



# Geographic Differential Report

Date Effective August 1, 2015

2015

## Food & Beverage Mfg. in San Diego County

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  - *Regional Wage (Nonexempt)*

## About this Report

The enclosed report contains estimated salaries for the following location(s):

- ***Food & Beverage Mfg. in San Diego County***

The estimated salaries were derived using geographic differentials. These differentials were then applied to the results published in the 2014 Regional Wage (Nonexempt) Survey.

About the Differentials and their use -

It's recommended that the distinct characteristics of the specific labor markets should be used in combination with enclosed estimated salary results, as occasionally significant variations can be found among certain cities.

Salary differentials provide estimates of what salaries can reasonably be expected when everything else is equal and held constant, e.g. industries, labor markets, the economy, etc. However, since industries, labor markets, and economic conditions do change, the accuracy of geographic differentials may vary accordingly. Therefore, observe caution when using salaries derived from area differentials, particularly if the labor market is in a rapid state of change.

The data in the report has been "aged" to reflect estimated rates as of 8/1/2015.

### REPORT DEFINITIONS

#### Estimated Pay Range:

Definition: Approximated salaries being paid for the area noted in the report.

- Low - Value in an array of which twenty-five percent (25%) of the sample falls below and seventy-five percent (75%) of the sample falls above.
- Median – Median of the salaries being paid.
- High - Value in an array of which twenty-five percent (25%) of the sample falls above and seventy-five percent (75%) of the sample falls below.

#### Estimated Ranges:

Definition: These figures represent the estimated formal range structures for the area noted in the report.

- Minimum – Lowest salary at which an employee is usually paid.
- Midpoint – The "mid-value" between the minimum and maximum.
- Maximum – Highest salary at which an employee is usually paid.



## Geographic Differential Report Nonexempt Jobs

### Food & Beverage Mfg. in San Diego County

Effective 2015

Job Code	Job Title	Estimated Base Pay Range			Estimated Ranges		
		Low	Median	High	Minimum	Midpoint	Maximum
5	<b>5. Accounting Clerk, Junior</b>	\$32,858	\$34,726	\$39,940	\$29,340	\$35,941	\$42,542
<p>Under close supervision and following specific instructions and well-defined procedures, performs clerical duties of limited scope in support of the accounting function. Work requires little or no previous experience. Duties may include such tasks as matching payments to accounts receivable, preparing bank deposits, checking items on invoices and purchase orders, and posting data to designated accounts. May also perform routine typing and calculating. This position includes payroll clerks and accounts receivable and/or payable clerks at this level. Uses accounting system, PC or enterprise, to perform functions. May print reports from PC. This is normally the entry level of the accounting clerical job family.</p>							
10	<b>10. Accounting Clerk, Intermediate</b>	\$37,294	\$39,689	\$42,210	\$33,533	\$41,078	\$48,623
<p>Under general supervision and following instructions and procedures that are well defined but may require the exercise of some judgment in application, performs clerical duties of moderate complexity and scope in support of the accounting function. Work normally requires a good knowledge of basic bookkeeping procedures but does not require knowledge of accounting principles. Typical duties include reconciling bank accounts and cash accounts, listing and checking details necessary to preparation of reports, preparing journal entries, posting entries to specified accounts, etc. This position also includes accounts receivable and/or payable clerks at this level. Uses accounting system, PC or enterprise, to perform functions. May print reports from PC.</p>							
15	<b>15. Accounting Clerk, Senior</b>	\$40,856	\$47,532	\$51,479	\$40,160	\$49,196	\$58,232
<p>Under minimal supervision, performs clerical duties, which require the use of independent judgment, a thorough knowledge of the principles of accounting or bookkeeping procedures, and a familiarity with work relationships within the assigned area of accounting activity. The position does not require knowledge of the accounting principles. Typical duties include reviewing transactions for completeness, accuracy and proper authorization, posting and balancing accounts, assisting accountants in the preparation of reports, answering customer inquiries and investigating complaints regarding possible errors in the assigned area of activity, etc. Duties may include assigning work to and checking work of lower-level accounting clerks.</p>							
25	<b>25. Bookkeeper -Senior</b>	\$57,553	\$64,723	\$70,694	\$54,684	\$66,988	\$79,292
<p>Responsible for the maintenance of a complete set of records that cover all financial transactions of an establishment. Classifies, verifies, and posts items in books or journals. Balances a unit's financial books and records, journalizes transactions where judgment is involved as to affected accounts, and maintains a general ledger from the totals of each type of transaction. Determines proper records and distribution of debit and credit items. Compiles financial statements and reports at regular intervals and may be responsible for the preparation of payroll. Typically uses a PC and/or computer terminal and financial software to perform functions and related duties.</p>							
30	<b>30. Billing Clerk</b>	\$36,508	\$41,008	\$48,024	\$34,648	\$42,444	\$50,240
<p>Prepares customer statements, bills, and invoices by hand, on a computer showing an itemized account of the amount owed. Obtains information from purchase orders, sales and charge slips, or from other records and calculates amounts that will be placed on bills. When required, checks calculations copied from the records. Uses a PC or enterprise system to perform functions. May print bills or reports from a PC.</p>							