

2009

**SOCIETY FOR HUMAN RESOURCE
MANAGEMENT OF GREATER
KANSAS CITY**

***WAGE/SALARY SURVEY -
INDIVIDUAL JOB ANALYSIS***

DATA EFFECTIVE JANUARY 1, 2009

Compiled by



Actuarial Consulting Services, Inc.

Employee Benefits Specialists

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2009 SHRM-KC Wage/Salary Survey

Compiled by Actuarial Consulting Services, Inc.

Data Collected as of January 1, 2009

Data Published May, 2009

Confidentiality

This survey has been compiled from information furnished by each respondent with the understanding that all or any portion of the information would:

- Remain strictly confidential;
- Not be used in any collective bargaining sessions or grievance proceedings;
- Completely protect respondent identity.

The survey information has been compiled solely to assist in guiding the effective management of wage, salary and benefit administration programs.

All content is for informational purposes only and is not to be construed as a guaranteed outcome. SHRM-KC or ACS cannot accept responsibility for any errors, omissions or liability resulting from the use or misuse of any such information.

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For information and questions regarding this survey contact Actuarial Consulting Services, Inc. at (402) 614-1844 or ACS@acsincnet.com or call the SHRM-KC office at (816) 472-4762.

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We are pleased to present the results of the SHRM-KC 2009 Wage/Salary Survey. The format of this report is designed to provide individual users ready access to the data most relevant to their organizations.

This report contains aggregate data for salary purposes. Custom analyses of the data are available to survey participants provided that the demographic database is of sufficient size to protect the integrity of the survey. For more information on these custom analyses, please contact Scott Stoltenberg or Paul McCoy at Actuarial Consulting Services, Inc.

(402) 614-1844 or
ssoltenberg@ACSincnet.com or
pmccoy@ACSincnet.com.

On behalf of the survey sponsor, SHRM-KC, and survey administrator, Actuarial Consulting Services, we would like to extend our sincerest appreciation to the individuals in the participating organizations for their cooperation in providing prompt and accurate salary information.

Note: The total number of respondents in each section may vary. Although there were 99 total respondents, not all respondents answered every survey question. Therefore, there is some variability in the respondents who reported data by section.

As always, we continue to learn and improve from the previous year's surveys. This year we introduced an on-line survey format. We hope that the changes made this year provided our participants and members with an easier to use product.

This year the format of the survey results has not changed. Providing a consistent look and feel throughout the survey from year to year is intended to enhance the survey's ease of use.

Position Descriptions

Jobs change over time. As jobs change, so do the position descriptions. We have updated some position descriptions for 2009. Please read through the descriptions carefully as descriptions may have changed from the 2008 survey. In many cases, the change reflects an added educational and work experience requirement typically found within the position. In other cases, the title and/or content may have changed along with the additional educational and work experience requirements.

In addition to modifying some position descriptions, we have added and deleted some positions bringing the total positions surveyed in 2009 to 208. New positions were given a new job code. Within each job family we grouped similar positions together so the job codes may not always be in numerical order.

Listed below are the positions that were modified, added and deleted for 2009.

There were no positions modified for 2009.

The positions that were added for 2009 are:

- B37: Tool and Die Maker
- B38: Welder

There were no positions deleted for 2009.

Sample Company 1	Sample Company 51
Sample Company 2	Sample Company 52
Sample Company 3	Sample Company 53
Sample Company 4	Sample Company 54
Sample Company 5	Sample Company 55
Sample Company 6	Sample Company 56
Sample Company 7	Sample Company 57
Sample Company 8	Sample Company 58
Sample Company 9	Sample Company 59
Sample Company 10	Sample Company 60
Sample Company 11	Sample Company 61
Sample Company 12	Sample Company 62
Sample Company 13	Sample Company 63
Sample Company 14	Sample Company 64
Sample Company 15	Sample Company 65
Sample Company 16	Sample Company 66
Sample Company 17	Sample Company 67
Sample Company 18	Sample Company 68
Sample Company 19	Sample Company 69
Sample Company 20	Sample Company 70
Sample Company 21	Sample Company 71
Sample Company 22	Sample Company 72
Sample Company 23	Sample Company 73
Sample Company 24	Sample Company 74
Sample Company 25	Sample Company 75
Sample Company 26	Sample Company 76
Sample Company 27	Sample Company 77
Sample Company 28	Sample Company 78
Sample Company 29	Sample Company 79
Sample Company 30	Sample Company 80
Sample Company 31	Sample Company 81
Sample Company 32	Sample Company 82
Sample Company 33	Sample Company 83
Sample Company 34	Sample Company 84
Sample Company 35	Sample Company 85
Sample Company 36	Sample Company 86
Sample Company 37	Sample Company 87
Sample Company 38	Sample Company 88
Sample Company 39	Sample Company 89
Sample Company 40	Sample Company 90
Sample Company 41	Sample Company 91
Sample Company 42	Sample Company 92
Sample Company 43	Sample Company 93
Sample Company 44	Sample Company 94
Sample Company 45	Sample Company 95
Sample Company 46	Sample Company 96
Sample Company 47	Sample Company 97
Sample Company 48	Sample Company 98
Sample Company 49	Sample Company 99
Sample Company 50	

Introduction

The wage/salary report format is designed to provide comprehensive salary information including base wages, total compensation and incentive pay. This introduction is intended to assist individual users in understanding and applying the information in each of the data fields.

It is important to note that any salary survey can only report data at a fixed moment in time. Therefore, the data should be used as an estimate or guide for making individual or organizational wage decisions. When using or interpreting the data, the following items should be taken into consideration:

- Look for large numbers of employers. In making judgments about your pay plans, an emphasis should be placed on those jobs for which large numbers of companies have reported data on many employees.
- Review the responsibilities of each position description before making comparisons with positions in your company; it is not prudent to make comparisons by title alone.

The report provides data in a number of demographic categories. In places where no numbers appear for an individual demographic designation, there were an insufficient number of responses to yield reliable data. **In general, to protect the confidentiality of the respondents, salary data does not appear where there is data for fewer than three employers and/or less than three incumbents. Where there are fewer than four incumbents no median data is reported. Additionally, where there are fewer than five incumbents no data appears in the following fields:**

- 5th, 25th, 75th and 95th percentile
- Low Wage
- High Wage

The report contains a chart showing the historical average salary for each job. Data from 2005 forward is presented in this chart. While this information can be helpful in developing and aligning wage rates, the following factors do have an impact on these average rates and should be considered when using the data:

- Fluctuation in the participant base from year to year,
- Changes in the economy, both positive and negative, and
- Changes in availability of, and demand for, individuals with the skill set required for the particular positions.

For some positions you may note spikes or dramatic changes from previous year's data. In a limited participation survey such as SHRM-KC, these anomalies are created by the fluctuation in the participating companies' responses. A single large employer can impact the data in a significant manner through participation or their withdrawal from the survey, particularly if they make up the majority of incumbents for a particular position. Therefore, the historical data may be helpful to employers using this survey to ascertain if this is a volatile position or a relatively flat participation position. If there is volatility, this may impact the way an employer may wish to use the data in pricing positions.

Job Listing by Job Family and Job Title

Job Family	Job Title	Job Code	Page
Accounting/Banking/Finance/Insurance	Accountant I	C9	89
Accounting/Banking/Finance/Insurance	Accountant II	C10	90
Accounting/Banking/Finance/Insurance	Accountant III	C11	91
Accounting/Banking/Finance/Insurance	Accounting Clerk I	C1	81
Accounting/Banking/Finance/Insurance	Accounting Clerk II	C2	82
Accounting/Banking/Finance/Insurance	Accounting Clerk III	C3	83
Accounting/Banking/Finance/Insurance	Accounting Supervisor	C13	93
Accounting/Banking/Finance/Insurance	Accounts Receivable/Payable Clerk	C8	88
Accounting/Banking/Finance/Insurance	Assistant Branch Manager	C34	114
Accounting/Banking/Finance/Insurance	Audit Project Manager	C26	106
Accounting/Banking/Finance/Insurance	Billing Clerk	C6	86
Accounting/Banking/Finance/Insurance	Branch Manager I	C32	112
Accounting/Banking/Finance/Insurance	Branch Manager II	C33	113
Accounting/Banking/Finance/Insurance	Claims Examiner	C35	115
Accounting/Banking/Finance/Insurance	Collections Supervisor	C24	104
Accounting/Banking/Finance/Insurance	Collector I	C23	103
Accounting/Banking/Finance/Insurance	Collector II	C29	109
Accounting/Banking/Finance/Insurance	Compliance Officer	C43	123
Accounting/Banking/Finance/Insurance	Consumer Loan Officer I	C36	116
Accounting/Banking/Finance/Insurance	Consumer Loan Officer II	C37	117
Accounting/Banking/Finance/Insurance	Controller - Large Company	C17	97
Accounting/Banking/Finance/Insurance	Controller - Small Company	C18	98
Accounting/Banking/Finance/Insurance	Credit Clerk	C7	87
Accounting/Banking/Finance/Insurance	Credit Manager	C15	95
Accounting/Banking/Finance/Insurance	Financial Analyst	C12	92
Accounting/Banking/Finance/Insurance	General Accounting Manager	C16	96
Accounting/Banking/Finance/Insurance	Internal Auditor I	C30	110
Accounting/Banking/Finance/Insurance	Internal Auditor II	C25	105
Accounting/Banking/Finance/Insurance	Lead Teller	C22	102
Accounting/Banking/Finance/Insurance	Loan Processor	C20	100
Accounting/Banking/Finance/Insurance	Mortgage Loan Officer I	C39	119
Accounting/Banking/Finance/Insurance	Mortgage Loan Officer II	C40	120
Accounting/Banking/Finance/Insurance	Mortgage Originator	C41	121
Accounting/Banking/Finance/Insurance	Mortgage Underwriter	C42	122
Accounting/Banking/Finance/Insurance	Payroll Specialist	C4	84
Accounting/Banking/Finance/Insurance	Payroll Supervisor	C14	94

Job Listing by Job Title

Job Title	Job Family	Job Code	Page
Account Representative/Manager	Sales, Marketing & Customer Service	I4	206
Accountant I	Accounting/Banking/Finance/Insurance	C9	89
Accountant II	Accounting/Banking/Finance/Insurance	C10	90
Accountant III	Accounting/Banking/Finance/Insurance	C11	91
Accounting Clerk I	Accounting/Banking/Finance/Insurance	C1	81
Accounting Clerk II	Accounting/Banking/Finance/Insurance	C2	82
Accounting Clerk III	Accounting/Banking/Finance/Insurance	C3	83
Accounting Supervisor	Accounting/Banking/Finance/Insurance	C13	93
Accounts Receivable/Payable Clerk	Accounting/Banking/Finance/Insurance	C8	88
Advertising Coordinator	Sales, Marketing & Customer Service	I11	213
Applications - Systems Analysis And Programming Manager	Data Processing and Systems	E13	140
Applications Programmer - Intermediate	Data Processing and Systems	E9	136
Applications Programmer - Senior	Data Processing and Systems	E10	137
Assembly Worker	Labor/Craft/Facilities	B2	46
Assistant Branch Manager	Accounting/Banking/Finance/Insurance	C34	114
Assistant to Chief Executive Officer	Clerical/Secretarial/Administrative	A13	36
Audit Project Manager	Accounting/Banking/Finance/Insurance	C26	106
Benefits Administrator	Human Resources	F10	170
Benefits Clerk	Human Resources	F9	169
Benefits Manager	Human Resources	F11	171
Billing Clerk	Accounting/Banking/Finance/Insurance	C6	86
Branch Manager I	Accounting/Banking/Finance/Insurance	C32	112
Branch Manager II	Accounting/Banking/Finance/Insurance	C33	113
Building Maintenance Worker	Labor/Craft/Facilities	B6	50
Building/Facilities Manager	Labor/Craft/Facilities	B24	68
Business Analyst	Data Processing and Systems	E29	156
Business Process Consultant	Data Processing and Systems	E24	151
CAD Operator	Labor/Craft/Facilities	B22	66
Call Center Customer Service Representative	Telemarketing & Reservation Services	J3	218
Call Center Director	Telemarketing & Reservation Services	J16	224
Call Center Team/Group Manager	Telemarketing & Reservation Services	J5	220
Call Center Team/Group Supervisor	Telemarketing & Reservation Services	J4	219
Cashier	Clerical/Secretarial/Administrative	A6	30
Certified Nursing Assistant	Health Care	H14	198
Chef	Miscellaneous	K6	230
Claims Examiner	Accounting/Banking/Finance/Insurance	C35	115

Section 4: Job Reports Overview

2009 SHRM-KC Wage/Salary Survey

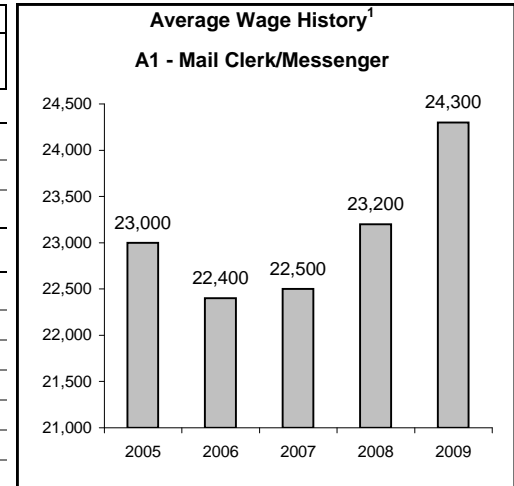
Summary of Respondent FLSA Status by Job Code

Job Code	Job Title	Typical FLSA Status	Number of Incumbents	% of Incumbents w/ Typical Status
A1	Mail Clerk/Messenger	Non-Exempt	137	100.0%
A2	File Clerk	Non-Exempt	43	100.0%
A3	Photo Copy Clerk	Non-Exempt	38	100.0%
A4	Greeter/Information Desk	Non-Exempt	210	100.0%
A5	Receptionist/PBX Operator	Non-Exempt	175	99.4%
A6	Cashier	Non-Exempt	160	100.0%
A8	Clerk Typist	Non-Exempt	86	100.0%
A9	Secretary I	Non-Exempt	239	100.0%
A10	Secretary II	Non-Exempt	320	100.0%
A11	Secretary III	Non-Exempt	531	100.0%
A12	Executive Secretary/Executive Assistant	Non-Exempt	239	83.3%
A13	Assistant to Chief Executive Officer	Exempt	48	72.9%
A15	Inventory Clerk	Non-Exempt	53	98.1%
A17	Graphic Artist	Non-Exempt	75	68.0%
A18	Manager, Office Services	Exempt	23	60.9%
A19	Office/Operations Manager	Exempt	63	90.5%
A20	Mailroom Coordinator	Exempt	21	33.3%
A21	Order Filler	Non-Exempt	663	100.0%
A22	Paralegal	Non-Exempt	57	78.9%
A23	Contract Administrator	Exempt	16	100.0%
B1	Warehouse Supervisor	Exempt	75	93.3%
B2	Assembly Worker	Non-Exempt	154	100.0%
B3	Plant/Operations Supervisor	Exempt	82	96.3%
B4	Press/Machine Operator	Non-Exempt	219	100.0%
B5	Custodian	Non-Exempt	593	99.8%
B6	Building Maintenance Worker	Non-Exempt	178	98.9%
B7	Maintenance - Carpenter	Non-Exempt	21	100.0%
B8	Maintenance - Mechanic	Non-Exempt	236	100.0%
B9	Maintenance - Electrician	Non-Exempt	67	98.5%
B10	Maintenance - Plumber	Non-Exempt	15	100.0%
B11	HVAC Mechanic	Non-Exempt	30	100.0%
B12	Third Grade Stationary Engineer	Non-Exempt	122	99.2%
B13	General Warehouse Person	Non-Exempt	326	100.0%
B14	Supply/Inventory Clerk	Non-Exempt	69	98.6%
B15	Shipping/Receiving Clerk	Non-Exempt	317	100.0%
B16	Inventory Control Manager	Exempt	24	83.3%

Guide to the Individual Job Report

a. Annual Base Wage Summary

	Counts		Base Wage				Wage Ranges			Extremes	
	# of Org's	# of Emp's	Average	25th %ile	Median	75th %ile	Avg. Min.	Avg. Mid.	Avg. Max.	Low Wage	High Wage
	1	2	3	4	5	6	7	8	9	10	11
By Respondent Size											
1 - 249	10	35	22,477	19,370	21,840	25,262	19,718	23,822	28,527	17,550	31,037
250 - 999	9	29	25,430	21,561	24,253	28,350	19,593	25,131	30,669	18,075	36,005
1,000 or more	18	73	24,664	21,865	23,442	27,050	19,856	24,880	30,220	14,393	37,500
By Respondent Industry											
Finance/Banking	4	17	23,988	19,864	22,422	24,398	19,449	23,615	28,971	18,075	37,500
Government	2	3									
Health Care	2	8									
Hospitality/Restaurant	0	0									
Insurance	7	36	23,646	21,552	22,694	25,553	20,261	24,942	29,656	19,776	31,535
Manufacturing	4	7	23,261	21,222	22,672	27,227	20,740	26,177	31,611	14,393	28,864
Professional Services	4	16	21,600	18,876	20,020	23,291				17,550	31,037
Retail/Wholesale	4	10	25,655	23,338	24,378	27,108				20,301	36,005
Services	3	11	28,054	25,750	28,392	29,661				19,146	34,549
Telecommunications	0	0									
Other	7	29	24,386	22,838	23,712	26,894	18,592	24,518	30,429	18,720	35,641
All Respondents	37	137	24,267	21,320	23,263	26,677	19,762	24,705	29,951	14,393	37,500



The data on bonus eligible employees and bonus receivers is below.

% Eligible for a Bonus	39.4%
% of Employees Receiving a Bonus	40.9%

b. Annual Bonus Summary

	Counts		Base Wage						Bonus				Total Compensation			
	# of Org's	# of Emp's	Average	25th %ile	Median	75th %ile	Low Wage	High Wage	Average	25th %ile	Median	75th %ile	Average	25th %ile	Median	75th %ile
All Bonus Receivers²	12	56	23,417	20,531	22,551	25,369	14,393	37,500	902	491	650	917	24,319	21,012	23,269	26,194
Elig and did not receive	3	13	24,629	19,776	22,387	28,392	19,559	32,739	-	-	-	-	-	-	-	-
Elig but bonus not reported	0	0							-	-	-	-	-	-	-	-
Not elig and did not receive	22	68	24,898	21,893	24,419	27,102	17,550	36,005	-	-	-	-	-	-	-	-

c. Annual Total Compensation Summary

	Counts		Total Compensation						Extremes	
	# of Org's	# of Emp's	Average	5th %ile	25th %ile	Median	75th %ile	95th %ile	Low Comp	High Comp
All Respondents	37	137	24,636	18,720	21,450	24,224	27,040	34,133	15,503	43,125

¹ Average Wage History is rounded to the nearest 100.

² **Definition of All Bonus Receivers:** This includes data for all incumbents who received a bonus in 2008 whether they are designated as bonus eligible or not.

Guide to the Individual Job Report**Response Statistical Measures - Base Wage and Total Compensation**

- ① **# of Org's:** The number of organizations reporting data.
- ② **# of Emp's:** The number of employees/incumbents for which data was reported
- ③ **Average:** The sum of all responses reported divided by the number of reported incumbents.
- ④ **25th %ile:** The 25th percentile is the data point that is higher than 25% of all other data in the sample when ranked from low to high.
- ⑤ **Median:** The Median (50th percentile) is the data point that is higher than 50% of all other data in the sample when ranked from low to high.
- ⑥ **75th %ile:** The 75th percentile is the data point that is higher than 75% of all other data in the sample when ranked from low to high.
- ⑫ **5th %ile:** The 5th percentile is the data point that is higher than 5% of all other data in the sample when ranked from low to high.
- ⑬ **95th %ile:** The 95th percentile is the data point that is higher than 95% of all other data in the sample when ranked from low to high.

Response Statistical Measures - Job Wage Range

- ⑦ **Avg. Min.:** The average wage range minimum reported for the Job Code.
- ⑧ **Avg. Mid.:** The average wage range midpoint reported for the Job Code.
- ⑨ **Avg. Max.:** The average wage range maximum reported for the Job Code.

Response Statistical Measures - Base Wage and Total Compensation Extremes

- ⑩ **Low Wage:** The lowest wage/total compensation reported for the Job Code.
- ⑪ **High Wage:** The highest wage/total compensation reported for the Job Code.

Demographic Groupings

- ⑭ **By Respondent Size:** Job survey data split by the number of employees within the respondent organization.
- ⑮ **By Respondent Industry:** Job survey data split by the respondent organization industry type.
- ⑯ **All Respondents:** Job survey data for all respondent organizations.

Response Bonus Data

- ⑰ **Annual Bonus Summary:** Summary of bonus data provided by respondents.
 - Excludes incumbent data where bonus eligibility and bonus amount was not reported.
 - All Bonus Receivers: Data for incumbents who received a bonus in 2008 whether they are designated as bonus eligible or not.
 - Eligible and Did Not Receive: Data for incumbents who were eligible for a bonus in 2008 but did not receive a bonus.
 - Eligible but Bonus not Reported: Data for incumbents who were eligible for a bonus in 2008 but the respondent did not report the bonus amounts.
 - Not Eligible and did not Receive: Data for incumbents who were not eligible for a bonus in 2008 and did not receive a bonus.

Response Total Compensation Data

- ⑱ **Annual Total Compensation Summary:** Summary of total compensation data provided by respondents.
 - As in 17 above, this summary excludes incumbent data where bonus eligibility and bonus amount data was not reported.
 - In addition, this summary also excludes incumbent data where the bonus eligibility was reported but the bonus amount was not reported.

Section 5: Individual Job Reports

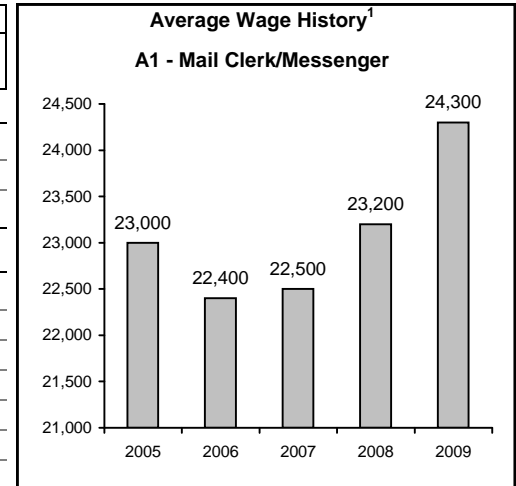
2009 SHRM-KC Wage/Salary Survey

A1 Mail Clerk/Messenger (Typically Non-Exempt)

Processes incoming and outgoing mail. Picks up and delivers mail, messages, letters, and materials to all areas of company. May perform minor clerical duties. May operate postage meters and other mailroom equipment. Typically requires a High School Diploma or equivalent and 0-2 years work experience.

a. Annual Base Wage Summary

	Counts		Base Wage				Wage Ranges			Extremes	
	# of Org's	# of Emp's	Average	25th %ile	Median	75th %ile	Avg. Min.	Avg. Mid.	Avg. Max.	Low Wage	High Wage
By Respondent Size											
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Hospitality/Restaurant	0	0									
Insurance	7	36	23,646	21,552	22,694	25,553	20,261	24,942	29,656	19,776	31,535
Manufacturing	4	7	23,261	21,222	22,672	27,227	20,740	26,177	31,611	14,393	28,864
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	Counts		Base Wage						Bonus				Total Compensation			
	# of Org's	# of Emp's	Average	25th %ile	Median	75th %ile	Low Wage	High Wage	Average	25th %ile	Median	75th %ile	Average	25th %ile	Median	75th %ile
All Bonus Receivers ²	12	56	23,417	20,531	22,551	25,369	14,393	37,500	902	491	650	917	24,319	21,012	23,269	26,194
Elig and did not receive	3	13	24,629	19,776	22,387	28,392	19,559	32,739	-	-	-	-	-	-	-	-
Elig but bonus not reported	0	0							-	-	-	-	-	-	-	-
Not elig and did not receive	22	68	24,898	21,893	24,419	27,102	17,550	36,005	-	-	-	-	-	-	-	-

c. Annual Total Compensation Summary

	Counts		Total Compensation						Extremes	
	# of Org's	# of Emp's	Average	5th %ile	25th %ile	Median	75th %ile	95th %ile	Low Comp	High Comp
All Respondents	37	137	24,636	18,720	21,450	24,224	27,040	34,133	15,503	43,125

¹ Average Wage History is rounded to the nearest 100.

² **Definition of All Bonus Receivers:** This includes data for all incumbents who received a bonus in 2008 whether they are designated as bonus eligible or not.

Job Code and Description**A1 Mail Clerk/Messenger (Typically Non-Exempt)**

Processes incoming and outgoing mail. Picks up and delivers mail, messages, letters, and materials to all areas of company. May perform minor clerical duties. May operate postage meters and other mailroom equipment. Typically requires a High School Diploma

A2 File Clerk (Typically Non-Exempt)

Maintains electronic files, correspondence, cards, invoices, or other classified or indexed records arranged systematically in a file according to an established system. Following general instructions, inserts and removes material upon request and notes i

A3 Photo Copy Clerk (Typically Non-Exempt)

Reproduces multiple copies of typewritten, typeset, or computer printout matter using electrostatic copier system. May collate, reduce, duplex, and assemble material as instructed. Operates phototypesetting machine to print bulletins, booklets, etc., and

A4 Greeter/Information Desk (Typically Non-Exempt)

Greets visitors and staff, answers questions and directs individuals to appropriate person or area. Exclude employees whose primary duties are secretarial/clerical or switchboard operation. Typically requires a High School Diploma or equivalent and 0-2 ye

A5 Receptionist/PBX Operator (Typically Non-Exempt)

Greets visitors and staff, ascertains their needs, answers questions, and directs individuals to appropriate person or area. Answers incoming calls, connects caller to appropriate extension and takes messages as necessary. Performs other clerical or secre

A6 Cashier (Typically Non-Exempt)

Responsible for maintaining customer/guest service by completing sales transactions for customers by entering orders into systems and channeling paperwork to be processed in data entry; greet and answer customer/guest questions as necessary. Typically req

A8 Clerk Typist (Typically Non-Exempt)

Performs clerical work of routine but varied nature in conjunction with moderate but proficient typing. Types reports, business correspondence, forms, and other matter. Sets formats and proofreads documents for accuracy. Transcribes documents from handwri

About SHRM-KC

Society for Human Resource Management of Greater Kansas City (SHRM-KC) is an organization whose members are human resource professionals in the Greater Kansas City metropolitan area. It is the local affiliated chapter of the Society for Human Resource Management (SHRM), which is the leading voice of the human resource profession. SHRM represents the interests of more than 250,000 professional and student members nationwide..

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About Actuarial Consulting Services, Inc.

Actuarial Consulting Services, Inc. (ACS) is a premier employee benefits consulting firm. ACS provides professional products and services designed to maximize the value of client's employee benefit plans.

The consultants at ACS have extensive experience in consulting, insurance, and corporate HR environments. ACS's experience allows it to see the big picture in the group benefit marketplace and to access the impact this will have on its clients. As your strategic partner, ACS focuses on listening to you and learning about your group benefits. Their strong relationship allows them to provide the kind of products and services that add value to your group benefit plans.

ACS provides its clients with a full array of services, including

- Health claims data warehousing, plan utilization reporting and plan financial reporting
- Strategic planning, vendor management and plan renewal services
- IBU reserves, funding/COBRA rates and stop-loss analysis

Please contact Scott Stoltenberg or Paul McCoy at (402) 614-1844 or by email at ssoltenberg@ACSincnet.com or pmccoy@ACSincnet.com.

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