

# Comp-at-a-Glance

## 2007 Nashville Area Compensation Survey

Detail Page Number	Survey Job Number	Survey Job Title	Reported as	Company Count	Employee Count	Median Base	Average Base	Median Total	Average Total
14-H	831-1	Electrician 1	H	1	31	***	***	***	***
15-H	831-2	Electrician 2	H	12	74	\$17.91	\$18.75	\$18.03	\$18.92
16-H	831-3	Electrician 3	H	5	18	\$18.89	\$19.40	\$19.47	\$19.98
17-H	832-1	HVAC Mechanic 1	H	2	2	***	***	***	***
18-H	832-2	HVAC Mechanic 2	H	8	71	\$17.91	\$17.43	\$18.03	\$17.55
19-H	832-3	HVAC Mechanic 3	H	5	17	\$19.92	\$19.78	\$20.04	\$19.90
20-H	833	Welder	H	4	26	\$12.24	\$13.43	\$12.24	\$13.91
21-H	834	Maintenance Mechanic	H	13	166	\$18.76	\$18.68	\$19.14	\$19.03
22-H	835	Painter	H	10	33	\$14.71	\$15.03	\$14.83	\$15.15
23-H	836	Groundskeeper	H	7	28	\$10.65	\$11.60	\$10.77	\$11.72
24-H	837	General Maintenance Worker	H	23	143	\$14.98	\$15.07	\$15.45	\$15.86
25-H	838-1	Custodial Worker 1	H	9	602	\$8.01	\$8.30	\$8.13	\$8.42
26-H	838-2	Custodial Worker 2	H	10	316	\$9.44	\$9.50	\$9.56	\$9.62
27-H	838-3	Custodial Worker 3	H	6	36	\$12.34	\$12.52	\$12.34	\$13.44
230	838-m	Maintenance Management m	S	13	16	\$67,427	\$68,587	\$74,360	\$74,664
231	838-s	Maintenance Management s	S	13	23	\$50,971	\$53,214	\$52,071	\$54,983
28-H	839	Machinist	H	3	49	\$21.58	\$20.64	\$22.16	\$21.22
29-H	842	Production Control Clerk	H	4	16	\$13.72	\$15.14	\$14.03	\$15.61
30-H	843	Production Associate	H	3	44	\$10.75	\$10.64	\$11.33	\$11.22
31-H	845-1	Production Assembler 1	H	4	92	\$12.02	\$11.76	\$12.32	\$12.03
32-H	845-2	Production Assembler 2	H	6	351	\$13.67	\$13.18	\$13.97	\$13.49
33-H	845-3	Production Assembler 3	H	5	46	\$14.43	\$14.31	\$14.76	\$14.64

All Data effective February 1, 2007

S = Reported as Salaried  
H = Reported as Hourly

## Example of Summarized Compensation Survey Report Pages

### 2007 Nashville Area Compensation Survey

#### 503-2 Customer Service Rep (Consumer) 2

Answers inquiries or processes orders over the telephone or in writing, answers inquiries from members, subscribers, and consumers. Assists with general account information. Processes, approves or refers inquiry as required by policy.

	Company Count	Employee Count	Lowest Reported	25%	Median	Average	75%	Highest Reported
<b>Base Pay</b>								
Reported Average - All Companies	20	617	\$17,680	\$26,000	\$26,520	\$26,918	\$28,038	\$44,366
Reported Average - Incentive Eligible	9	493	17,680	26,416	26,520	26,976	28,018	44,366
Reported Average - Not Incentive Eligible	11	124	20,384	23,536	25,480	26,688	28,085	43,576
<b>Incentive Pay (\$0 incentives Excluded)</b>								
Reported Average	9	451	110	530	533	833	632	8,816
Incentive as a percent of base	9	451	0.6%	2.0%	2.0%	3.1%	2.3%	19.9%
Percent Receiving Incentive		73.1 %						
<b>Total Cash Compensation</b>								
Average - All Companies	20	617	17,790	26,530	27,053	27,751	28,670	53,182
Average - Incentive Eligible	9	493	17,790	26,946	27,053	27,809	28,650	53,182

Traditional Salary Range	Company Count	Average	Spread	Broadband Salary Range	Company Count	Average	Spread
Minimum	14	\$23,784	42.0%	Minimum	4	\$11,975	193.2%
Target		27,930		Target		25,948	
Maximum		33,780		Maximum		35,112	

\*\*\* Company count less than minimum allowed