE SPEC	I	3120
4003	ELIG WORKER II	I	4130
4120	JUVENILE INST RES SPEC I	I	4115
3052	L P NURSE II	I	4255
3202	MEDICAL LAB TECH II	I	4310
0482	UNEMP INS CLMS CNTR SPEC	I	9595
0042	ADMIN ASSISTANT II	H	9210
5112	CORRECTIONAL OFFICER II	H	8125
0135	CUST TECH SUPP SPEC II	H	5105
8242	ELECTRICIAN II	H	9325
8232	PLUMBER II	H	9310
0632	STOREKEEPER II	H	9545
8222	CARPENTER II	G	9315
0302	COLLECTIONS OFFICER II	G	9690
5022	COMMUNICATIONS SPEC II	G	8195
3239	EVIDENCE TECHNICIAN	G	9620
5531	SECURITY OFFICER I	G	9335
8432	TRANSPORATION TECHNICIAN II	G	9155
5242	DRIVERS LICENSE EXMNR II	F	6185
0016	LICENSING SPECIALIST II	F	9826
4402	HUMAN SERVICE AIDE II	E	9495
0033	OFFICE ASSISTANT III	E	9010
7122	COOK I	D	9550
7010	CUSTODIAN	C	9305

North Dakota Job Service Participants
Over 4,500 North Dakota organizations

List of Benchmark Matches - ND Job Service

State of ND Job Code	Benchmark Position	Grade	ND Job Service Code
2025	ADMIN TRANS ENGINEER II	R	119041 Avg
0807	CLASS & COMP MGR	P	113041 Avg
0806	HUMAN RESOURCE DIRECTOR II	P	113049 Exp
0712	ATTORNEY II	O	231011 Avg
3262	PHARMACIST II	O	291051 Exp
2043	ENVIRONMENTAL ENGR III	N	172081 Exp
2023	TRANSPORTATION ENGR III	N	172051 Exp
0804	HUMAN RESOURCE OFFICER II	M	131079 Exp
3063	REGISTERED NURSE III	M	291111 Exp
0223	ACCOUNT/BUDGET SPEC III	L	132011 Exp
0243	AUDITOR III	L	132011 Exp
0402	FINANCIAL INST EXMNR II	L	132061 Avg
7163	FOOD SERVICE DIRECTOR II	L	119051 Exp
1213	LIBRARIAN III	L	254021 Exp
5102	PAROLE & PROB OFFICER II	L	211092 Avg
2103	PLANNER III	L	193051 Avg
0143	PROGRAMMER ANALYST III	L	151031 Exp
0602	PURCHASING AGENT II	L	131023 Exp
3062	REGISTERED NURSE II	L	291111 Avg
0903	RESEARCH ANALYST III	L	152041 Exp
0819	TRAINING OFFICER II	L	131073 Avg
4223	VOC REHAB COUNS III	L	211015 Exp
4133	ADDICTION COUNSELOR II	K	211011 Avg
6072	BIOLOGIST II	K	191023 Avg
5211	CRIMINAL INVESTIGATOR I	K	333021 Ent
3544	DIETITIAN II	K	291031 Exp
5272	ENVIRON SCIENTIST II	K	192041 Avg
0803	HUMAN RESOURCE OFFICER I	K	131079 Avg
5706	HWY PATROL OFFICER II	K	333051 Exp
0703	PARALEGAL	K	232011 Exp
0822	PUBLIC INFO SPEC II	K	273031 Avg
0902	RESEARCH ANALYST II	K	152041 Avg
4212	SOCIAL WORKER II	K	211021 Avg
0169	TELECOMM ANALYST II	K	151081 Avg
0490	UNDERWRITER - WSI	K	132053 Avg
0221	ACCOUNT/BUDGET SPEC I	J	132011 Ent
0241	AUDITOR I	J	132011 Ent
0174	COMPUTER & NETWK SPEC II	J	151071 Avg
0802	HUMAN RESOURCE TECH II	J	434161 Exp
0702	LEGAL ASSISTANT II	J	232011 Avg
0871	MULTI-MEDIA DEVELOPER I	J	271014 Avg
3061	REGISTERED NURSE I	J	291111 Ent
2021	TRANSPORTATION ENGR I	J	172051 Ent

List of Benchmark Matches - ND Job Service

State of ND Job Code	Benchmark Position	Grade	ND Job Service Code
0442	CUST SERVICE SPEC	I	131071 Ent
8323	FLEET & EQUIP TECH III	I	493031 Exp
3202	MEDICAL LAB TECH II	I	292012 Exp
0131	PROGRAMMER	I	151021 Ent
0482	UNEMP INS CLMS CNTR SPEC	I	434061 Exp
5112	CORRECTIONAL OFFICER II	H	333012 Exp
0135	CUST TECH SUPP SPEC II	H	151041 Avg
7015	CUSTODIAL SUPERVISOR II	H	371011 Exp
8242	ELECTRICIAN II	H	472111 Avg
8292	ELECTRONICS TECHNICIAN II	H	492094 Avg
2003	ENGINEERING TECH III	H	173022 Avg
0801	HUMAN RESOURCE TECH II	H	434161 Avg
8232	PLUMBER II	H	472152 Avg
0212	ACCOUNT TECHNICIAN II	G	433031 Exp
8222	CARPENTER II	G	472031 Avg
5022	COMMUNICATIONS SPEC II	G	435031 Avg
4239	COMMUNITY HOME COUNS II	G	211093 Avg
8209	GEN TRADES MAINT WKR I	G	499042 Avg
8212	PAINTER II	G	472141 Avg
5531	SECURITY OFFICER I	G	339032 Avg
8432	TRANSPORATION TECHNICIAN II	G	474051 Avg
6001	WILDLIFE TECHNICIAN I	G	194093 Ent
4102	BEHAVIORAL HEALTH TECH II	F	292053 Exp
0016	LICENSING SPECIALIST II	F	434031 Avg
0203	MEDICAL CLMS PROC SPC III	F	439041 Exp
0503	TELLER	F	433071 Avg
3109	ACTIVITY ASSISTANT II	E	399032 Exp
7123	COOK II	E	352012 Exp
0033	OFFICE ASSISTANT III	E	439061 Exp
7122	COOK I	D	352012 Avg
0113	DATA INPUT OPERATOR II	D	439021 Exp
7010	CUSTODIAN	C	372011 Avg
7113	FOOD SERVICE ASSISTANT	C	353021 Avg
3016	HEALTH CARE ORDERLY II	C	311012 Exp

Hay Group All Organizations in North Dakota

Abercrombie & Fitch
Ace Hardware
ACUITY
Aetna
Agrium US
Akzo Nobel - Car Refinishes
Alcon Laboratories
Altru Health System
Altru Health System
American Crystal Sugar
American Eagle Outfitters
American Express -- CM
American Family Insurance Group
Anonymous Life Sciences Company 3
Anonymous Life Sciences Company 5
Anonymous Life Sciences Company 6
Anonymous Life Sciences Company 7
Aramark
Archer Daniels Midland
Ashland -- Hercules Water Technologies
Baker Petrolite
Barnes Group Inc.
BASF
Best Buy
Big Lots
Bon-Ton Stores
Bristol-Myers Squibb
Cabela's
Cargill
Caribou Coffee
Caterpillar
Catholic Health Initiatives
CBRL Group
CBRL Group -- Cracker Barrel Old Country - Retail
Champion Technologies
Champs Sports
Charming Shoppes - Catherine's
Charming Shoppes - Lane Bryant
CHI -- Mercy Medical Center - Williston
CHI -- St. Joseph's Hospital and Health Center - Dickinson
CHI -- Villa Nazareth Corporation
Chico's FAS
Chico's FAS -- Chico's
Children's Place
CHS
CNH Global

Collective Brands
Compass Group -- NAD
Continental Resources Inc.
COUNTRY Insurance & Financial Services
Coventry Health Care
CVS/Caremark
Daichi Sankyo
Darden Restaurants -- Olive Garden
Darden Restaurants -- Red Lobster
Deere
Department of Veterans Affairs
Dollar Tree Stores
Dow Chemical
Dow Chemical--Dow AgroSciences
Dr Pepper Snapple Group
Eaton
Express
Family Dollar Stores
FedEx
FedEx -- FedEx Express
FedEx -- FedEx Office and Print Services
FMC Corporation - Agricultural Products Group
Foot Locker Stores
GNC
Halifax Health
Hallmark Cards - Retail
Helmerich & Payne, Inc.
Helzberg Diamonds
Hershey Foods
Hilti -- US
Hoffman Roche Group
Home Depot, The
Hot Topic
J. C. Penney
King Pharmaceuticals
Kohl's
Limited Brands -- Bath & Body Works
Limited Brands -- Victoria's Secret Stores
Limited Stores
Lowe's
Macy's
MeritCare Health System
Michaels Stores -- Michaels Stores
Nestle USA
New York & Company
Northrop Grumman
Novo Nordisk

NPC
OfficeMax
Perkins Restaurant & Bakery
PETCO
PETsMART
Pfizer
Pier 1 Imports
Pioneer Hi-Bred International
PPG Industries -- Coatings & Resins
Praxair
Prime Therapeutics LLC
Sears Holdings
Sodexo -- Sodexo
Staples
Starbucks
SuperValu
Takeda Pharmaceuticals North America, Inc.
Talbots
Target
Texas Roadhouse
TJX Companies
Toys R Us
Tractor Supply
Tween Brands
VA Medical Center - Fargo Campus
Wal-Mart Stores -- Sam's Club
Wal-Mart Stores -- Stores and Super Stores
Wells Fargo
Workforce Safety Insurance
Zale

List of Benchmark Matches - Hay Group - All Organizations - All Jobs by Points

State of ND Job Code	Benchmark Position	Grade
2030	CHIEF TRANS ENGINEER	V
3522	CHIEF ENVIR HLTH SECTION	T
100	DEPUTY CIO & DIRECTOR-ITD	T
5715	HP FIELD OPERATIONS COMMANDER	S
2025	ADMIN TRANS ENGINEER II	R
229	DIR, FINANCIAL MGMT DIV	R
5120	DIR, PRISONS DIV/WARDEN	R
3030	DIRECTOR OF NURSING-NDSH	R
5121	WARDEN, JRCC	R
4050	DIR, CHILD & FAM SVCS-DHS	Q
4278	DIRECTOR, VOCATIONAL REHABILITATION DIVISION	Q
138	DIVISION DIRECTOR, ITD	Q
4040	HUMAN SERVICE CENTER DIR II	Q
225	ACCOUNTING MANAGER II	P
6008	CHIEF-WILDLIFE DIVISION	P
807	CLASS & COMP MGR	P
5100	DIR, PAROLE & PROBATION SVCS	P
4053	DIRECTOR, AGING SERVICES	P
1605	DIRECTOR, P/S EDUC PRGMS	P
806	HUMAN RESOURCE DIRECTOR II	P
4036	HUMAN SVC PRGM ADMIN VI	P
1224	STATE LIBRARIAN	P
712	ATTORNEY II	O
2205	DIR, RIGHT-OF-WAY DIV	O
5274	ENVIRON SCIENCES ADMIN I	O
5710	HWY PATROL DISTRICT COMMANDER	O
3020	NURSE PRACTITIONER	O
5104	PAROLE & PROB PRGM MGR	O
5116	PENITENTIARY INDUSTR DIR	O
3262	PHARMACIST II	O
893	PROJECT MANAGER III	O
1073	VOC TECH ED PROG DIR/SUP	O
4216	ADVANCED CLINICAL SPEC	N
882	BUSINESS ANALYST II	N
432	BUSINESS MANAGER II	N
830	CIVIL RIGHTS DIVISION DIRECTOR	N
6013	DISTRICT GAME WARDEN SUPV	N
2043	ENVIRONMENTAL ENGR III	N
4034	HUMAN SVC PRGM ADMIN IV	N
8060	HWY MAINTENANCE SUPT	N
190	INFORMATION TECHNOLOGY MANAGER	N
8132	PHYSICAL PLANT DIR II	N
2023	TRANSPORTATION ENGR III	N
804	HUMAN RESOURCE OFFICER II	M

List of Benchmark Matches - Hay Group - All Organizations - All Jobs by Points

State of ND		
Job Code	Benchmark Position	Grade
6045	PARK MANAGER I	M
3063	REGISTERED NURSE III	M
2051	WATER RESOURCE ENGR II	M
6053	WATER RESOURCE PROG ADMIN II	M
223	ACCOUNT/BUDGET SPEC III	L
953	ADMIN STAFF OFFICER III	L
243	AUDITOR III	L
312	COMPLIANCE OFFICER II	L
5132	CORRECTIONAL SUPERVISOR II	L
445	CUSTOMER SERVICE OFFICE MGR	L
1603	EDUCATION PROGRAM ADM III	L
402	FINANCIAL INST EXMNR II	L
7163	FOOD SERVICE DIRECTOR II	L
422	GRANTS/CONTRACTS OFR II	L
4142	HUMAN RELATIONS COUNS	L
1213	LIBRARIAN III	L
5102	PAROLE & PROB OFFICER II	L
2103	PLANNER III	L
143	PROGRAMMER ANALYST III	L
602	PURCHASING AGENT II	L
3062	REGISTERED NURSE II	L
903	RESEARCH ANALYST III	L
5050	SAFETY OFFICER	L
162	SYSTEMS ADMINISTRATOR II	L
819	TRAINING OFFICER II	L
4223	VOC REHAB COUNS III	L
4133	ADDICTION COUNSELOR II	K
6072	BIOLOGIST II	K
3232	CHEMIST II	K
4262	CLAIMS ADJUSTER II - WSI	K
5208	CONSUMR FRAUD INVESTGR I	K
5211	CRIMINAL INVESTIGATOR I	K
4072	DEV DISABIL CASEMGR II	K
3544	DIETITIAN II	K
6012	DISTRICT GAME WARDEN II	K
1602	EDUCATION PROGRAM ADM II	K
5272	ENVIRON SCIENTIST II	K
3412	EPIDEMIOLOGIST II	K
2114	GIS SPECIALIST II	K
803	HUMAN RESOURCE OFFICER I	K
5706	HWY PATROL OFFICER II	K
4302	JUVENILE CORRECTIONS SPEC	K
703	PARALEGAL	K
6040	PARK RANGER	K

List of Benchmark Matches - Hay Group - All Organizations - All Jobs by Points

State of ND Job Code	Benchmark Position	Grade
822	PUBLIC INFO SPEC II	K
902	RESEARCH ANALYST II	K
4212	SOCIAL WORKER II	K
169	TELECOMM ANALYST II	K
2015	TRANSPORTATION PROJ MGR	K
8437	TRANSPORTATION SRVCS SUPV II	K
490	UNDERWRITER - WSI	K
6052	WATER RESOURCE PROGRAM ADMIN I	K
221	ACCOUNT/BUDGET SPEC I	J
6222	AG PROGRAM INSPECTOR II	J
241	AUDITOR I	J
4205	CHILD SUPPORT INVEST	J
174	COMPUTER & NETWK SPEC II	J
4004	ELIG WORKER SUPERVISOR	J
802	HUMAN RESOURCE TECH II	J
4031	HUMAN SVC PRGM ADMIN I	J
8050	HWY TRAFFIC CONT SUPV	J
702	LEGAL ASSISTANT II	J
871	MULTI-MEDIA DEVELOPER I	J
3061	REGISTERED NURSE I	J
158	TELECOMM TECH III	J
2021	TRANSPORTATION ENGR I	J
911	ADMIN OFR I	I
5136	CORRECTIONS AGENT II	I
442	CUST SERVICE SPEC	I
4003	ELIG WORKER II	I
8323	FLEET & EQUIP TECH III	I
4030	HUMAN SVC PRGM SPEC	I
4120	JUVENILE INST RES SPEC I	I
3052	L P NURSE II	I
3202	MEDICAL LAB TECH II	I
131	PROGRAMMER	I
6403	SENIOR SEED ANALYST	I
482	UNEMP INS CLMS CNTR SPEC	I
42	ADMIN ASSISTANT II	H
5112	CORRECTIONAL OFFICER II	H
135	CUST TECH SUPP SPEC II	H
7015	CUSTODIAL SUPERVISOR II	H
8242	ELECTRICIAN II	H
8292	ELECTRONICS TECHNICIAN II	H
2003	ENGINEERING TECH III	H
801	HUMAN RESOURCE TECH II	H
8232	PLUMBER II	H
632	STOREKEEPER II	H

List of Benchmark Matches - Hay Group - All Organizations - All Jobs by Points

State of ND Job Code	Benchmark Position	Grade
212	ACCOUNT TECHNICIAN II	G
8222	CARPENTER II	G
302	COLLECTIONS OFFICER II	G
5022	COMMUNICATIONS SPEC II	G
4239	COMMUNITY HOME COUNS II	G
3239	EVIDENCE TECHNICIAN	G
8209	GEN TRADES MAINT WKR I	G
8212	PAINTER II	G
5531	SECURITY OFFICER I	G
8432	TRANSPORATION TECHNICIAN II	G
6001	WILDLIFE TECHNICIAN I	G
41	ADMIN ASSISTANT I	F
4102	BEHAVIORAL HEALTH TECH II	F
5242	DRIVERS LICENSE EXMNR II	F
3213	LABORATORY TECHNICIAN III	F
16	LICENSING SPECIALIST II	F
203	MEDICAL CLMS PROC SPC III	F
503	TELLER	F
3109	ACTIVITY ASSISTANT II	E
7123	COOK II	E
4110	DIRECT TRAINING TECH I	E
22	DOCUMENT IMAGING SPEC II	E
4402	HUMAN SERVICE AIDE II	E
33	OFFICE ASSISTANT III	E
7122	COOK I	D
113	DATA INPUT OPERATOR II	D
1205	LIBRARY ASSOCIATE I	D
7010	CUSTODIAN	C
7113	FOOD SERVICE ASSISTANT	C
3016	HEALTH CARE ORDERLY II	C

North Dakota Healthcare Foundation (NDHF) Participants

Altru Health System
Innovis Health
Medcenter One
MeritCare Health System
St Alexis Medical Center
Trinity Health
Triumph Hospital - Central Dakota
Ashley Medical Center
Carrington Health Center
Cavalier County Memorial Hospital
Cooperstown Medical Center
First Care Health Center
Garrison Memorial Hospital
Heart of America Medical Center
Hillsboro Medical Center
Huron Regional Medical Center
Jacobson Memorial Hospital
Jamestown Hospital
Linton Hospital
Lisbon Area Health Services
McKenzie County Healthcare Systems
Mercy Hospital (Devils Lake)
Mercy Hospital (Valley City)
Mercy Medical Center (Williston)
Mountrail County Health Center
North Dakota State Hospital
Northwood Deaconess Health Center
Oakes Community Hospital
Pembina County Memorial Hospital
Presentation Medical Center
Sakakawea Medical Center
Southwest Healthcare Services
St Aloisius Medical
St Andrew's Health Center
St Joseph's Hospital & Health Center
St Luke's Hospital
Tioga Medical Center
Towner County Medical Center
Union Hospital
Unity Medical Center
West River Regional Medical Center
Wishek Community Hospital & Clinics

List of Benchmark Matches - NDHF Survey

State of ND Job Code	Benchmark Position	Grade	NDHF Match Code
7113	FOOD SERVICE ASSISTANT	C	74
7010	CUSTODIAN	C	126
7122	COOK I	D	68
0033	OFFICE ASSISTANT III	E	55
3109	ACTIVITY ASSISTANT II	E	417
0802	HUMAN RESOURCE TECH II	J	128
0041	ADMIN ASSISTANT I	F	122
7015	CUSTODIAL SUPERVISOR II	H	350
0632	STOREKEEPER II	H	78
3202	MEDICAL LAB TECH II	I	67
3213	LABORATORY TECHNICIAN III	F	67
0042	ADMIN ASSISTANT II	H	128
3052	L P NURSE II	I	47
8222	CARPENTER II	G	76
8232	PLUMBER II	H	86
3544	DIETITIAN II	K	203
8242	ELECTRICIAN II	H	77
3062	REGISTERED NURSE II	L	45
4212	SOCIAL WORKER II	K	26
8132	PHYSICAL PLANT DIR II	N	325
0162	SYSTEMS ADMINISTRATOR II	L	110
0225	ACCOUNTING MANAGER II	P	347
3030	DIRECTOR OF NURSING-NDSH	R	329
3020	NURSE PRACTITIONER	O	41
3262	PHARMACIST II	O	364