

Distribution Center Compensation Survey



2017 Edition: Breakout Report
Report ID = Sample Report

3/15/2018 1:18:21 PM

Country: United States

Currency: US Dollars

WHG-L3 Warehouse General Worker - Career

	Established Ranges			In-Hire Rate	Actual Total Cash			Target Variable Cash %	Allowances	Shift Differential % of Base	Shift Differential Hourly Rate	Relative Index	Sample Size	
	Range Minimum	Control Point	Range Maximum		Base Pay as of 1 April	Actual Variable Cash	Actual Total Cash						No. of Emp's	No. of Co's
Statistics														
90th Percentile	14.19	17.79	22.24	14.50	20.08	3,681	20.16	9.7%	1.44		1.00	126.3%	--	--
75th Percentile	13.34	16.00	20.42	13.86	17.45	2,085	17.95	7.0%	1.04	12.5%	2.18	112.5%	--	--
50th Percentile	12.00	15.30	18.41	13.00	15.00	999	15.40	4.0%	1.04	10.0%	1.50	96.5%	--	--
25th Percentile	10.75	14.33	16.85	12.00	13.20	411	13.49	3.0%	1.04	5%	1.12	84.5%	--	--
10th Percentile	10.47	13.25	15.60	11.20	12.00	161	12.09	2.8%	0.98	5.0%	0.60	75.8%	--	--
Product														
Apparel/Accessories/Jewelry/Footwear	11.58	14.47	17.39	11.78	13.96	758	14.50	3.7%	0.85	7.2%	1.05	91.4%	18,020	19
Cosmetics/Fragrances/Personal Care					13.07		10			6.8%	0.89	82.1%	719	5
Food/Beverage	13.76	16.25	19.14	13.52	17.85	969	17.65	3.0%	0.98	10.7%	1.92	112.6%	3,689	17
Service Years														
Less Than 2 Years	10.15	12.11	14.39	9.16	15.10		15.40			6.8%	1.02	98.1%	8,075	11
2 - 5 Years	10.85	13.27	15.76	9.95	13.20		15.79	2.8%	1.15	10.2%	1.56	96.6%	3,781	19
6 - 10 Years	11.72	14.25	16.28	17.55		852	17.88		1.42	9.8%	1.69	108.3%	3,256	28
10+ Years	12.25	15.30	18.41	17.51		1256	18.05	3.5%	1.61			109.2%	3,325	31
Age														
20 - 29	10.75	12.86	14.22	9.82	13.28		13.91			10.0%	1.33	82.2%	1,158	8
30 - 39	11.73	13.20	16.99	16.20			16.78	3.4%	0.96	8.5%	1.38	104.7%	18,750	9
40 - 49	12.75	15.25	18.33	17.99			18.40	3.8%	1.55	9.8%	1.76	113.1%	27,692	13
Metros														
AR Little Rock					13.82		14.80					92.8%	165	5
AZ Phoenix Metro	12.72	15.77	19.63		16.06	2,886	16.39	2.5%		5.1%	0.82	102.7%	1,203	18
CA East Bay Metro	12.37	15.84	19.30		18.29		18.30		1.35	10.8%	1.97	114.7%	104	8
CA Inland Empire	11.11	15.07	19.05	11.08	16.93		17.11	3.7%	1.28	8.9%	1.50	107.2%	3,301	14
CA Los Angeles Metro	13.67	16.78	20.39		17.26	1,527	17.50	4.9%	2.31	8.8%	1.51	109.6%	3,446	29
Revenue Level														
C. \$250 to \$499 Million					13.06		13.06					81.9%	398	5
D. \$500 to \$999 Million	12.54	14.15	15.92		13.41		13.41		1.25	8.25%	1.11	84.0%	650	7
E. \$1.0 to \$4.999 Billion	12.70	16.19	19.78	12.52	14.67	1,299	14.74	4.4%				92.4%	15,285	26
F. \$5.0 to \$9.999 Billion	11.62	14.63	17.76		14.86	2,544	15.39	6.1%	2.45	9.25%	1.37	96.5%	9,001	12
G. \$10.0 to \$24.999 Billion	12.97	15.65	18.50		15.49	2,586	15.98		3.72	9.75%	1.51	100.1%	28,206	15
Total Job														
Total Job	12.23	15.43	18.77	10.85	15.62	1,963	15.96	5.1%	1.37	9.75%	1.52	100.0%	82,991	83