

## 2005 STAFFING PAY AND BENEFITS SURVEY

### JOB TITLE: OTHER ADMINISTRATIVE STAFF / ACCOUNTING

Pay / Benefit Items	Low	High	Average	Avg. High	Annual Cost	Notes
<b>Wages</b>	\$25,000/yr	\$55,000/yr	\$31,900/yr	\$42,125/yr	\$42,125	<i>Avg. High based on a high range of \$32,000 to \$55,000</i>
<b>Holidays (Days)</b>	6	10	7.9		\$0	<i>Included in salary</i>
<b>Vacation (Days)</b>	5	10	8.2		\$0	<i>Average based on 2 yrs of service - Included in salary</i>
<b>Health Insurance (Percent paid by Employer)</b>	46%	100%	87%		\$2485	<i>Survey shows that 82% of companies pay some insurance benefit (Avg. monthly individual premium - \$238) Calculation based on \$238 X 87% for 12 months</i>
<b>Bonus Plan</b>	2% Salary	10% Salary	2% Salary		\$843	<i>Survey shows that 91% of companies pay some kind of bonus- calculation based on 2% bonus</i>
<b>401K</b>	40% Match	100% of 3% 80% next 2%	100% of 3%		\$1264	<i>Survey shows that 90% of companies have 401K match program – calculation based on 3% match</i>
<b>Uniforms and Safety Equipment</b>					N/A	<i>Survey shows that 88% of companies pay 50% or more of these costs- calculation based on \$10 per week times 50 weeks</i>
<b>Vehicle Allowance</b>					N/A	<i>Calculation based on \$.35/mile times an average of 2,000 mile per month</i>
<b>Total Cost per year</b>					<b>\$46,717</b>	

#### Kehoe & Co Survey Conducted April 2005

Twenty (20) companies surveyed in following areas: Northeast, Southeast, Great Lakes, Midwest, Southwest, West, Northwest