

***MARKET ANALYSIS REPORT  
SUPERVISORY, ADMINISTRATIVE,  
TECHNICAL, MAINTENANCE, SERVICE AND  
SUPPORT POSITIONS***

*Prepared for*

***MIAMI UNIVERSITY***

*Prepared by*

***William M. Mercer, Incorporated  
1500 Meidinger Tower  
Louisville, KY 40202***

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## PROJECT CONTEXT AND METHODOLOGY

Miami University retained William M. Mercer, Incorporated, to conduct a salary survey to determine the current market competitiveness of the University's compensation for the supervisory, administrative, technical, maintenance, service and support positions

- 38 job titles were surveyed
- two of the jobs were excluded from the analyses due to limited or missing data -- Mason and Assistant Manager of Multi-Trades
- 20 organizations were asked to participate
- 13 organizations, six of which are universities, have provided data which is included in the subsequent analysis

- ✓ Ball State University
- ✓ Bowling Green State University
- ✓ Butler County
- ✓ City of Oxford
- ✓ First National Bank of  
Southwestern Ohio
- ✓ General Electric Aircraft Engines

- ✓ Ohio Casualty Insurance Group
- ✓ Ohio University
- ✓ Square D Company
- ✓ Talawanda City Schools
- ✓ University of Cincinnati
- ✓ University of Dayton
- ✓ Wright State University

## **PROJECT CONTEXT AND METHODOLOGY (Cont'd)**

- seven declined to participate in the survey
  - Armco Steel Company
  - Champion International Corporation
  - Hueston Woods State Park
  - McCullough-Hyde Memorial Hospital
  - Northern Kentucky University
  - Procter & Gamble -- Ross Research Facility
  - Xavier University
  
- participants were asked to supply data regarding
  - general compensation practices
  
  - current actual pay and structural range data

## AVERAGE PAY ANALYSIS

Average actual pay at Miami University was compared to the average pay of

- all survey participants
- a selected cut of University participants

### *All Participants*

Overall, the University's market position appears to be less than competitive when compared to the total survey group with a composite market average pay ratio (Miami actual average / total participant market average pay) of 85%

- average pay rates for 60% (21/35) of the jobs for which ratios were computed were within 10% of Miami's average market position

### AVERAGE PAY ANALYSIS (Cont'd)

- seven jobs were more than 10 percentage points **above** the 85% market position
  - Painter (95.6%)
  - Groundskeeper (96.1%)
  - Senior Clerk (98.5%)
  - Purchasing Assistant (98.5%)
  - Food Service Manager (100.1%)
  - Nurse (103.8%)
  - Computer Operator (118.5%)
  
- seven jobs were more than 10 percentage points **below** the 85% market position
  - Stores Clerk (65.9%)
  - Senior Electronics Specialist (68.9%)
  - Laborer (69.8%)
  - Account Clerk (70.3%)
  - Electrician (71.2%)
  - Clerk (71.9%)
  - Assistant Auto Technician (73.6%)

## AVERAGE PAY ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Miami Actual Average	Market Average	% of Market Average	Market Median	% of Market Median	# of Organizations Reporting
1	Clerk	\$ 6.40	\$ 8.90	71.9%	\$ 8.63	74.2%	9
2	Secretary	\$ 8.07	\$10.43	77.4%	\$ 9.82	82.2%	11
3	Senior Clerk	\$ 8.74	\$ 8.87	98.5%	\$ 8.41	103.9%	4
4	Clerical Technician	\$10.05	\$10.95	91.8%	\$10.76	93.4%	6
5	Senior Secretary	\$10.31	\$11.80	87.4%	\$11.36	90.8%	11
6	Administrative Secretary	\$11.79	\$12.63	93.3%	\$12.15	97.0%	9
7	Records Management Specialist	\$11.87	\$13.73	86.5%	\$12.59	94.3%	4
8	Administrative Assistant	\$12.16	\$14.68	82.8%	\$14.35	84.7%	7
9	Cashier	\$ 7.26	\$ 9.71	74.8%	\$ 9.71	74.8%	6
10	Library Clerk	---	\$10.44	---	\$10.47	---	6
11	Stores Clerk	\$ 6.99	\$10.60	65.9%	\$10.96	63.8%	4
12	Account Clerk	\$ 7.99	\$11.36	70.3%	\$11.54	69.2%	8
13	Purchasing Assistant	\$ 9.73	\$ 9.88	98.5%	\$ 9.87	98.6%	4
14	Personnel Aide	\$ 8.85	\$10.88	81.3%	\$10.37	85.3%	8
15	Computer Operator	\$13.24	\$11.17	118.5%	\$11.04	119.9%	7
16	Air Quality Technician	\$11.72	\$12.76	91.8%	\$12.83	91.3%	4
17	Stationary Engineer	\$13.05	\$16.28	80.2%	\$15.63	83.5%	5
18	Senior Electronics Specialist	\$10.61	\$15.40	68.9%	\$14.23	74.6%	4
19	Food Service Worker	\$ 7.66	\$ 8.67	88.4%	\$ 9.02	84.9%	7
20	Baker	\$ 9.25	\$10.59	87.3%	\$10.92	84.7%	4
21	Food Service Manager	\$13.65	\$13.63	100.1%	\$14.26	95.7%	7
22	Nurse	\$15.39	\$14.83	103.8%	\$14.93	103.1%	6

## AVERAGE PAY ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Miami Actual Average	Market Average	% of Market Average	Market Median	% of Market Median	# of Organizations Reporting
23	Nurse Supervisor	\$13.09	\$17.43	75.1%	\$17.91	73.1%	6
24	Laborer	\$ 6.61	\$ 9.47	69.8%	\$ 9.45	69.9%	4
25	Building Services Worker	\$ 8.22	\$ 9.44	87.1%	\$ 9.63	85.4%	6
26	Assistant Auto Technician	\$ 9.55	\$12.97	73.6%	\$11.97	79.8%	3
27	Delivery Worker	\$ 9.27	\$11.50	80.6%	\$11.61	79.8%	5
28	Groundskeeper	\$10.13	\$10.54	96.1%	\$10.94	92.6%	7
29	Painter	\$12.41	\$12.98	95.6%	\$14.18	87.5%	6
30	Senior Maintenance Repair Worker	\$10.24	\$13.59	75.3%	\$13.27	77.2%	10
31	Automotive Technician	\$12.62	\$13.99	90.2%	\$13.80	91.4%	6
32	Carpenter	\$11.10	\$14.18	78.3%	\$14.60	76.0%	6
33	Housekeeping Manager	\$10.64	\$12.15	87.6%	\$12.46	85.4%	4
35	Plumber	\$12.94	\$14.21	91.1%	\$14.62	88.5%	6
36	Senior Housekeeping Manager	\$11.82	\$15.41	76.7%	\$15.23	77.6%	4
37	Electrician	\$10.77	\$15.12	71.2%	\$15.33	70.3%	8
Mean				84.8%		85.3%	

## AVERAGE PAY ANALYSIS (Cont'd)

### *University Participants*

When compared exclusively to the University participants, Miami's competitive position is slightly less, with a composite market average pay ratio (Miami actual average / University participant market average pay) of 84%

- average pay for 67% (22/33) of the jobs for which ratios were computed were within 10% of Miami's average market position
- four jobs were more than 10 percentage points **above** the 84% market position
  - Records Management Specialist (96.0%)
  - Purchasing Assistant (100.2%)
  - Nurse (107.1%)
  - Computer Operator (118.4%)

### **AVERAGE PAY ANALYSIS (Cont'd)**

- seven jobs were more than 10 percentage points **below** the 84% market position
  - Stores Clerk (63.1%)
  - Clerk (68.6%)
  - Senior Electronics Specialist (68.9%)
  - Account Clerk (69.8%)
  - Laborer (69.8%)
  - Electrician (73.0%)
  - Nurse Supervisor (73.9%)
  
- one job was excluded from the sample due to limited or missing data -- Senior Clerk

## AVERAGE PAY ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Miami Actual Average	Market Average	% of Market Average	Market Median	% of Market Median	# of Universities Reporting
1	Clerk	\$ 6.40	\$ 9.33	68.6%	\$ 9.39	68.2%	6
2	Secretary	\$ 8.07	\$10.80	74.7%	\$ 9.90	81.5%	6
3	Senior Clerk	\$ 8.74	---	---	---	---	3
4	Clerical Technician	\$10.05	\$10.68	94.1%	\$10.76	93.4%	4
5	Senior Secretary	\$10.31	\$12.01	85.8%	\$11.47	89.9%	6
6	Administrative Secretary	\$11.79	\$13.27	88.8%	\$12.98	90.8%	4
7	Records Management Specialist	\$11.87	\$12.36	96.0%	\$12.20	97.3%	3
8	Administrative Assistant	\$12.16	\$14.44	84.2%	\$14.35	84.7%	5
9	Cashier	\$ 7.26	\$ 9.71	74.8%	\$ 9.71	74.8%	6
10	Library Clerk	---	\$10.78	---	\$10.63	---	5
11	Stores Clerk	\$ 6.99	\$11.08	63.1%	\$11.24	62.2%	3
12	Account Clerk	\$ 7.99	\$11.44	69.8%	\$11.54	69.2%	6
13	Purchasing Assistant	\$ 9.73	\$ 9.71	100.2%	\$ 9.34	104.2%	3
14	Personnel Aide	\$ 8.85	\$11.65	76.0%	\$11.00	80.5%	5
15	Computer Operator	\$13.24	\$11.18	118.4%	\$11.02	120.1%	6
16	Air Quality Technician	\$11.72	\$12.76	91.8%	\$12.83	91.3%	4
17	Stationary Engineer	\$13.05	\$16.28	80.2%	\$15.63	83.5%	5
18	Senior Electronics Specialist	\$10.61	\$15.40	68.9%	\$14.23	74.6%	4
19	Food Service Worker	\$ 7.66	\$ 9.01	85.0%	\$ 9.24	82.9%	5
20	Baker	\$ 9.25	\$10.59	87.3%	\$10.92	84.7%	4
21	Food Service Manager	\$13.65	\$14.90	91.6%	\$15.40	88.6%	5
22	Nurse	\$15.39	\$14.37	107.1%	\$14.20	108.4%	4

## AVERAGE PAY ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Miami Actual Average	Market Average	% of Market Average	Market Median	% of Market Median	# of Universities Reporting
23	Nurse Supervisor	\$13.09	\$17.71	73.9%	\$17.91	73.1%	4
24	Laborer	\$ 6.61	\$ 9.47	69.8%	\$ 9.45	69.9%	4
25	Building Services Worker	\$ 8.22	\$ 9.66	85.1%	\$ 9.85	83.5%	4
27	Delivery Worker	\$ 9.27	\$11.01	84.2%	\$11.35	81.7%	4
28	Groundskeeper	\$10.13	\$10.86	93.3%	\$11.02	91.9%	6
29	Painter	\$12.41	\$13.91	89.2%	\$15.33	81.0%	5
30	Senior Maintenance Repair Worker	\$10.24	\$13.20	77.6%	\$13.07	78.3%	6
31	Automotive Technician	\$12.62	\$14.10	89.5%	\$14.18	89.0%	5
32	Carpenter	\$11.10	\$14.18	78.3%	\$14.60	76.0%	6
33	Housekeeping Manager	\$10.64	\$12.15	87.6%	\$12.46	85.4%	4
35	Plumber	\$12.94	\$14.21	91.1%	\$14.62	88.5%	6
36	Senior Housekeeping Manager	\$11.82	\$15.41	76.7%	\$15.23	77.6%	4
37	Electrician	\$10.77	\$14.76	73.0%	\$15.33	70.3%	6
	Mean			84.1%		84.2%	

### **AVERAGE PAY ANALYSIS (Cont'd)**

A review of participant rankings of average pay by job title provides additional information for comparison

#### ***All Participants***

- Miami University ranks first on one job when compared to all participants -- Computer Operator (1/8)
- Miami University ranks second on one job when compared to all participants -- Senior Clerk (2/4)

### AVERAGE PAY ANALYSIS (Cont'd)

- Miami University ranks last on sixteen jobs when compared to all participants

-- Assistant Auto Technician (4/4)	-- Delivery Worker (6/6)
-- Records Management Specialist (5/5)	-- Cashier (7/7)
-- Stores Clerk (5/5)	-- Nurse Supervisor (7/7)
-- Senior Electronics Specialist (5/5)	-- Administrative Assistant (8/8)
-- Baker (5/5)	-- Clerk (9/9)
-- Laborer (5/5)	-- Account Clerk (9/9)
-- Senior Housekeeping Manager (5/5)	-- Secretary (11/11)
-- Stationary Engineer (6/6)	-- Senior Maintenance Repair Worker (11/11)

## AVERAGE PAY ANALYSIS (Cont'd)

### RANK OF MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Rank
1	Clerk	9/ 9
2	Secretary	11/11
3	Senior Clerk	2/ 4
4	Clerical Technician	5/ 7
5	Senior Secretary	9/11
6	Administrative Secretary	6/10
7	Records Management Specialist	5/ 5
8	Administrative Assistant	8/ 8
9	Cashier	7/ 7
11	Stores Clerk	5/ 5
12	Account Clerk	9/ 9
13	Purchasing Assistant	3/ 5
14	Personnel Aide	8/ 9
15	Computer Operator	1/ 8
16	Air Quality Technician	4/ 5
17	Stationary Engineer	6/ 6
18	Senior Electronics Specialist	5/ 5
19	Food Service Worker	6/ 8
20	Baker	5/ 5
21	Food Service Manager	5/ 8
22	Nurse	3/ 7
23	Nurse Supervisor	7/ 7

## AVERAGE PAY ANALYSIS (Cont'd)

### RANK OF MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Rank
24	Laborer	5/ 5
25	Building Services Worker	5/ 7
26	Assistant Auto Technician	4/ 4
27	Delivery Worker	6/ 6
28	Groundskeeper	5/ 8
29	Painter	5/ 7
30	Senior Maintenance Repair Worker	11/11
31	Automotive Technician	6/ 7
32	Carpenter	6/ 7
33	Housekeeping Manager	4/ 5
35	Plumber	5/ 7
36	Senior Housekeeping Manager	5/ 5
37	Electrician	7/ 8

### AVERAGE PAY ANALYSIS (Cont'd)

#### *University Participants*

- Miami University ranks first on one job when compared to other universities -- Computer Operator (1/7)
- Miami University ranks second on one job when compared to other universities -- Purchasing Assistant (2/4)
- Miami University ranks last on eighteen jobs when compared to other universities
  - Records Management Specialist (4/4)
  - Stores Clerk (4/4)
  - Administrative Secretary (5/5)
  - Senior Electronics Specialist (5/5)
  - Baker (5/5)
  - Nurse Supervisor (5/5)
  - Laborer (5/5)
  - Delivery Worker (5/5)
  - Senior Housekeeping Manager (5/5)
  - Clerk (6/6)
  - Secretary (6/6)
  - Administrative Assistant (6/6)
  - Personnel Aide (6/6)
  - Stationary Engineer (6/6)
  - Electrician (6/6)
  - Cashier (7/7)
  - Account Clerk (7/7)
  - Senior Maintenance Repair Worker (7/7)

## AVERAGE PAY ANALYSIS (Cont'd)

### RANK OF MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Rank
1	Clerk	6/ 6
2	Secretary	6/ 6
4	Clerical Technician	4/ 5
5	Senior Secretary	5/ 6
6	Administrative Secretary	5/ 5
7	Records Management Specialist	4/ 4
8	Administrative Assistant	6/ 6
9	Cashier	7/ 7
11	Stores Clerk	4/ 4
12	Account Clerk	7/ 7
13	Purchasing Assistant	2/ 4
14	Personnel Aide	6/ 6
15	Computer Operator	1/ 7
16	Air Quality Technician	4/ 5
17	Stationary Engineer	6/ 6
18	Senior Electronics Specialist	5/ 5
19	Food Service Worker	5/ 6
20	Baker	5/ 5
21	Food Service Manager	5/ 6
22	Nurse	2/ 5
23	Nurse Supervisor	5/ 5
24	Laborer	5/ 5

## AVERAGE PAY ANALYSIS (Cont'd)

### RANK OF MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Rank
25	Building Services Worker	4/ 5
27	Delivery Worker	5/ 5
28	Groundskeeper	5/ 7
29	Painter	5/ 6
30	Senior Maintenance Repair Worker	7/ 7
31	Automotive Technician	5/ 6
32	Carpenter	6/ 7
33	Housekeeping Manager	4/ 5
35	Plumber	5/ 7
36	Senior Housekeeping Manager	5/ 5
37	Electrician	6/ 6

## RANGE MIDPOINT ANALYSIS

Miami's pay grade midpoints were compared to the average pay of the total survey group as well as the University participant group to determine the competitiveness of the structure midpoints to the actual market

### *All Participants*

Compared to all survey participants, the University's midpoint position relative to market average is less competitive than the average actual pay position with a composite market midpoint pay ratio (Miami pay grade midpoint / total participant market average) of 82%

- midpoints for 86% (31/36) of the jobs were within 10% of Miami's average market midpoint position
- three jobs were more than 10 percentage points **above** the 82% market midpoint position
  - Clerical Technician (93.0%)
  - Food Service Worker (94.1%)
  - Senior Clerk (96.4%)

### **RANGE MIDPOINT ANALYSIS (Cont'd)**

- two jobs were more than 10 percentage points **below** the 82% market midpoint position
  - Assistant Auto Technician (66.7%)
  - Senior Maintenance Repair Worker (71.5%)

## RANGE MIDPOINT ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Miami Actual Midpoint	Market Average	% of Market Average	Market Median	% of Market Median	# of Organizations Reporting
1	Clerk	\$ 7.61	\$ 8.90	85.5%	\$ 8.63	88.2%	9
2	Secretary	\$ 8.08	\$10.43	77.5%	\$ 9.82	82.3%	11
3	Senior Clerk	\$ 8.55	\$ 8.87	96.4%	\$ 8.41	101.7%	4
4	Clerical Technician	\$10.18	\$10.95	93.0%	\$10.76	94.6%	6
5	Senior Secretary	\$10.18	\$11.80	86.3%	\$11.36	89.6%	11
6	Administrative Secretary	\$10.79	\$12.63	85.4%	\$12.15	88.8%	9
7	Records Management Specialist	\$10.79	\$13.73	78.6%	\$12.59	85.7%	4
8	Administrative Assistant	\$11.43	\$14.68	77.9%	\$14.35	79.7%	7
9	Cashier	\$ 6.97	\$ 9.71	71.8%	\$ 9.71	71.8%	6
10	Library Clerk	\$ 8.08	\$10.44	77.4%	\$10.47	77.2%	6
11	Stores Clerk	\$ 8.55	\$10.60	80.7%	\$10.96	78.0%	4
12	Account Clerk	\$ 9.06	\$11.36	79.8%	\$11.54	78.5%	8
13	Purchasing Assistant	\$ 9.06	\$ 9.88	91.7%	\$ 9.87	91.8%	4
14	Personnel Aide	\$ 9.61	\$10.88	88.3%	\$10.37	92.7%	8
15	Computer Operator	\$ 9.61	\$11.17	86.0%	\$11.04	87.0%	7
16	Air Quality Technician	\$11.57	\$12.76	90.7%	\$12.83	90.2%	4
17	Stationary Engineer	\$12.27	\$16.28	75.4%	\$15.63	78.5%	5
18	Senior Electronics Specialist	\$12.84	\$15.40	83.4%	\$14.23	90.2%	4
19	Food Service Worker	\$ 8.16	\$ 8.67	94.1%	\$ 9.02	90.5%	7
20	Baker	\$ 9.17	\$10.59	86.6%	\$10.92	84.0%	4
21	Food Service Manager	\$12.12	\$13.63	88.9%	\$14.26	85.0%	7
22	Nurse	\$12.84	\$14.83	86.6%	\$14.93	86.0%	6

## RANGE MIDPOINT ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS ALL PARTICIPANTS

Job Code	Title	Miami Actual Midpoint	Market Average	% of Market Average	Market Median	% of Market Median	# of Organizations Reporting
23	Nurse Supervisor	\$14.43	\$17.43	82.8%	\$17.91	80.6%	6
24	Laborer	\$ 7.70	\$ 9.47	81.3%	\$ 9.45	81.5%	4
25	Building Services Worker	\$ 8.16	\$ 9.44	86.4%	\$ 9.63	84.7%	6
26	Assistant Auto Technician	\$ 8.65	\$12.97	66.7%	\$11.97	72.3%	3
27	Delivery Worker	\$ 8.65	\$11.50	75.2%	\$11.61	74.5%	5
28	Groundskeeper	\$ 9.17	\$10.54	87.0%	\$10.94	83.8%	7
29	Painter	\$ 9.72	\$12.98	74.9%	\$14.18	68.5%	6
30	Senior Maintenance Repair Worker	\$ 9.72	\$13.59	71.5%	\$13.27	73.2%	10
31	Automotive Technician	\$10.30	\$13.99	73.6%	\$13.80	74.6%	6
32	Carpenter	\$10.30	\$14.18	72.6%	\$14.60	70.5%	6
33	Housekeeping Manager	\$10.18	\$12.15	83.8%	\$12.46	81.7%	4
35	Plumber	\$10.92	\$14.21	76.8%	\$14.62	74.7%	6
36	Senior Housekeeping Manager	\$11.43	\$15.41	74.2%	\$15.23	75.0%	4
37	Electrician	\$11.57	\$15.12	76.5%	\$15.33	75.5%	8
Mean				81.8%		82.3%	

## **RANGE MIDPOINT ANALYSIS (Cont'd)**

### ***University Participants***

When compared exclusively to University participants, Miami's midpoint position relative to average market decreases by less than one percentage point, with a composite market midpoint pay ratio (Miami pay grade midpoint / University participant market average) of 81%

- midpoints for 91% (31/34) of the jobs were within 10% of Miami's average market midpoint position
- two jobs were more than 10 percentage points above the 81% market midpoint position
  - Purchasing Assistant (93.3%)
  - Clerical Technician (95.3%)
- one job was more than 10 percentage points below the 81% market midpoint position -- Painter (69.9%)
- one job was excluded from the sample due to limited or missing data -- Senior Clerk

## RANGE MIDPOINT ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Miami Actual Midpoint	Market Average	% of Market Average	Market Median	% of Market Median	# of Universities Reporting
1	Clerk	\$ 7.61	\$ 9.33	81.6%	\$ 9.39	81.0%	6
2	Secretary	\$ 8.08	\$10.80	74.8%	\$ 9.90	81.6%	6
3	Senior Clerk	\$ 8.55	---	---	---	---	3
4	Clerical Technician	\$10.18	\$10.68	95.3%	\$10.76	94.6%	4
5	Senior Secretary	\$10.18	\$12.01	84.8%	\$11.47	88.8%	6
6	Administrative Secretary	\$10.79	\$13.27	81.3%	\$12.98	83.1%	4
7	Records Management Specialist	\$10.79	\$12.36	87.3%	\$12.20	88.4%	3
8	Administrative Assistant	\$11.43	\$14.44	79.2%	\$14.35	79.7%	5
9	Cashier	\$ 6.97	\$ 9.71	71.8%	\$ 9.71	71.8%	6
10	Library Clerk	\$ 8.08	\$10.78	75.0%	\$10.63	76.0%	5
11	Stores Clerk	\$ 8.55	\$11.08	77.2%	\$11.24	76.1%	3
12	Account Clerk	\$ 9.06	\$11.44	79.2%	\$11.54	78.5%	6
13	Purchasing Assistant	\$ 9.06	\$ 9.71	93.3%	\$ 9.34	97.0%	3
14	Personnel Aide	\$ 9.61	\$11.65	82.5%	\$11.00	87.4%	5
15	Computer Operator	\$ 9.61	\$11.18	86.0%	\$11.02	87.2%	6
16	Air Quality Technician	\$11.57	\$12.76	90.7%	\$12.83	90.2%	4
17	Stationary Engineer	\$12.27	\$16.28	75.4%	\$15.63	78.5%	5
18	Senior Electronics Specialist	\$12.84	\$15.40	83.4%	\$14.23	90.2%	4
19	Food Service Worker	\$ 8.16	\$ 9.01	90.6%	\$ 9.24	88.3%	5
20	Baker	\$ 9.17	\$10.59	86.6%	\$10.92	84.0%	4
21	Food Service Manager	\$12.12	\$14.90	81.3%	\$15.40	78.7%	5
22	Nurse	\$12.84	\$14.37	89.4%	\$14.20	90.4%	4

## RANGE MIDPOINT ANALYSIS (Cont'd)

### MIAMI UNIVERSITY VERSUS UNIVERSITY PARTICIPANTS

Job Code	Title	Miami Actual Midpoint	Market Average	% of Market Average	Market Median	% of Market Median	# of Universities Reporting
23	Nurse Supervisor	\$14.43	\$17.71	81.5%	\$17.91	80.6%	4
24	Laborer	\$ 7.70	\$ 9.47	81.3%	\$ 9.45	81.5%	4
25	Building Services Worker	\$ 8.16	\$ 9.66	84.5%	\$ 9.85	82.8%	4
27	Delivery Worker	\$ 8.65	\$11.01	78.6%	\$11.35	76.2%	4
28	Groundskeeper	\$ 9.17	\$10.86	84.4%	\$11.02	83.2%	6
29	Painter	\$ 9.72	\$13.91	69.9%	\$15.33	63.4%	5
30	Senior Maintenance Repair Worker	\$ 9.72	\$13.20	73.6%	\$13.07	74.4%	6
31	Automotive Technician	\$10.30	\$14.10	73.0%	\$14.18	72.6%	5
32	Carpenter	\$10.30	\$14.18	72.6%	\$14.60	70.5%	6
33	Housekeeping Manager	\$10.18	\$12.15	83.8%	\$12.46	81.7%	4
35	Plumber	\$10.92	\$14.21	76.8%	\$14.62	74.7%	6
36	Senior Housekeeping Manager	\$11.43	\$15.41	74.2%	\$15.23	75.0%	4
37	Electrician	\$11.57	\$14.76	78.4%	\$15.33	75.5%	6
<b>Mean</b>				81.2%		81.3%	

