



DENARIUS

**2010 Rochester Area
Non-Exempt
Compensation Survey**

Effective Date of Data: May 1, 2010

Sponsored by:



MAYO CLINIC

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SAMPLE

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INTRODUCTION

In June, 2010, Mayo Clinic sponsored a compensation survey of non-exempt positions typically found across organizations in the Rochester, Minnesota area. The survey covers upcoming plans for compensation adjustments and 25 survey positions.

Note: Three positions were added to the survey after analyzing pay data for clerical/administrative support positions. These new survey positions are listed by three levels depending on education, training and experience required for proficient performance. See *Appendix A: Survey Job Descriptions* for a description of these additional jobs along with all other survey positions.

Participating Organization Information

Fifty-nine (59) organizations representing a variety of industries including, but not limited to, healthcare, public/government, non-profit, and manufacturing organizations were invited to participate. Of those, 19 participated in the study; a 32 percent response rate. See *Alphabetical List of Participants* for a listing of organizations.

In addition to reporting results by *All Organizations*, there was sufficient participation by organization type to report results by four additional categories: *Manufacturing*, *Government/Non-Profit*, *Healthcare*, and *Other: Non-Manufacturing*. Each participant is included in one of these four category types.

Statement of Survey Data Confidentiality

The objective of Denarius Human Resources' survey reports and all methods and procedures used to produce the reports, is to provide maximum information value without disclosing any information that could be specifically associated with an individual survey participant. All survey data submitted by participants for surveys conducted by Denarius Human Resources is provided on the basis that the data confidentiality of each participant will be fully protected at all times. Protection of confidentiality extends to compensation data reported and to any kind of observation or form of analysis that could serve to identify a company with its data to an experienced person.

The remainder of this survey report contains the information reported by the survey participants in summarized fashion.

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PARTICIPANTS

Alphabetical List of Participants

<u>Participant</u>	<u>City</u>	<u># of Employees</u>
Assisi Heights	Rochester	101
Benchmark Electronics, Inc.	Winona	1,105
Channel One Inc.	Rochester	25
Child Care Resource & Referral, Inc.	Rochester	152
City of Rochester	Rochester	1,500
Federal Medical Center	Rochester	450
HiMEC	Rochester	188
Interstate Hotels & Resorts	Rochester	449
Madonna Towers	Rochester	220
Mayo Clinic	Rochester	27,500
McNeilus Truck and Manufacturing	Dodge Center	1,391
Olmsted County	Rochester	1,171
Olmsted Medical Center	Rochester	1,064
Pace Dairy Foods Company	Rochester	320
Post-Bulletin Company	Rochester	207
Rochester Medical Corporation	Stewartville	211
Samaritan Bethany, Inc.	Rochester	325
Wells Fargo	Rochester	130
Zumbro Valley Mental Health Center	Rochester	151

Total Participants: 19 organizations

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Accounts Clerk

6.7% of participants reported this job is Exempt.

93.3% reported this job is Non-Exempt.

1.7% of employees in this job are represented by a union.

Processes accounts receivable and/or accounts payable transactions. Performs basic reconciliation of accounts. May produce routine financial statements or reports.

	Number of Firms	Number of EES	***** Base Wage (\$ / Hour) *****				***** Pay Range (\$ / Hour) *****		
			25th Percentile	Average	Median	75th Percentile	Average Minimum	Average Midpoint	Average Maximum
All Organizations	15	286	15.06	18.03	16.06	17.93	15.10	18.03	21.16
Data by Organization Size (# of Full & Part Time Employees)									
<i>Up to 250 Employees</i>	5	12	*	14.96	16.06	*	13.47	16.04	19.41
<i>251 or More Employees</i>	10	274	14.76	19.00	16.05	23.83	16.00	18.91	22.13
Data by Organization Type									
<i>Manufacturing</i>	4	16	*	15.65	15.41	*	13.28	16.04	18.91
<i>Government / Non-Profit</i>	4	8	*	22.85	21.03	*	18.69	21.93	25.32
<i>Healthcare</i>	4	253	*	17.84	16.10	*	*	*	*

Data not displayed if fewer than 4 firms reported data.

* 25th and 75th Percentile data not shown if fewer than 6 firms reported data.

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Appendix B: Representative Position Titles (Survey Job Code)

Accounts Clerk (601)	Administrative Assistant/Secretary (630)	Bookkeeper (602)
<ul style="list-style-type: none"> • Accounting Clerk • Accounting Technician • Accounts Clerk • Accounts Receivable • Finance Rep-Rev Cycle 	<ul style="list-style-type: none"> • Administrative Assistant • Administrative Assistant/ Receptionist • Administrative Specialist • Client Associate • Outpatient Support Specialist 	<ul style="list-style-type: none"> • Accounting Technician • Business Office Assistant • Payroll/Accounting Specialist • Senior Accounting Technician • Service Billing
Building Maintenance Worker (612)	Buyer (621)	Clerk Typist (605)
<ul style="list-style-type: none"> • Building Maintenance Worker • Facilities Maintenance • Maintenance Technician • Senior Building Systems Technician 	<ul style="list-style-type: none"> • Buyer • Procurement Associate • Purchasing Assistant 	<ul style="list-style-type: none"> • Clerk Typist • Office Assistant II • Senior Clerk Typist
Cook (619)	Customer Service Representative (611)	Data Entry Clerk (606)
<ul style="list-style-type: none"> • Cook • Food Service Worker • Hot Production Worker 	<ul style="list-style-type: none"> • Customer Relations Representative • Customer Service Specialist • Intake Specialist 	<ul style="list-style-type: none"> • Clinical Transcriptionist • Data Control Clerk • Data Entry Clerk
Electrician (614)	Executive Assistant (607)	File Clerk (608)
<ul style="list-style-type: none"> • Electrical Repairer • Lead Electrician • Master Electrician • Mechanic 	<ul style="list-style-type: none"> • Administrative Assistant • Executive Assistant – CAO/CEO • Office Manager • Secretary to CEO 	<ul style="list-style-type: none"> • Administrative Support / File Clerk • Clinical Records Specialist • Copy Center Clerk
Food Service Worker (620)	Grounds Keeper (615)	Housekeeper/Custodian (616)
<ul style="list-style-type: none"> • Culinary Services Assistant • Dietary Aide • Food Service Assistant • Food Service Worker 	<ul style="list-style-type: none"> • Equipment Operator • Facilities Maintenance / Grounds Keeper • Light / Yard Maintenance • Park Technician 	<ul style="list-style-type: none"> • Caretaker • Housekeeper • Janitor • Maintenance Engineer • Maintenance Worker

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Material Handler (623)	Nursing Assistant / Patient Care Assistant (629)	Payroll Clerk (603)
<ul style="list-style-type: none">• Materials Transporter• Shipping/Receiving Clerk• Storeroom Helper• Stores Clerk• Tool Control	<ul style="list-style-type: none">• Certified Nursing Assistant• Nursing Assistant• Nursing Assistant/Registered• Patient Care Assistant	<ul style="list-style-type: none">• Accounting Specialist• Payroll Associate• Payroll Clerk/Receptionist• Payroll Coordinator Trainee• Payroll Specialist
Receptionist (609)		
<ul style="list-style-type: none">• Corporate Services Specialist• Customer Service Representative• Receptionist• Receptionist/PBX Operator• Senior Clerk		

SAMPLE