

**1998 GREATER LEXINGTON AREA WAGE SURVEY  
BY WILLIAM M. MERCER, INC.  
MAY 1, 1998  
SELECTED DISTRIBUTION STARTING WAGES**

		25th Percentile	Average	Weighted Average	50th Percentile	75th Percentile	Number of Employees	Number of Companies
<b><u>General Management, Financial, Accounting &amp; Legal</u></b>								
Office Supervisor / Manager	Exempt	\$21,800	\$25,600		\$22,300	\$31,000	66	16
Bookkeeping/Accounting Supervisor	Exempt	\$24,500	\$32,400	\$32,000	\$33,600	\$39,900	17	12
Accountant	Exempt	\$23,900	\$26,900	\$26,900	\$27,000	\$30,000	98	33
Internal Auditor	Exempt	\$30,100	\$34,600		\$34,400	\$39,100	14	8
<b><u>General Administrative, Clerical &amp; Secretarial</u></b>								
Office Helper / Messenger	Nonexempt	\$6.39	\$7.03		\$6.78	\$7.38	54	12
Receptionist / Switchboard Operator	Nonexempt	\$7.00	\$7.84		\$7.70	\$8.46	224	49
General Clerk	Nonexempt	\$6.83	\$7.75		\$7.83	\$8.37	384	26
Secretary	Nonexempt	\$7.00	\$8.39		\$8.41	\$9.71	560	26
Accounting Clerk	Nonexempt	\$7.92	\$8.92		\$8.80	\$9.78	314	45
Bookkeeper	Nonexempt	\$8.75	\$9.68		\$9.62	\$10.46	110	16
<b><u>Human Resources &amp; Payroll</u></b>								
Payroll Supervisor	Exempt	\$26,100	\$31,000		\$28,100	\$35,200	21	13
Human Resource Generalist	Exempt	\$26,100	\$32,100		\$30,600	\$35,200	51	24
Payroll Clerk	Nonexempt	\$8.43	\$10.02		\$9.96	\$11.53	121	26
Human Resource / Personnel Clerk	Nonexempt	\$8.43	\$9.37		\$9.31	\$9.93	138	16
<b><u>Facilities &amp; Materials Management, Logistics</u></b>								
Building and Maintenance Manager	Exempt	\$30,900	\$37,000	\$41,700	\$36,300	\$42,200	46	28
Security Manager	Exempt	\$27,000	\$37,400		\$33,600	\$48,500	11	8
Safety Manager	Exempt	\$31,500	\$40,900	\$44,400	\$43,200	\$46,400	22	19
Environment Manager	Exempt	\$37,200	\$45,600	\$45,700	\$45,300	\$50,900	13	12
Buyer / Purchasing Agent	Exempt	\$24,800	\$27,600	\$27,300	\$26,400	\$30,000	108	35
Warehouse Supervisor	Exempt	\$23,200	\$30,800		\$29,900	\$37,600	55	18
Purchasing Manager	Exempt	\$31,200	\$41,400	\$45,200	\$41,600	\$47,700	42	25
Materials Manager	Exempt	\$35,400	\$44,300		\$43,500	\$50,200	44	23
<b><u>Facilities &amp; Equipment Maintenance / Skilled Trades</u></b>								

General Maintenance Worker	Nonexempt	\$7.20	\$9.20	\$9.08	\$8.45	\$10.75	228	34
Maintenance Mechanic - Buildings	Nonexempt	\$9.32	\$11.62	\$12.85	\$11.50	\$12.69	110	19
Security Officer (Unarmed)	Nonexempt	\$6.13	\$6.92		\$7.06	\$7.57	78	6
Security Officer (Armed)	Nonexempt	\$7.51	\$8.66		\$8.32	\$10.14	107	6
<b><u>Materials Management</u></b>								
Purchasing Clerk	Nonexempt	\$7.93	\$9.56	\$9.49	\$9.00	\$10.68	57	30
Inventory Control Clerk	Nonexempt	\$7.86	\$8.73	\$8.70	\$8.25	\$9.93	32	15
Shipping and/or Receiving Clerk	Nonexempt	\$7.50	\$8.74	\$8.99	\$8.40	\$10.00	109	34
Material Handler	Nonexempt	\$7.26	\$9.00		\$8.40	\$10.23	579	26
Warehouse Worker	Nonexempt	\$7.00	\$8.27		\$7.66	\$9.49	174	20
Packer	Nonexempt	\$7.00	\$8.36		\$7.70	\$9.81	29	6
Forklift Operator	Nonexempt	\$8.25	\$9.96	\$10.26	\$10.25	\$11.63	91	11
Truck Driver, Light Heavy Equipment Operator	Nonexempt	\$6.99	\$7.89		\$7.70	\$8.25	197	13
	Nonexempt	\$11.00	\$13.64		\$13.95	\$15.83	144	7
<b><u>General Service</u></b>								
Food Service Worker	Nonexempt	\$5.76	\$6.37		\$6.42	\$6.94	128	4
Laborer	Nonexempt	\$6.73	\$7.95		\$7.50	\$8.72	285	18
Janitor/Housekeeper	Nonexempt	\$6.04	\$7.35		\$7.08	\$8.25	615	16