

3 Market Comparison Dashboard.xlsx - Excel R. Wayne Camp

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Calibri 11 Font Alignment Number Styles Cells Editing New Group

B2 'Regional Pay Scales and Market Data for

Mkt Data Aged to: July 01 2016 Area: USA Region: Dallas

### General Staff

General Staff Pay Scales				General Market Data			
Level	Min	Mid	Max	Level	25th Perc	Median	75th Perc
1	21,970	25,850	29,730	1	21,429	25,402	28,639
2	29,360	34,540	39,720	2	28,003	33,765	38,111
3	39,270	46,840	54,610	3	40,860	48,237	55,846
4	52,980	66,230	79,460	4	57,654	68,107	78,792
5	67,320	84,150	100,980	5	67,671	82,834	92,835
6	80,260	100,320	120,380	6	81,986	99,092	112,624
7	96,540	120,670	144,800	7	105,508	126,156	139,385
8	112,460	140,580	168,700	8	120,002	142,200	161,400
9	122,270	163,020	203,780	9	144,083	171,815	191,755
10	141,370	188,760	235,950	10	154,734	183,568	205,173
11	173,250	231,000	288,750	11	185,672	228,176	263,966
12	205,100	273,460	341,830	12	227,744	270,115	296,597

Compa Ratio of GS Midpt to Mkt Median	
Level	Compa Ratio
1	102
2	102
3	99
4	97
5	102
6	101
7	96
8	99
9	95
10	103
11	101
12	101
Avg:	100

### IT Technical Specialists

IT Technical Specialist Pay Scales				IT Technical Specialist Market Data			
Level	Min	Mid	Max	Level	25th Perc	Median	75th Perc
5	74,050	92,570	111,080	5	76,454	93,586	104,917
6	88,280	110,350	132,420	6	91,049	110,064	125,084
7	106,190	132,740	159,280	7	118,056	141,136	159,923
8	123,710	154,640	185,570	8	133,560	158,272	179,629

Compa Ratio of IT TS Midpt to Mkt Median	
Level	Compa Ratio
5	99
6	100
7	94
8	98
Avg:	98

### Call Center

Call Center Staff Pay Scales				Call Center Market Data			
Level	Min	Mid	Max	Level	25th Perc	Median	75th Perc
3	53,220	61,510	69,820	3	35,445	42,711	48,447
4	65,030	76,290	87,540	4	48,838	57,673	65,047
5	80,590	95,740	109,880	5	58,929	72,140	80,746
6	92,230	109,290	128,350	6	75,561	91,980	103,829

Compa Ratio of CC Midpt to Mkt Median	
Level	Compa Ratio
3	97
4	98
5	105
6	99
Avg:	100

Dashboard Summary DB Devt Sheet Lists Pay Scales Mkt Data

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