

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

AVERAGE WHITE COLLAR STARTING WAGES

		25th Percentile	Average	Weighted Average	50th Percentile	75th Percentile	Number of Employees	Number of Companies
<u>General Management, Financial, Accounting</u>								
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
<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
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
<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	Exempt	\$34,800	\$40,600	\$40,000	\$38,000	\$44,500	15	13

Manager								
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 Representative (E)	Exempt	\$20,600	\$23,800		\$23,200	\$26,800	65	17

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

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

Technical, Scientific & Engineering

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,	Exempt	\$33,100	\$35,400	\$35,000	\$35,400	\$37,900	27	8

Entry

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		\$45,000	\$54,100	\$56,800	\$55,600	\$62,400	91	25