

2010 Columbus Distribution Center Compensation Survey

2010 Edition: Detail Report
Report ID = Sample Data

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518 General Clerk

FUNCTIONAL DUTIES AND RESPONSIBILITIES: Performs a limited variety of general clerical duties for functional groups including generating labels, scanning files, compiling and arranging data, making standard computations, processing and coding documents and maintaining orderly records and files. Routines are generally prescribed and supervision is readily available.

MINIMUM EDUCATION: Typically have high school level written and analytical skills

MINIMUM EXPERIENCE: 2-3 years.

	Established Ranges			Annual Pay Rates			
	Range Minimum	Control Point	Range Maximum	Base Pay July 1, 2010	FY09 Cash Incentive Pay	FY10 Cash Incentive Target %	Total Cash
Employee Weighted Average	\$10.97	\$13.73	\$16.44	\$14.44	\$0.63	5.23%	\$14.57
Simple/Unweighted Average	\$11.27	\$13.99	\$16.41	\$14.80	\$0.61	5.25%	\$14.95
10th Percentile	\$10.00	\$12.61	\$15.00	\$11.13	\$0.46	2.0%	\$11.19
25th Percentile	\$10.20	\$12.95	\$15.70	\$12.50	\$0.51	4.0%	\$12.95
50th Percentile	\$10.57	\$12.95	\$15.70	\$14.64	\$0.66	4.8%	\$14.80
75th Percentile	\$11.85	\$14.20	\$17.00	\$15.70	\$0.68	5.0%	\$15.70
90th Percentile	\$12.00	\$15.81	\$19.71	\$17.85	\$0.92	12.0%	\$18.31
Number Of Companies	16	15	16	19	5	6	19
Number Of Employees	412	406	412	457	92	105	457
Earning Mix (Only For Those Receiving Other Cash)				95.99%	4.0%		100%
Percentage of Total Employees Eligible					33.04%		
Percentage of Companies With Eligible Employees					52.63%		
Percentage of Eligible Employees Who Receive Payment					60.93%		
Percentage of Total Employees Receiving Incentive Pay					20.13%		
Percentage of Total Employees Who Are Seasonal					0.22%		
Salary Range Spread	Weighted Average	50.65%	Simple Average	46.76%			
Employment Status	Full Time	96.06%	Part Time	3.94%			
Union Status	Union	11.82%	Non-Union	88.18%			
FLSA Status	Exempt	0.0%	Nonexempt	100.0%			
Job Match	Less Complex (L)	0.0%	Very Close Match (E)	100.0%		More Complex (H)	0.0%

Empty Cell = No data or insufficient data for analysis.