

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

**AVERAGE STARTING WAGES**

		25th Percentile	Average	Weighted Average	50th Percentile	75th Percentile	Number of Employees	Number of Companies
<b><u>General Management, Financial, Accounting</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
Accountant, Senior	Exempt	\$30,200	\$33,600	\$33,300	\$33,600	\$37,600	42	20
General Accounting Manager	Exempt	\$31,200	\$39,400	\$38,200	\$40,000	\$47,400	39	27
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
Credit and Collections Manager	Exempt		\$35,800		\$39,200	\$40,000	6	6
Controller	Exempt	\$38,500	\$52,700	\$52,700	\$55,000	\$61,100	43	42
<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
General Clerk, Senior	Nonexempt	\$8.00	\$9.04		\$9.01	\$10.33	259	20
Secretary	Nonexempt	\$7.00	\$8.39		\$8.41	\$9.71	560	26
Secretary, Senior	Nonexempt	\$8.07	\$9.54		\$9.63	\$11.10	584	33
Executive Secretary	Nonexempt	\$9.37	\$11.05		\$10.58	\$12.64	170	33
Administrative Assistant	Nonexempt	\$9.00	\$10.50		\$10.00	\$11.54	368	41
Dispatcher	Nonexempt	\$6.55	\$9.42		\$8.75	\$10.09	35	8
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
Cashier	Nonexempt	\$7.34	\$8.59		\$8.29	\$9.70	120	8
<b><u>Human Resources &amp; Payroll</u></b>								
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

### **Legal**

Legal Secretary	Nonexempt	\$10.62	\$11.40		\$11.19	\$12.28	42	5
Paralegal (E)	Exempt		\$24,800		\$21,800	\$31,800	5	3
Attorney	Exempt		\$38,400		\$33,400	\$50,000	5	3
Attorney, Senior	Exempt	\$55,000	\$63,700		\$65,900	\$67,600	19	8

### **Information Systems**

Network Technician (NE)	Nonexempt	\$12.38	\$14.61	\$14.49	\$14.68	\$16.83	28	18
Lan Administrator	Exempt	\$27,000	\$33,800		\$31,200	\$43,000	23	16
PC Support Specialist	Exempt	\$22,000	\$29,300		\$28,700	\$34,100	61	14
Programmer / Analyst	Exempt	\$34,500	\$38,300		\$37,000	\$45,500	103	18
Project Leader	Exempt	\$35,800	\$41,200		\$41,200	\$46,700	33	7
Systems Analyst	Exempt	\$30,700	\$37,300		\$34,400	\$43,400	69	12
Telecommunications Manager	Exempt		\$39,800		\$39,000	\$43,100	10	7
MIS Director	Exempt	\$45,300	\$53,600	\$54,100	\$51,200	\$62,700	26	25
Data Entry Clerk / Operator	Nonexempt	\$7.44	\$8.13		\$7.93	\$9.01	47	10
Computer Operator	Nonexempt	\$8.39	\$9.73		\$9.50	\$10.41	31	7
Computer Operator, Senior	Nonexempt	\$11.42	\$12.47	\$12.29	\$12.84	\$13.08	19	9
Programmer (E)	Exempt	\$25,000	\$27,900		\$28,800	\$29,900	35	3
Programmer, Intermediate (E)	Exempt	\$28,100	\$31,500		\$31,900	\$33,000	80	10

### **Marketing, Sales & Technical**

#### **Writing**

Public Relations Manager	Exempt	\$27,600	\$45,600	\$48,100	\$42,600	\$64,400	16	13
Marketing Manager	Exempt	\$30,700	\$46,100	\$46,900	\$49,600	\$58,800	30	23
Sales Manager	Exempt	\$39,800	\$53,700	\$53,500	\$51,200	\$65,600	38	21
Customer Service Manager	Exempt	\$29,800	\$41,600		\$35,600	\$55,800	20	12
Customer Service Supervisor	Exempt	\$20,800	\$28,800	\$30,600	\$28,000	\$33,600	22	14
Customer Service	Exempt	\$20,600	\$23,800		\$23,200	\$26,800	65	17

Representative (E)								
Customer Service Representative (NE)	Nonexempt	\$8.03	\$9.37		\$9.64	\$10.37	256	20

**Insurance & Finance / Banking**

Health Insurance Claims Processor	Nonexempt	\$8.54	\$10.02		\$9.36	\$12.16	40	4
Teller	Nonexempt						170	3
Collector	Nonexempt						7	3

**Healthcare**

Medical Transcriptionist	Nonexempt		\$9.10		\$8.79	\$9.86	105	3
Licensed Practical Nurse (LPN)	Nonexempt		\$9.38		\$9.11	\$10.04	85	3
Registered Nurse (RN)	Nonexempt	\$11.18	\$13.13		\$12.94	\$15.00	1,475	8
Medical Assistant	Nonexempt		\$8.54		\$8.29	\$9.23	130	3

**Facilities & Materials Management, Logistics**

Facilities Engineering Manager	Exempt	\$35,000	\$42,100	\$42,100	\$40,400	\$50,300	10	10
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
Environmental 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

**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	\$11.50	\$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
Sheet Metal Worker	Nonexempt	\$8.15	\$10.13		\$9.00	\$12.46	101	9
Welder	Nonexempt	\$9.86	\$12.22	\$10.98	\$10.65	\$13.76	189	17
Heating / Air Conditioning (HVAC)	Nonexempt	\$9.23	\$10.32		\$10.50	\$11.50	47	9

<b>Mechanic</b>								
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
<b>Security Officer</b>								
(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
<b>Shipping and/or Receiving</b>								
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
<b>Heavy Equipment</b>								
Operator	Nonexempt	\$11.00	\$13.64		\$13.95	\$15.83	144	7
<b><u>Manufacturing &amp; Quality Control</u></b>								
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
<b><u>Production &amp; Manufacturing</u></b>								
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
<b>Assembler/ Electronic/ Machine/Precision</b>								
Worker	Nonexempt	\$7.71	\$8.59		\$8.00	\$8.98	1,200	12
<b>Semi-skilled Processor/ Production Worker</b>								
	Nonexempt	\$7.50	\$8.76	\$9.29	\$8.50	\$10.20	437	21
<b>Skilled Processor / Production Worker</b>								
	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
<b>Painting Machine</b>								
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
<b><u>Technical, Scientific &amp; Engineering</u></b>								
Industrial Chemist	Exempt						4	3
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, Intermediate	Exempt	\$31,500	\$37,400		\$37,200	\$44,100	20	10
Chemical Engineer, Intermediate	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
Civil Engineer, Entry	Exempt	\$28,300	\$31,800		\$31,400	\$35,800	12	4
Civil Engineer, Intermediate	Exempt	\$32,100	\$35,500		\$34,200	\$39,700	25	6
Engineering Supervisor	Exempt	\$36,900	\$41,500		\$43,200	\$47,400	42	15
Engineering Manager	Exempt	\$45,000	\$54,100	\$56,800	\$55,600	\$62,400	91	25
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	\$18.00	8.9	1361.9

Senior