

Distribution Center Compensation Survey



2018 Edition: Detail Report
 Report ID = SAMPLE REPORT
 Country: United States

Currency: US Dollar
 '01 September 2018

PAY FREQUENCY: Hourly Rate

WHG-L1 Warehouse General Worker - Entry

	Established Ranges			In-Hire Rate	Actual Total Cash			Target Variable Cash %	Allowances	Shift Differential % of Base	Shift Differential Hourly Rate
	Range Minimum	Control Point	Range Maximum		Base Pay as of 1 April	Actual Variable Cash	Actual Total Cash				
90th Percentile	14.19	17.79	22.24	14.50	20.08	3,681	20.16	9.7%	1.44	15.0%	3.00
75th Percentile	13.34	16.00	20.42	13.86	17.45	2,085	17.95	7.0%	1.04	12.5%	2.18
50th Percentile	12.00	15.30	18.41	13.00	15.00	999	15.40	4.0%	1.04	10.0%	1.50
25th Percentile	10.75	14.33	16.85	12.00	13.20	411	13.49	3.0%	1.04	8.5%	1.12
10th Percentile	10.47	13.25	15.60	11.20	12.00	161	12.09	2.8%	0.09	5.0%	0.60
Number Of Employees	61,860	62,944	61,860	12,375	82,991	1,297	82,991	10,984	12,546	15,465	15,465
Employee Weighted Average	12.67	15.29	18.24	12.60	15.21	1,406	15.42	5.9%	1.04	10.8%	1.60
Number Of Companies	53	54	53	31	83	34	83	20	15	22	22
Company Weighted Average	12.23	15.43	18.77	12.92	15.62	1,963	15.96	5.0%	17	9.9%	1.75
Earning Mix					85.2%	14.8%	100.0%				
% of Companies with Employees Eligible for Payment							73.7%				
% of Total Employees Receiving Payment							21.0%				
% of Employees on Step Progression Plan							2.8%				
# of Months To Get To Final Step	Weighted Average		38	Simple Average			33				
Employment Status	% Full Time		26.1%	% Part Time			61.2%	% Seasonal		12.7%	
Shift Worked	% Day Shift		69.2%	% Swing Shift			18.7%	% Graveyard Shift		19.3%	% Varied
Collective Status	% Collective		70.4%	% Market Based			39.6%				
Gender	% Female		60.1%	% Male			39.6%				
Overtime Eligibility (FLSA)	% Eligible for OT		75.1%	% Not Eligible for OT			24.9%				
Salary Range Spread	Weighted Average		55.9%	Simple Average			59.8%				
Employee Age	Weighted Average		29.4	Simple Average			30.2	50th Percentile		30	
Years of Service	Weighted Average		15.2	Simple Average			16.1	50th Percentile		15.8	