

2010 Nationwide Distribution Center Compensation Survey



Detail Report

Report ID

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102020 Picker/Packer 2

PAY TYPE DISPLAYED: Annual Rate

	Established Ranges			In-Hire Rate	Base Pay as of April 2010	Actual Variable Cash	Actual Total Cash Earned	Targeted Variable Cash	Targeted Total Cash
	Range Minimum	Control Point	Range Maximum						
90th Percentile	\$23,000	\$27,678	\$32,256	\$23,556	\$31,594	\$4,175	\$29,806	\$1,260	\$29,806
75th Percentile	\$23,040	\$28,800	\$34,600	\$26,306	\$29,349	\$2,900	\$26,416	\$1,260	\$26,451
50th Percentile	\$23,275	\$29,099	\$34,923	\$23,700	\$27,107	\$1,411	\$23,899	\$1,248	\$23,920
25th Percentile	\$26,726	\$32,600	\$40,927	\$21,399	\$24,032	\$750	\$21,549	\$1,215	\$21,570
10th Percentile	\$28,790	\$34,685	\$41,328	\$19,370	\$21,950	\$500	\$18,720	\$1,160	\$18,720
Number Of Employees	3,522	3,560	3,522	545	3,562	236	2,336	145	2,336
Employee Weighted Average	\$23,275	\$29,099	\$34,923	\$23,928	\$25,311	\$2,072	\$24,049	\$1,214	\$24,124
Number Of Companies	22	25	22	23	25	7	18	6	18
Company Weighted Average	\$23,275	\$29,099	\$34,923	\$22,087	\$24,528	\$1,636	\$23,729	\$1,031	\$24,073
Mean Earning Mix					92.93%	7.06%	100.0%	4.63%	100.0%
Percent Of Companies Submitting In-Hire Rate For This Job				92.0%					
Percent Of Total Employees Receiving Actual Variable Cash						4.07%			
Percent Of Total Employees Planned for Targeted Variable Cash								5.02%	
Salary Range Spread		Weighted Average	54.53%		Simple Average	53.79%			
Employment Status		Percent Full Time:	96.1%		Percent Part Time:	3.79%	Percent Seasonal:		0.01%
Union Status		Percent Union:	13.28%		Percent Non-Union:	86.72%			
FLSA Status		Percent Exempt:	0.0%		Percent Non-Exempt:	100.0%			

Empty Cell = Insufficient or no data for analysis.

