

2010 Nationwide Distribution Center Compensation Survey



Summary Report

01 April 2010

Report ID

PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	Established Ranges			In-Hire Rate	Base Pay as of 01 Apr 2010	Actual Variable Cash	Total Actual Cash	CFY Targeted Variable Cash	Total Targeted Cash	No. of Employees	No. of Companies
	Range Minimum	Control Point	Range Maximum								
10010 Customer Service Rep 1	\$26,812	\$33,597	\$40,593	\$18,533	\$18,720	\$3,922	\$22,642	\$1,310	\$20,030	684	11
10020 Customer Service Rep 2	\$29,244	\$36,255	\$43,208	\$21,457	\$21,674	\$3,260	\$24,934	\$3,251	\$24,925	1,626	24
10030 Customer Service Rep 3	\$33,577	\$42,861	\$51,893	\$26,214	\$26,478	\$1,362	\$27,841	\$3,972	\$30,450	935	23
10040 Customer Service Team Lead	\$35,786	\$41,125	\$46,978	\$34,113	\$34,500	\$1,009	\$35,509	\$8,632	\$43,160	165	12
10200 Customer Care Supv	\$47,033	\$60,467	\$74,001	\$47,033	\$48,246	\$1,583	\$49,830	\$1,412	\$29,659	1,492	22
10210 Customer Care Mgr	\$66,328	\$87,782	\$107,122	\$66,328	\$61,461	\$7,155	\$68,619	\$2,459	\$63,923	103	20
30020 Forklift Operator 2	\$30,086	\$39,840	\$46,500	\$29,000	\$30,328	\$1,009	\$32,847	\$4,633	\$35,521	3,427	24
31020 Truck Driver (Light) 2	\$26,955	\$42,079	\$39,488	\$36,351	\$17,024	\$7,430	\$44,454	\$7,405	\$44,429	666	9
50010 Inventory Analyst 1	\$29,981	\$38,822	\$47,744	\$28,417	\$23,704	\$2,034	\$30,738	\$2,009	\$30,713	171	13
50020 Inventory Analyst 2	\$36,931	\$45,081	\$59,168	\$37,714	\$46,176	\$2,334	\$48,510	\$2,309	\$48,485	118	23
50030 Inventory Analyst 3	\$44,005	\$57,005	\$76,300	\$49,997	\$50,502	\$4,065	\$54,568	\$4,040	\$54,543	75	14
50210 Inventory Control Mgr	\$50,300	\$64,000	\$79,414	\$50,300	\$82,992	\$9,154	\$92,146	\$9,129	\$92,121	93	22
70110 Logistics Analyst 1	\$41,122	\$45,500	\$54,792	\$45,076	\$45,531	\$3,640	\$49,171	\$6,830	\$52,361	9	6
70120 Logistics Analyst 2	\$49,121	\$55,049	\$67,700	\$50,203	\$50,710	\$2,561	\$53,271	\$2,536	\$53,246	88	16
70210 Logistics Mgr	\$49,632	\$64,733	\$80,299	\$49,632	\$74,006	\$5,902	\$79,908	\$3,700	\$77,707	90	14
80010 Maintenance Worker 1	\$27,547	\$33,698	\$40,316	\$35,830	\$36,192	\$1,750	\$37,942	\$1,810	\$38,002	346	22
80020 Maintenance Worker 2	\$33,025	\$40,646	\$48,631	\$44,273	\$44,720	\$4,412	\$49,132	\$4,472	\$49,192	525	26
80200 Maintenance-Facilities Supv	\$48,836	\$62,554	\$75,469	\$48,836	\$51,750	\$5,115	\$56,865	\$5,175	\$56,925	73	14
80210 Maintenance-Facilities Mgr 1	\$68,345	\$88,806	\$109,631	\$68,345	\$70,491	\$5,227	\$75,718	\$5,287	\$75,778	166	21
100200 Shipping/Receiving Supv	\$34,342	\$42,641	\$50,792	\$34,342	\$36,733	\$4,715	\$41,448	\$4,775	\$41,508	319	13
101010 Loader 1	\$22,543	\$27,694	\$32,860	\$17,894	\$18,075	\$844	\$18,919	\$904	\$18,979	24,185	21
101020 Loader 2	\$25,108	\$31,192	\$37,204	\$19,789	\$19,989	\$1,939	\$21,928	\$1,999	\$21,988	2,761	11
102010 Picker/Packer 1	\$23,181	\$28,307	\$33,939	\$24,068	\$24,311	\$2,371	\$26,682	\$2,431	\$26,742	3,562	25
102020 Picker/Packer 2	\$26,296	\$32,359	\$39,061	\$29,035	\$29,328	\$2,040	\$31,368	\$4,399	\$33,727	1,435	12
104010 Receiver 1	\$23,988	\$30,138	\$36,407	\$16,988	\$17,160	\$353	\$17,513	\$343	\$17,503	1,197	8
104020 Receiver 2	\$27,501	\$34,550	\$41,666	\$19,048	\$19,240	\$972	\$20,212	\$962	\$20,202	8,819	17
106010 Shipper/Receiver 1	\$25,108	\$31,192	\$37,204	\$17,503	\$17,680	\$2,308	\$19,988	\$2,298	\$19,978	5,722	15
106020 Shipper/Receiver 2	\$28,849	\$35,847	\$42,718	\$19,562	\$19,760	\$2,579	\$22,339	\$2,569	\$22,329	8,328	17

Empty Cell = Insufficient or no data for analysis.

