

D210-Accounting Clerk

Job Family: Finance/Accounting

Benchmark Survey

Standard Report

(Data is displayed in \$000s)

Intermediate level clerical position in the Accounting Department. Under general supervision performs a variety of routine accounting functions in accordance with standard procedures. Judgment sometimes required in interpreting/applying established work procedures. Reconciles bank accounts, posts to and balances general or subsidiary ledgers, processes payment and compiles segments of monthly closings and annual reports, etc. May contact other departments and/or outside agencies to resolve common problems. Work performed under direct supervision. Position typically staffed by individuals with a high school diploma or equivalent and 2-4 years general accounting experience or completion of a post-secondary technical program in accounting and limited accounting experience.

Eligible for Overtime: 84.8%

Eligible for Short-Term Incentive/Bonus: 36.4%

Degree of Job Match: Less 18.2% Close 72.7% More 9.1%

	# of Orgs	# of Ees	Average Base Pay						Short-Term Incentive			Total Cash Compensation			
			10th Pctl	25th Pctl	Mean	Median	75th Pctl	90th Pctl	# of Orgs	Avg Bonus	Avg % of Base	25th Pctl	Mean	Median	75th Pctl
All Organizations	33	85	23.7	25.7	29.6	28.6	32.6	36.9	12	0.1	0.6	25.7	29.6	28.9	32.6
Incentive Eligible	12	27	26.3	27.7	31.1	29.1	33.0	34.1	12	0.1	0.6	27.9	31.2	29.4	33.0
Not Incentive Eligible	21	58	23.7	24.5	28.7	27.1	31.3	36.9	N/A	N/A	N/A	24.5	28.7	27.1	31.3
Organization Type															
Parent Company/Stand-alone	25	70	23.7	26.3	29.8	28.9	31.6	38.1	8	0.1	0.5	26.3	29.8	28.9	31.6
Subsidiary	6	12	21.8	25.7	28.6	27.7	32.6	36.4	3	--	--	25.7	28.8	28.1	32.6
Division	2	3	--	--	--	--	--	--	1	--	--	--	--	--	--
Industry															
Manufacturing & Utilities	10	12	24.1	25.7	30.0	29.0	34.1	37.5	4	--	--	25.7	30.1	29.0	34.1
Business & Professional Services	3	4	--	--	--	--	--	--	1	--	--	--	--	--	--
Restaurants/Food Service & Lodging	1	3	--	--	--	--	--	--	0	--	--	--	--	--	--
Government & Non-Profits	7	32	23.8	24.5	29.1	29.3	30.8	38.1	1	--	--	24.5	29.2	29.8	30.8
Financial, Insurance & Real Estate	6	14	23.7	23.9	29.2	28.5	33.5	36.9	3	--	--	23.9	29.3	28.9	33.5
Retail & Wholesale Trade/Distribution	6	20	16.7	26.3	26.8	27.5	31.3	31.6	3	--	--	26.3	26.8	27.5	31.3
Number of Domestic Full-Time Employees															
25 or less	2	2	--	--	--	--	--	--	0	--	--	--	--	--	--
26-50	3	3	--	--	--	--	--	--	1	--	--	--	--	--	--
51-100	4	13	--	--	--	--	--	--	2	--	--	--	--	--	--
101 or more	24	67	23.7	24.5	29.4	27.7	31.7	38.1	9	0.2	0.7	24.5	29.5	27.9	31.7
Labor Market															
Addison	2	4	--	--	--	--	--	--	1	--	--	--	--	--	--
Chittenden	12	41	26.4	26.8	31.7	30.1	34.7	38.7	6	0.2	0.8	26.8	31.8	30.1	34.7
Rutland	2	5	--	--	--	--	--	--	1	--	--	--	--	--	--
Upper Valley	2	2	--	--	--	--	--	--	0	--	--	--	--	--	--
Washington	8	17	23.7	24.2	27.3	26.4	28.4	36.4	2	--	--	24.2	27.3	26.4	28.4
State															
Maine	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
New Hampshire	1	2	--	--	--	--	--	--	0	--	--	--	--	--	--
Vermont	32	83	23.7	25.1	29.4	28.4	32.1	36.9	12	0.1	0.6	25.1	29.4	28.7	32.1

Dollar values have been aged by an annual rate of 2%, projected to January 2006

Data is company weighted
 N/A = Not Applicable -- = No Meaningful Sample

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Scope Analysis

	Avg Scope	# of Orgs	# of Ees	Average Base Pay						Short-Term Incentive			Total Cash Compensation			
				10th Pctl	25th Pctl	Mean	Median	75th Pctl	90th Pctl	# of Orgs	Avg Bonus	Avg % of Base	25th Pctl	Mean	Median	75th Pctl
Private Sector: Gross Sales/Revenues																
Less than \$50 Million	\$1,918	14	24	21.8	24.6	28.3	28.4	31.6	36.1	5	0.1	0.4	24.6	28.3	28.4	31.6
\$50 Million - \$100 Million	\$6,997	8	19	23.7	26.0	31.6	28.6	35.6	49.0	4	--	--	26.0	31.7	28.6	35.6
\$100 Million - \$250 Million	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
\$250 Million - \$500 Million	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
\$500 Million - \$1 Billion	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
More than \$1 Billion	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
Finance/Banking: Total Assets																
Less than \$1 Billion	--	1	1	--	--	--	--	--	--	0	--	--	--	--	--	--
More than \$1 Billion	--	1	4	--	--	--	--	--	--	1	--	--	--	--	--	--
Insurance: Premiums																
Less than \$1 Billion	--	3	8	--	--	--	--	--	--	2	--	--	--	--	--	--
More than \$1 Billion	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--
Government/Non-Profit/Education: Total Budget																
Less than \$1 Billion	\$11,52	6	29	24.5	27.1	31.3	30.6	36.9	38.1	0	--	--	27.1	31.3	30.6	36.9
More than \$1 Billion	--	0	0	--	--	--	--	--	--	0	--	--	--	--	--	--

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