

# Cash Compensation Report

## Clerical, Administrative and General Support

### 1002 Accounting Clerk - Junior

Engages in several simple accounting duties that are repetitive in nature and require limited or no decision making. The preparation of invoices, posting accounts receivable and accounts payable entries, and filing are completed under close supervision. Previous accounting experience is not required.

24 Organizations and 211 Employees are matched to this job

DEGREE OF MATCH	# Empls	Private Sector						Public Sector						Non-Profit Sector						All Organizations					
		# Orgs.	# Empls.	P25	Median	P75	Avg.	# Orgs.	# Empls.	P25	Median	P75	Avg.	# Orgs.	# Empls.	P25	Median	P75	Avg.	# Orgs.	# Empls.	P25	Median	P75	Avg.
Less than description	2																								
Match	199																								
More than description	10																								
Target Base Salary (\$)	Org. Wtd.	8	42	30,806	35,700	37,316	38,360	3	136	45,629	50,642	60,399	52,223	2	5	*	*	*	*	13	183	35,000	37,920	50,642	43,264
	Emp. Wtd.	8	42	35,000	36,400	36,400	36,633	3	136	60,399	60,399	60,399	58,665	2	5	*	*	*	*	13	183	44,970	60,399	60,399	53,294
Target Bonus (% of Salary)	Org. Wtd.	4	10	3.00	7.50	10.00	7.00	0	0	*	*	*	*	0	0	*	*	*	*	4	10	3.00	7.50	10.00	7.00
	Emp. Wtd.	4	10	3.00	4.00	10.00	6.00	0	0	*	*	*	*	0	0	*	*	*	*	4	10	3.00	4.00	10.00	6.00
Actual Base Salary (\$)	Org. Wtd.	17	67	33,904	36,267	40,000	37,393	3	136	44,459	50,642	59,357	51,486	4	8	42,992	50,244	51,429	50,693	24	211	35,110	39,500	47,086	41,372
	Emp. Wtd.	17	67	34,000	36,146	38,500	36,840	3	136	58,236	60,399	60,399	57,658	4	8	39,832	49,122	51,429	48,880	24	211	38,760	58,236	60,399	50,714
Actual Bonus (\$)	Org. Wtd.	7	16	1,280	1,700	2,877	1,864	0	0	*	*	*	*	0	0	*	*	*	*	7	16	1,280	1,700	2,877	1,864
	Emp. Wtd.	7	16	1,000	1,700	2,856	1,744	0	0	*	*	*	*	0	0	*	*	*	*	7	16	1,000	1,700	2,856	1,744
Actual Bonus (%)	Org. Wtd.	7	16	3.07	4.45	7.38	5.26	0	0	*	*	*	*	0	0	*	*	*	*	7	16	3.07	4.45	7.38	5.26
	Emp. Wtd.	7	16	2.27	4.36	7.38	4.89	0	0	*	*	*	*	0	0	*	*	*	*	7	16	2.27	4.36	7.38	4.89
Actual Other Cash (\$)	Org. Wtd.	4	17	250	1,686	2,600	1,582	0	0	*	*	*	*	0	0	*	*	*	*	4	17	250	1,686	2,600	1,582
	Emp. Wtd.	4	17	1,800	2,200	2,937	2,405	0	0	*	*	*	*	0	0	*	*	*	*	4	17	1,800	2,200	2,937	2,405
Total Cash (\$)	Org. Wtd.	17	67	35,367	37,267	40,210	38,309	3	136	44,459	50,642	59,357	51,486	4	8	42,992	50,244	51,429	50,693	24	211	35,963	40,105	48,366	42,020
	Emp. Wtd.	17	67	34,382	36,693	39,021	37,736	3	136	58,236	60,399	60,399	57,658	4	8	39,832	49,122	51,429	48,880	24	211	39,208	58,236	60,399	50,999

\* insufficient data for reporting

5 zero-amount Actual Bonus (\$) responses excluded

0 zero-amount Actual Other Cash (\$) responses excluded

	# of Orgs.	# of Emps.	Target Base Salary		Target Bonus		Actual Base Salary		Actual Bonus \$		Actual Bonus %		Actual Other Cash		Total Actual Cash	
			Median (\$)	Avg. (\$)	Median (%)	Avg. (%)	Median (\$)	Avg. (\$)	Median (\$)	Avg. (\$)	Median (%)	Avg. (%)	Median (\$)	Avg. (\$)	Median (\$)	Avg. (\$)
<b>Number of Employees</b>																
Under 50	2	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*
51 to 250	4	5	*	*	*	*	39,250	43,515	*	*	*	*	*	*	40,000	44,140
251 to 500	6	19	37,920	39,159	*	*	39,767	39,771	1,900	2,019	5.00	5.15	*	*	41,436	40,583
501 to 2,500	10	65	35,700	38,776	*	*	35,848	37,187	*	*	*	*	*	*	36,742	38,005
Over 2,500	2	120	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Industry Category</b>																
Association / Charity / Community Service	2	5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Government / Education / Healthcare	2	130	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Information Technology / Communications	1	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manufacturing / Agriculture / Construction / Distribution / Transportation	8	14	35,000	38,185	*	*	37,055	36,518	*	*	*	*	*	*	37,684	36,968
Professional, Financial, Insurance Services/Real Estate	3	13	*	*	*	*	36,992	39,444	*	*	*	*	*	*	36,992	40,403
Tourism / Hospitality / Sales (Retail / Wholesale)	4	38	36,400	36,239	*	*	35,848	35,995	*	*	*	*	*	*	37,412	37,697
<b>Market Category</b>																
Local	9	147	48,750	48,802	*	*	49,059	48,303	*	*	*	*	*	*	49,059	48,630
National	9	54	35,700	38,957	*	*	35,732	37,452	1,280	1,636	3.07	5.09	1,686	1,582	36,492	38,643
International	6	10	*	*	*	*	38,496	36,854	*	*	*	*	*	*	38,496	37,171
<b>Geographic Region</b>																
Winnipeg	21	207	37,920	43,516	5.00	6.00	40,210	42,406	1,500	1,662	3.90	4.83	1,686	1,582	40,210	43,079
Parklands	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North Central	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
South West	1	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*
South East	1	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*
South Central	1	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Interlake	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Organizational Scope</b>																
<b>Annual Revenue</b>																
\$10,000,000 or Less	3	27	*	*	*	*	35,963	40,432	*	*	*	*	*	*	35,963	40,432
\$10,000,001 to \$50,000,000	1	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$50,000,001 to \$100,000,000	5	8	*	*	*	*	35,110	35,868	*	*	*	*	*	*	35,367	36,875
\$100,000,001 to \$500,000,000	4	19	48,750	48,236	*	*	37,366	41,952	*	*	*	*	*	*	39,385	43,638
Over \$500,000,000	5	21	40,314	41,060	*	*	40,210	40,114	*	*	*	*	*	*	40,210	40,114
<b>Annual Operating Budget</b>																
\$10,000,000 or Less	2	5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$10,000,001 to \$30,000,000	1	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$30,000,001 to \$50,000,000	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Over \$50,000,000	3	129	*	*	*	*	50,642	52,361	*	*	*	*	*	*	50,642	52,788

\* insufficient data for reporting

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