

# Summer COMPBASE® USA Compensation Survey



## Detail Report

### 1056 TELEPHONE OPERATOR

Under limited supervision, operates single or multiple position telephone switchboard. Handles incoming, outgoing, long distance, and WATS calls. May coordinate and assist in the placement of conference calls. May operate page systems. May coordinate the installation, movement, and service of telephone equipment within the facility. Experience and Training: Basic reading, writing and arithmetical ability, and 1 year of experience in the operation of a telephone system. Excludes employees who only perform reception duties without operator responsibilities.

PAY TYPE DISPLAYED: Annual Rate

	Established Ranges			Base Pay	Annual Current Paid Rates		
	Range Minimum	Control Point	Range Maximum		Individual Variable Cash	Other Variable Cash	Total Cash
Employee Weighted Average	\$24,926	\$30,348	\$35,816	\$31,155			\$31,435
Simple/Unweighted Average	\$26,036	\$32,532	\$39,042	\$32,883			\$33,344
10th Percentile	\$20,280	\$25,376	\$30,472	\$21,986			\$22,310
25th Percentile	\$20,280	\$25,376	\$30,472	\$24,925			\$24,985
50th Percentile	\$25,314	\$29,078	\$32,864	\$30,499			\$30,642
75th Percentile	\$26,480	\$31,922	\$37,363	\$34,272			\$34,986
90th Percentile	\$31,200	\$41,600	\$49,920	\$41,227			\$41,227
Number Of Companies	18	18	18	19	4	4	19
Number Of Employees	93	93	93	105	16	28	105
Earning Mix (Only For Those Receiving Other Cash)				97.84%	1.14%	1.01%	100%
Percentage of Total Employees Eligible					21.9%	30.48%	
Percentage of Companies With Eligible Employees					42.11%	26.32%	
Percentage of Eligible Employees Who Receive Payment					69.57%	87.5%	
Percentage of Total Employees Receiving Additional Cash					15.24%	26.67%	
Other Cash/Base Pay - All Employees					0.47%	0.42%	
Other Cash/Base Pay - Only Employees Receiving					2.39%	2.01%	
Salary Range Spread	Weighted Average	44.18%	Simple Average	50.08%			
FLSA Treatment	Exempt		Nonexempt	100.0%			

Empty Cell = No data or insufficient data for analysis.

**FICTITIOUS DATA**