

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

SELECTED MANUFACTURING STARTING WAGES

		25th Percentile	Average	Weighted Average	50th Percentile	75th Percentile	Number of Employees	Number of Companies
<u>General Management, Financial, Accounting & Legal</u>								
Office Supervisor / Manager	Exempt	\$21,800	\$25,600		\$22,300	\$31,000	66	16
Accountant	Exempt	\$23,900	\$26,900	\$26,900	\$27,000	\$30,000	98	33
Budget Analyst	Exempt	\$28,900	\$33,600		\$34,200	\$37,600	9	5
Financial Analyst	Exempt	\$28,500	\$34,000		\$36,600	\$39,000	48	10
Internal Auditor	Exempt	\$30,100	\$34,600		\$34,400	\$39,100	14	8
Controller	Exempt	\$38,500	\$52,700	\$52,700	\$55,000	\$61,100	43	42
<u>General Administrative, Clerical & Secretarial</u>								
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
<u>Human Resources & Payroll</u>								
Payroll Supervisor	Exempt	\$26,100	\$31,000		\$28,100	\$35,200	21	13
Employment Interviewer / Recruiter	Exempt	\$24,000	\$29,700		\$27,400	\$38,200	33	12
Training Specialist	Exempt	\$22,600	\$31,700		\$29,600	\$41,300	58	12
Human Resource Generalist	Exempt	\$26,100	\$32,100		\$30,600	\$35,200	51	24
Employee Benefits Manager	Exempt	\$34,800	\$40,600	\$40,000	\$38,000	\$44,500	15	13
Training Manager	Exempt	\$34,300	\$45,000		\$43,300	\$56,700	14	6
Human Resource Manager / Director	Exempt	\$38,300	\$46,700		\$44,900	\$55,000	68	44
Total Quality Manager	Exempt	\$37,400	\$47,200	\$48,300	\$42,200	\$55,200	16	15
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
Human Resource / Personnel Technician	Nonexempt	\$10.05	\$11.27		\$10.81	\$12.82	84	19
<u>Facilities & Materials Management, Logistics</u>								
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
Materials Manager	Exempt	\$35,400	\$44,300		\$43,500	\$50,200	44	23

Facilities & Equipment Maintenance / Skilled Trades

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
Electro-Mechanical Technician	Nonexempt	\$9.00	\$12.69		\$13.45	\$15.00	825	17
Carpenter	Nonexempt	\$8.23	\$9.44		\$8.50	\$10.26	62	13
Maintenance Electrician	Nonexempt	\$11.54	\$12.92	\$13.81	\$12.00	\$13.88	79	16
Electrician, Senior	Nonexempt	\$9.50	\$11.54		\$10.73	\$13.98	25	7
Maintenance Plumber	Nonexempt	\$8.52	\$9.19		\$8.94	\$9.98	29	6
Welder	Nonexempt	\$9.86	\$12.22	\$10.98	\$10.65	\$13.76	189	17
Heating / Air Conditioning (HVAC) Mechanic	Nonexempt	\$9.23	\$10.32		\$10.50	\$11.50	47	9
Sheet Metal Worker	Nonexempt	\$8.15	\$10.13		\$9.00	\$12.46	101	9
Machinist	Nonexempt	\$8.98	\$11.49		\$10.87	\$13.94	99	10
Tool & Die Maker	Nonexempt	\$12.00	\$13.91		\$14.40	\$15.30	231	12
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

Materials Management

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	Nonexempt	\$6.99	\$7.89		\$7.70	\$8.25	197	13
Heavy Equipment Operator	Nonexempt	\$11.00	\$13.64		\$13.95	\$15.83	144	7

Manufacturing & Quality Control

Production Supervisor	Exempt	\$28,500	\$33,600		\$34,900	\$39,000	516	37
Plant Manager	Exempt	\$45,400	\$67,100	\$64,300	\$57,800	\$96,800	37	26
Manufacturing Manager	Exempt	\$45,000	\$54,000		\$55,000	\$62,400	182	21
Quality Control Manager	Exempt	\$35,000	\$45,200		\$44,500	\$55,000	60	26

Manufacturing

Assembler (Unskilled)	Nonexempt	\$7.00	\$8.24		\$7.00	\$8.56	4,202	14
Assembler (Skilled)	Nonexempt	\$7.50	\$8.49		\$8.45	\$9.13	1,194	17
Assembler / Electronic / Machine / Precision Worker	Nonexempt	\$7.71	\$8.59		\$8.00	\$8.98	1,200	12
Semi-skilled Processor / Production Worker	Nonexempt	\$7.50	\$8.76	\$9.29	\$8.50	\$10.20	437	21
Skilled Processor / Production Worker	Nonexempt	\$8.53	\$10.51	\$10.79	\$9.85	\$12.45	255	12
Plastics Machine Operator	Nonexempt	\$6.50	\$7.53		\$7.39	\$7.75	159	8
Plastics Setup Person	Nonexempt		\$7.92		\$7.50	\$9.25	15	4
Painting Machine Operator	Nonexempt	\$7.00	\$8.46	\$8.33	\$8.00	\$10.35	28	7
Quality Control Inspector	Nonexempt	\$7.94	\$9.48		\$8.68	\$10.52	615	23
Production Planner	Nonexempt	\$9.65	\$11.84	\$11.93	\$11.00	\$15.00	47	24
Production Group Leader	Nonexempt	\$9.62	\$11.52		\$10.45	\$13.00	1,065	22
<u>Technical, Scientific & Engineering</u>								
Industrial Chemist	Exempt						3	4
Drafting Supervisor	Exempt		\$39,500		\$40,200	\$43,100	4	4
Electrical Engineer (Entry)	Exempt	\$27,300	\$35,000		\$34,600	\$43,000	7	4
Electrical Engineer (Intermediate)	Exempt	\$35,000	\$42,200		\$40,900	\$44,600	69	10
Industrial Engineer	Exempt	\$31,500	\$37,400		\$37,200	\$44,100	20	10
Chemical Engineer	Exempt						21	4
Mechanical Engineer (Entry)	Exempt	\$33,100	\$35,400	\$35,000	\$35,400	\$37,900	27	8
Mechanical Engineer (Intermediate)	Exempt	\$32,900	\$36,800	\$37,700	\$37,200	\$40,300	72	16
Lab Assistant	Nonexempt		\$8.17		\$7.79	\$9.00	51	3
Lab Technician	Nonexempt	\$8.61	\$9.96		\$10.00	\$10.95	90	17
Lab Technician, Senior	Nonexempt	\$9.29	\$13.06		\$11.96	\$18.02	209	9
Drafter	Nonexempt	\$9.64	\$10.31		\$10.59	\$10.99	36	8
Drafter, Senior	Nonexempt	\$12.68	\$14.18		\$14.44	\$15.48	37	7
CAD Operator	Nonexempt	\$10.00	\$11.12		\$11.34	\$12.19	48	13
CAD Operator, Senior	Nonexempt	\$11.61	\$13.27		\$13.13	\$14.78	86	15
Numerical Control (CNC) Programmer/Technician	Nonexempt		\$12.35		\$10.00	\$18.35	12	4
Computer Repair Technician (Entry)	Nonexempt	\$8.10	\$10.06	\$10.06	\$8.64	\$12.74	8	6
Computer Repair Technician	Nonexempt		\$10.67		\$11.48	\$11.89	12	6
Electronics Technician	Nonexempt		\$16.98		\$17.13	\$18.88	48	5
Electronics Technician, Senior	Nonexempt	\$12.06	\$15.88		\$16.74	\$18.69	92	9

General Service

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