



# 2014 Office & Administration Salary Guide

 randstad®



## Economic Improvement Benefits Office and Administrative Professionals

In 2013, the gradually improving U.S. economy boosted Americans' job confidence to its highest level since 2008, preceding the national financial crisis. Within the office and administrative sector, which represents some 20 million U.S. jobs, employees perceived their own industry more positively, with overall confidence peaking at nearly 56 percent in a recent Randstad survey. These more positive outlooks reflect the general upward trend of the index of leading economic indicators, which point to a slowly mending economy, a rebound in new U.S. home sales and an increase in durable-good orders.

Overall, office and administrative workers have told Randstad that they feel more confident about the economy, their employers and the likelihood that they could find a new job. For example, one-third (34%) of survey respondents indicated that the economy is getting stronger, and 65 percent felt confident about the future of their employer.

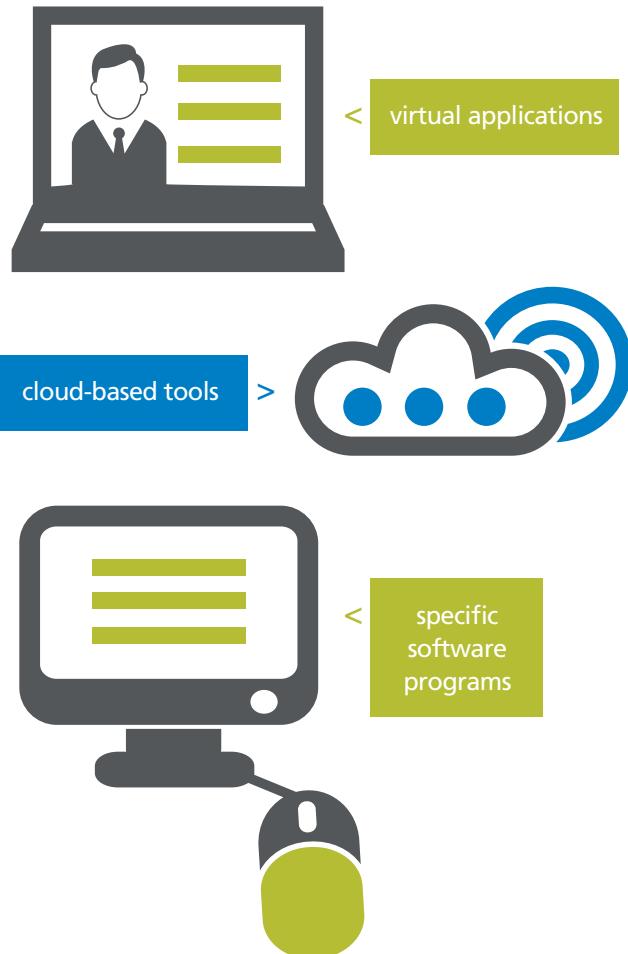
When asked about finding a new job, 40 percent of office and administrative employees expressed confidence in their ability to do so, and 28 percent indicated that they might transition to a new job in the next 12 months. As the economy continues to recover and more job opportunities develop, the administrative sector will likely experience movement and turnover as existing employees pursue new or more lucrative positions.



## Technology Training Ranks as Top Issue

Technology is the workhorse of administrative employees, and the International Association of Administrative Professionals (IAAP) reports that keeping up with technology will be the number one issue to affect the administrative profession in the next five years. In an IAAP survey of administrative workers, respondents also cited technology as their greatest training need, with instruction in tools such as cloud-based and virtual applications as most important, followed by training in specific software programs.

*greatest technology training needs*



**NUMBER ONE  
ISSUE FOR THE  
administrative profession  
IN THE NEXT 5 YEARS:  
keeping up with  
TECHNOLOGY**

Additionally, a Randstad survey found that of 10 possible employee engagement tools, investing in employees' careers through training, professional development or continuing education ranked as the third most important tool to office and administrative workers. By providing resources for professional training, employers have a real opportunity to fill an employee need, all while benefiting the greater organization. Not only can a strong commitment to training and career development improve efficiency and workflow, but it can also be a strong attractor for future talent.

While mobile devices are commonplace in many employment sectors, office and administrative workers appear to lag behind in receiving employer-provided mobile tools, including cell phones and tablets. The IAAP reports that of the technology tools administrative workers desire most, a faster, more powerful computer ranked first at 42 percent and tablets second at 35 percent. Only some three percent of respondents reported having an employer-provided tablet, indicating a great opportunity for employers to address a growing employee concern.

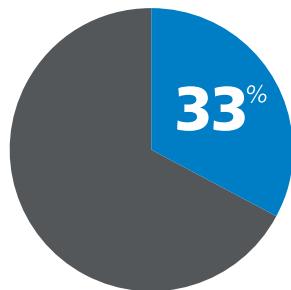
## The Healthcare Effect

Of the many issues affecting operational and staffing strategies, managing healthcare costs and implementing the Affordable Care Act (ACA) will hover as a top issue for U.S. businesses across all industries in 2014. Employers will be tapped to assist employees in understanding options provided under the ACA, and it is anticipated that some levels of administrative employees will contribute to the preparation and dissemination of ACA information, whether through human resources or administrative support functions. It is important to note that these employees may require specific training to carry out this function.

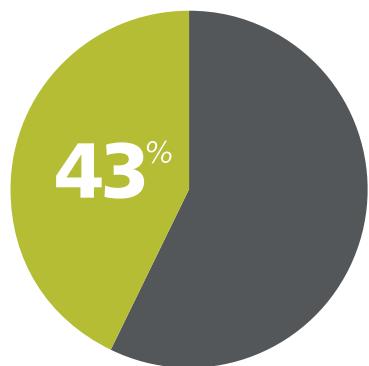
As the ACA shifts healthcare coverage away from employment status, it is predicted that U.S. workers may become more mobile and more inclined to pursue temporary (contingent, contract and consultant) opportunities if they can provide their own health insurance. A Randstad Workforce360 study found that this movement is more than just a prediction, with 33 percent of respondents saying they would be more likely to continue or consider a career as a temporary or contract worker if affordable health insurance options are available under healthcare reform. Additionally, nearly half (43%) say the recession has made them more interested in pursuing a work arrangement outside of traditional, full-time employment.

Employers may realize two opportunities as the ACA unfolds: 1) employers with attractive health benefits can promote their employer-sponsored plans as a recruiting tool and 2) employers can tap into the predictably larger pool of temporary talent on an as-needed basis, creating work flexibility that is highly valued by the office and administrative workforce. According to the latest Randstad Engagement Survey, 35 percent of office and administrative workers consider flexible work arrangements an effective way to keep employees engaged.

*workers are becoming more mobile and inclined to pursue temporary opportunities*



33 percent are more likely to continue as a contractor if affordable health insurance options are available



43 percent say the recession has made them more interested in work arrangements outside of traditional, full-time employment

**35%** of office and administrative workers say  
**flexible work arrangements**



**keep employees engaged**

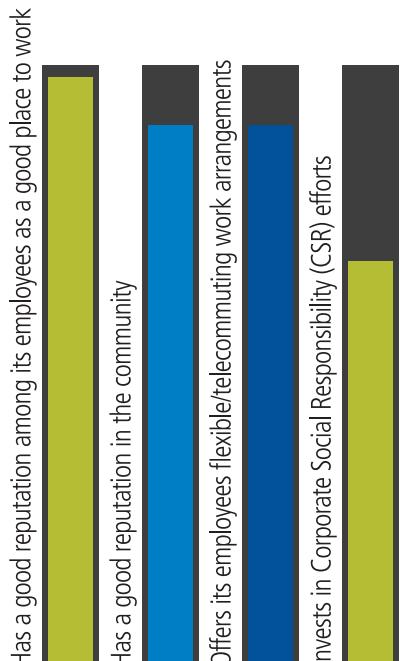
## Employer Branding: Significant to Retention and Engagement

Maintaining a solid brand and positive reputation with employees is one of the most compelling strategy points a company can use to retain current employees and attract new talent. When assessing a prospective company, candidates place tremendous importance on what they hear from those on the "inside." Employers have a golden opportunity to secure the best talent if current employees speak well of their employment experience and serve as company ambassadors.

This point was clearly made in a 2013 Randstad report that revealed the importance of various factors that candidates consider when contemplating a position with a new company. For example, a whopping 98 percent of office and administrative workers responded that a company's good reputation among its employees was something they consider very/somewhat important when contemplating a job change. Additionally, a good reputation within the community was very/somewhat important to 91 percent of those in administrative positions. When ranking the ways in which they learn and develop an opinion about a company, 73 percent pointed to word of mouth from employees who work at the company, followed by word of mouth from family and friends at 61 percent.

The survey results showed that 78 percent of office and administrative employees were proud to work for their company. Employers can capitalize on their good reputation and their strong employer brand especially with their administrative staff, who can serve as excellent brand ambassadors. Because administrative jobs span all industry segments, many administrative employees have the opportunity to align their personal interests with their employment. Seventy-three percent of administrative employees say their employer shares their values, the highest rating in this area of all employment sectors.

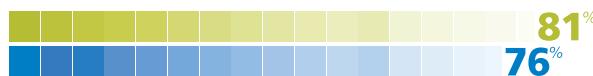
*important factors when  
considering a new company*



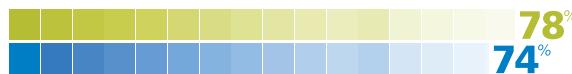
*how do you feel about your job?*

admin / customer service respondents      total respondents

I feel inspired to do my best



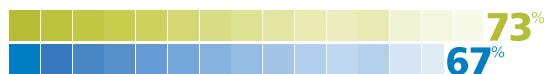
I am proud to work for my company or organization



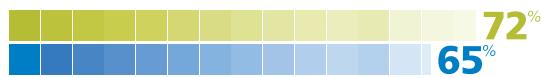
I enjoy going to work every day



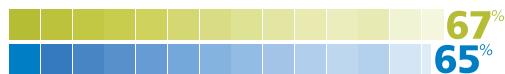
The company or organization I work for shares my values



I feel that my efforts are recognized and valued



I trust that the leaders of my company or organization make good decisions

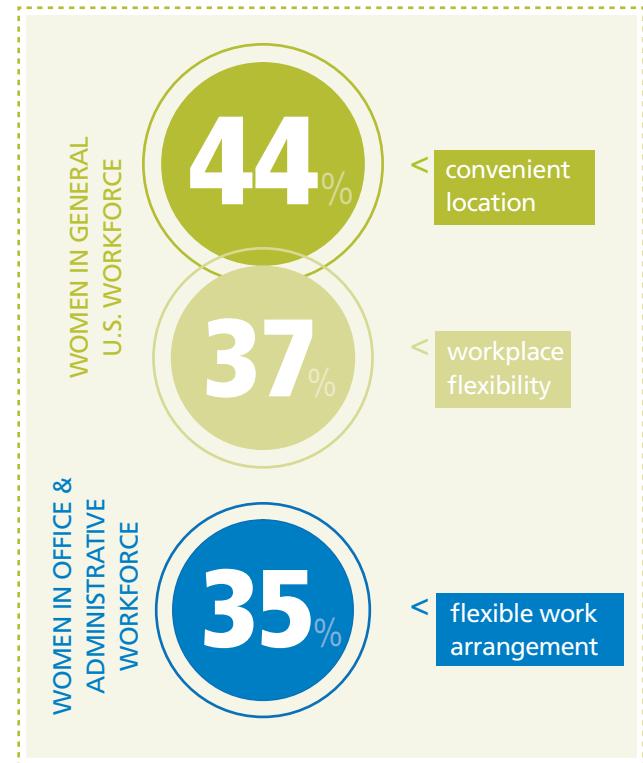


## Addressing Women's Workplace Preferences: Key to a Strong Administrative Workforce

Women make up 50 percent of the U.S. workforce and dominate the office and administrative employment sector. U.S. Census data shows that in 2010, the most common jobs for women were classified as "secretaries and administrative assistants," with females occupying 96 percent of those positions.

In recent Randstad research, both women and men state that salaries and benefits are the most important factors when selecting an employer, but women have a few other top priorities they consider when looking at employee attributes. For example, the Randstad survey reveals that 44 percent of women want a good work location and 37 percent want workplace flexibility. Within the administrative sector specifically, over one-third (35%) of employees want flexible work arrangements. Additionally, when companies offer reduced or flex schedules during the summer months, 93 percent of women feel that the schedule change improves company morale and 81 percent feel that productivity increases.

By understanding these types of gender preferences, employers have an excellent opportunity to assess and address topics that will positively impact employee recruitment, retention and engagement.



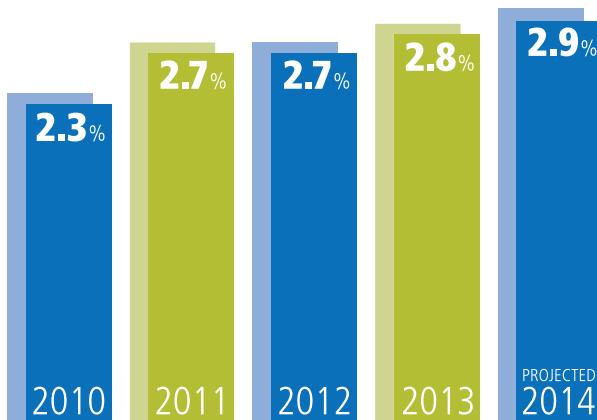
women in the total U.S. workforce vs. office & administrative workforce



## Salary Trends 2014

Pay increases factor heavily into retention and engagement strategies, and in a recent Randstad survey, 57 percent of office and administrative employees felt very or somewhat likely that they would receive a raise in 2013. In its July 2013 annual compensation report, the consulting firm Mercer announced that in 2014, U.S. workers can expect an average pay increase of 2.9 percent across all industries, which indicates a slight increase over the 2013 raise of 2.8 percent and the 2012 and 2011 increases of 2.7 percent. IAPP reports that office and administrative workers anticipate a pay raise of 3.0 percent.

*five-year trend of average base pay increases*



To entice company loyalty, many organizations categorize employees based on performance level and generate pay raises accordingly. Mercer's data shows that in 2013 the highest-performing employees received an average 4.6 percent base pay increase, while average performers earned a 2.6 percent increase and the lowest performing employees averaged a 0.2 percent increase. The IAPP report revealed that of administrative workers receiving raises, 39.9 percent said that merit was the number one factor contributing to their latest pay increase.

Performance-based compensation carries weight with administrative employees, as demonstrated in a recent Randstad survey in which they ranked performance promotions or bonuses as the second most important method of keeping employees engaged, after accommodating work arrangements, which was the most popular method selected by 35 percent of respondents.

**Sources:**

- <http://www.mercer.com//pressrelease/details.htm?printfriendly=true&idContent=1539840&eu=null>
- <http://www.shrm.org/hrdisciplines/compensation/articles/pages/salary-budgets-2014.aspx>
- [http://www.mercer.com/press-releases/1539840 <pay increases>](http://www.mercer.com/press-releases/1539840)
- <http://www.randstadusa.com/workforce360/jobs-the-economy/manufacturing-employees-confident-and-on-the-move/123 and full report download: Q2 Manufacturing Employment Report.pdf>
- <http://www.whitehouse.gov/administration/eop/cwg/data-on-women>
- [http://www.jec.senate.gov/public/?a=Files.Serve&File\\_id=51176ff1-81f6-4383-9393-48c082182dd5](http://www.jec.senate.gov/public/?a=Files.Serve&File_id=51176ff1-81f6-4383-9393-48c082182dd5)
- [Randstad Engagement Research - April 2013 Sector Findings - 7-19-13-1.pptx](#)
- [Randstad Engagement Research - Wave 7 Manufacturing - Admin Sectors Topline - 07-18-13.docx](#)
- <http://www.randstadusa.com/about-randstad/press-room/what-workers-want-employer-branding-in-a-rebounding-job-market>
- [http://www.bls.gov/emp/ep\\_table\\_101.htm](http://www.bls.gov/emp/ep_table_101.htm)
- [http://www.bls.gov/emp/ep\\_table\\_102.htm](http://www.bls.gov/emp/ep_table_102.htm)
- [http://www.iaap-hq.org/sites/default/files/press\\_release/2013/07/2013\\_iaap\\_benchmarkingsurvey\\_results\\_pdf\\_14181.pdf](http://www.iaap-hq.org/sites/default/files/press_release/2013/07/2013_iaap_benchmarkingsurvey_results_pdf_14181.pdf)
- <http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/Help-Health-Plan-Selection.aspx>
- <http://www.transamericanacenterforhealthstudies.org/center-research/2013-survey---complete-harris>

## About Randstad US

Randstad US is a wholly owned subsidiary of Randstad Holding nv, a \$22.0 billion global provider of HR services. As the third largest staffing organization in the U.S., Randstad holds top positions in permanent placement, office and administration, IT and accounting and finance. From professional services, commercial staffing, recruitment process outsourcing, to managed services and more, Randstad delivers a comprehensive range of temporary, temporary-to-hire, permanent placement and outsourced placement services. With its 5,660 employment experts, Randstad puts an average of nearly 100,000 people to work in the U.S. each week through its network of more than 900 branches and client-dedicated locations.

Learn more at [www.randstadstaffing.com](http://www.randstadstaffing.com)

# 2014 Salary Guide

---

## Office & Administrative Positions

# Using the Randstad Salary Guide for Office & Administrative Positions

Within this section, you'll find pay information for key Office & Administrative positions that are the most prevalent or in demand. Salary details are provided for almost 200 geographic markets. Companies can use this information to adjust current salaries based on market factors to ensure they are competitive locally.

Salary data was provided by Economic Research Institute (ERI). ERI is a widely known provider of robust job competency, cost-of-living, executive compensation and salary surveys (over 565,000 organizations' data). [www.erieri.com](http://www.erieri.com)

The ERI data reported here is reflective of an employee with average years' experience for that particular position (see key). Each title also includes three salary data points: Low (25th percentile), Mid (50th percentile) and High (75th percentile).

## Job Title:

## Average Years of Experience Key:

Accounting Clerk	6	Front Desk Receptionist	5
Accounts Payable Clerk	5	General Clerk	6
Accounts Payable Supervisor	7	Help Desk Representative	6
Accounts Receivable Clerk	5	Human Resources Assistant	6
Accounts Receivable Supervisor	7	Human Resources Clerk	6
Administrative Assistant	8	Insurance Claims Clerk	6
Administrative Assistant, CEO	7	Insurance Claims Processor	7
Administrative Secretary	8	Insurance Customer Service Representative (Commercial)	6
Assistant Buyer	6	Insurance Customer Service Representative (Personal)	6
Banking Loan Clerk	5	Inventory Clerk	6
Banking Loan Processor	6	Inventory Control Clerk	6
Banking Mortgage Clerk	6	Lead Data Entry Operator	6
Benefits Clerk	6	Legal Secretary	6
Bilingual Secretary	7	Mailroom Clerk	5
Billing Clerk	6	Marketing Survey Worker	5
Bookkeeper	7	Medical Billing Clerk	6
Call Center Representative (Complex Calls)	6	Medical Receptionist	5
Call Center Representative (General Calls)	7	Medical Records Administrator	8
Call Center Representative (Specialized Calls)	6	Medical Records Clerk	5
Call Center Sales Representative	6	Medical Records Coding Technician	7
Call Center Supervisor	7	Medical Secretary	7
Cost Accounting Clerk	6	Medical Transcriptionist	7
Credit & Collection Clerk	6	Office Manager	7
Customer Service Representative (General Calls)	6	Order Processing Clerk	6
Customer Service Representative (Specialized Calls)	8	Order Processing Supervisor	7
Customer Service Representative Financial	6	Payroll Clerk	6
Data Entry Operator	5	Payroll Supervisor	7
Data Entry Supervisor	6	Receptionist	6
Executive Assistant	7	Secretary	6
Export/Import Clerk	6	Telemarketing Representative	6
File Clerk	5	Word Processor	7

# Alabama

## Birmingham, AL

Job Title	Low	Mid	High
Accounting Clerk	\$15.60	\$16.66	\$18.04
Accounts Payable Clerk	\$16.23	\$17.14	\$18.33
Accounts Payable Supervisor	\$25.41	\$27.46	\$30.11
Accounts Receivable Clerk	\$16.70	\$17.63	\$18.85
Accounts Receivable Supervisor	\$23.30	\$25.17	\$27.60
Administrative Assistant	\$18.08	\$19.65	\$21.68
Administrative Assistant, CEO	\$29.96	\$32.74	\$36.36
Administrative Secretary	\$21.98	\$23.88	\$26.35
Assistant Buyer	\$17.20	\$18.48	\$20.14
Banking Loan Clerk	\$14.62	\$15.61	\$16.91
Banking Loan Processor	\$16.22	\$17.53	\$19.22
Banking Mortgage Clerk	\$15.39	\$16.63	\$18.24
Benefits Clerk	\$16.84	\$18.09	\$19.71
Bilingual Secretary	\$17.16	\$18.75	\$20.82
Billing Clerk	\$15.60	\$16.76	\$18.26
Bookkeeper	\$15.28	\$16.51	\$18.10
Call Center Representative (Complex Calls)	\$16.57	\$17.90	\$19.63
Call Center Representative (General Calls)	\$11.46	\$12.45	\$13.74
Call Center Representative (Specialized Calls)	\$13.59	\$14.60	\$15.91
Call Center Sales Representative	\$13.18	\$14.16	\$15.43
Call Center Supervisor	\$24.67	\$26.65	\$29.23
Cost Accounting Clerk	\$15.89	\$17.06	\$18.60
Credit & Collection Clerk	\$14.76	\$15.77	\$17.07
Customer Service Representative (General Calls)	\$15.28	\$16.50	\$18.10
Customer Service Representative (Specialized Calls)	\$22.17	\$23.95	\$26.27
Customer Service Representative Financial	\$14.96	\$16.25	\$17.94
Data Entry Operator	\$11.80	\$12.61	\$13.65
Data Entry Supervisor	\$20.22	\$21.72	\$23.67
Executive Assistant	\$27.27	\$29.98	\$33.50
Export/Import Clerk	\$15.71	\$16.88	\$18.39
File Clerk	\$12.81	\$13.68	\$14.82
Front Desk Receptionist	\$11.88	\$12.83	\$14.08
General Clerk	\$13.73	\$14.66	\$15.88
Help Desk Representative	\$19.79	\$21.63	\$24.02
Human Resources Assistant	\$16.31	\$17.52	\$19.09
Human Resources Clerk	\$16.31	\$17.52	\$19.09
Insurance Claims Clerk	\$13.94	\$14.89	\$16.13
Insurance Claims Processor	\$15.80	\$16.97	\$18.49
Insurance Customer Service Representative (Commercial)	\$18.71	\$20.21	\$22.17
Insurance Customer Service Representative (Personal)	\$15.39	\$16.63	\$18.24
Inventory Clerk	\$14.37	\$15.35	\$16.62
Inventory Control Clerk	\$14.37	\$15.35	\$16.62
Lead Data Entry Operator	\$15.10	\$16.22	\$17.68
Legal Secretary	\$22.04	\$24.08	\$26.75
Mailroom Clerk	\$12.40	\$13.17	\$14.18
Marketing Survey Worker	\$12.61	\$13.47	\$14.59
Medical Billing Clerk	\$15.50	\$16.65	\$18.15
Medical Receptionist	\$13.02	\$13.90	\$15.05
Medical Records Administrator	\$38.27	\$41.11	\$44.80
Medical Records Clerk	\$12.57	\$13.51	\$14.72
Medical Records Coding Technician	\$17.19	\$18.47	\$20.12
Medical Secretary	\$15.10	\$16.31	\$17.89
Medical Transcriptionist	\$14.70	\$15.79	\$17.21
Office Manager	\$21.80	\$23.83	\$26.46
Order Processing Clerk	\$14.99	\$16.01	\$17.34
Order Processing Supervisor	\$27.03	\$29.20	\$32.02
Payroll Clerk	\$18.13	\$19.47	\$21.22
Payroll Supervisor	\$26.68	\$28.99	\$31.99
Receptionist	\$13.14	\$14.12	\$15.39
Secretary	\$14.50	\$15.57	\$16.97
Telemarketing Representative	\$13.18	\$14.16	\$15.43
Word Processor	\$16.35	\$17.47	\$18.91

## Huntsville, AL

Job Title	Low	Mid	High
Accounting Clerk	\$15.49	\$16.54	\$17.91
Accounts Payable Clerk	\$16.14	\$17.05	\$18.23
Accounts Payable Supervisor	\$25.56	\$27.61	\$30.28
Accounts Receivable Clerk	\$16.62	\$17.56	\$18.77
Accounts Receivable Supervisor	\$23.90	\$25.82	\$28.32
Administrative Assistant	\$17.99	\$19.55	\$21.57
Administrative Assistant, CEO	\$30.41	\$33.24	\$36.91
Administrative Secretary	\$22.03	\$23.94	\$26.42
Assistant Buyer	\$17.16	\$18.44	\$20.09
Banking Loan Clerk	\$14.48	\$15.46	\$16.75
Banking Loan Processor	\$16.14	\$17.44	\$19.12
Banking Mortgage Clerk	\$15.28	\$16.50	\$18.10
Benefits Clerk	\$16.77	\$18.02	\$19.64
Bilingual Secretary	\$17.05	\$18.63	\$20.69
Billing Clerk	\$15.50	\$16.65	\$18.14
Bookkeeper	\$15.17	\$16.39	\$17.97
Call Center Representative (Complex Calls)	\$16.58	\$17.91	\$19.65
Call Center Representative (General Calls)	\$11.30	\$12.28	\$13.55
Call Center Representative (Specialized Calls)	\$13.48	\$14.48	\$15.78
Call Center Sales Representative	\$12.92	\$13.88	\$15.13
Call Center Supervisor	\$24.50	\$26.47	\$29.03
Cost Accounting Clerk	\$15.79	\$16.97	\$18.49
Credit & Collection Clerk	\$14.63	\$15.62	\$16.92
Customer Service Representative (General Calls)	\$15.15	\$16.37	\$17.95
Customer Service Representative (Specialized Calls)	\$22.38	\$24.18	\$26.51
Customer Service Representative Financial	\$14.83	\$16.11	\$17.78
Data Entry Operator	\$11.65	\$12.45	\$13.48
Data Entry Supervisor	\$20.39	\$21.90	\$23.87
Executive Assistant	\$27.59	\$30.33	\$33.89
Export/Import Clerk	\$15.61	\$16.77	\$18.28
File Clerk	\$12.63	\$13.49	\$14.61
Front Desk Receptionist	\$11.69	\$12.63	\$13.85
General Clerk	\$13.62	\$14.55	\$15.75
Help Desk Representative	\$20.28	\$22.17	\$24.62
Human Resources Assistant	\$16.22	\$17.43	\$18.99
Human Resources Clerk	\$16.22	\$17.43	\$18.99
Insurance Claims Clerk	\$13.84	\$14.78	\$16.01
Insurance Claims Processor	\$16.05	\$17.24	\$18.79
Insurance Customer Service Representative (Commercial)	\$18.44	\$19.92	\$21.84
Insurance Customer Service Representative (Personal)	\$15.08	\$16.29	\$17.86
Inventory Clerk	\$14.24	\$15.21	\$16.47
Inventory Control Clerk	\$14.24	\$15.21	\$16.47
Lead Data Entry Operator	\$15.03	\$16.15	\$17.60
Legal Secretary	\$22.10	\$24.15	\$26.82
Mailroom Clerk	\$12.26	\$13.03	\$14.02
Marketing Survey Worker	\$12.43	\$13.27	\$14.37
Medical Billing Clerk	\$15.39	\$16.54	\$18.02
Medical Receptionist	\$12.82	\$13.69	\$14.83
Medical Records Administrator	\$38.67	\$41.54	\$45.27
Medical Records Clerk	\$12.45	\$13.37	\$14.57
Medical Records Coding Technician	\$17.12	\$18.39	\$20.04
Medical Secretary	\$14.93	\$16.13	\$17.69
Medical Transcriptionist	\$14.46	\$15.53	\$16.93
Office Manager	\$21.82	\$23.85	\$26.49
Order Processing Clerk	\$14.85	\$15.86	\$17.17
Order Processing Supervisor	\$27.23	\$29.42	\$32.26
Payroll Clerk	\$18.13	\$19.48	\$21.23
Payroll Supervisor	\$26.88	\$29.20	\$32.23
Receptionist	\$12.97	\$13.93	\$15.18
Secretary	\$14.31	\$15.37	\$16.75
Telemarketing Representative	\$12.92	\$13.88	\$15.13
Word Processor	\$16.34	\$17.45	\$18.89

# Arizona

## Phoenix/Scottsdale, AZ

Job Title	Low	Mid	High
Accounting Clerk	\$16.40	\$17.52	\$18.97
Accounts Payable Clerk	\$17.04	\$18.00	\$19.24
Accounts Payable Supervisor	\$26.07	\$28.16	\$30.88
Accounts Receivable Clerk	\$17.49	\$18.48	\$19.75
Accounts Receivable Supervisor	\$23.36	\$25.24	\$27.68
Administrative Assistant	\$18.66	\$20.27	\$22.37
Administrative Assistant, CEO	\$30.18	\$32.98	\$36.62
Administrative Secretary	\$22.45	\$24.39	\$26.92
Assistant Buyer	\$17.97	\$19.31	\$21.04
Banking Loan Clerk	\$15.43	\$16.48	\$17.85
Banking Loan Processor	\$16.98	\$18.34	\$20.11
Banking Mortgage Clerk	\$16.16	\$17.46	\$19.15
Benefits Clerk	\$17.59	\$18.89	\$20.59
Bilingual Secretary	\$17.75	\$19.40	\$21.55
Billing Clerk	\$16.40	\$17.62	\$19.20
Bookkeeper	\$16.08	\$17.37	\$19.05
Call Center Representative (Complex Calls)	\$17.20	\$18.58	\$20.38
Call Center Representative (General Calls)	\$12.15	\$13.20	\$14.57
Call Center Representative (Specialized Calls)	\$14.29	\$15.35	\$16.72
Call Center Sales Representative	\$13.85	\$14.88	\$16.21
Call Center Supervisor	\$25.32	\$27.35	\$30.00
Cost Accounting Clerk	\$16.68	\$17.92	\$19.53
Credit & Collection Clerk	\$15.58	\$16.64	\$18.02
Customer Service Representative (General Calls)	\$16.05	\$17.34	\$19.01
Customer Service Representative (Specialized Calls)	\$22.80	\$24.63	\$27.02
Customer Service Representative Financial	\$15.73	\$17.09	\$18.86
Data Entry Operator	\$12.66	\$13.52	\$14.64
Data Entry Supervisor	\$21.03	\$22.59	\$24.61
Executive Assistant	\$27.57	\$30.30	\$33.86
Export/Import Clerk	\$16.51	\$17.73	\$19.32
File Clerk	\$13.59	\$14.52	\$15.72
Front Desk Receptionist	\$12.65	\$13.67	\$14.99
General Clerk	\$14.60	\$15.59	\$16.89
Help Desk Representative	\$20.69	\$22.61	\$25.11
Human Resources Assistant	\$17.07	\$18.33	\$19.98
Human Resources Clerk	\$17.07	\$18.33	\$19.98
Insurance Claims Clerk	\$14.82	\$15.82	\$17.14
Insurance Claims Processor	\$16.26	\$17.47	\$19.04
Insurance Customer Service Representative (Commercial)	\$19.27	\$20.82	\$22.83
Insurance Customer Service Representative (Personal)	\$16.04	\$17.33	\$19.00
Inventory Clerk	\$15.11	\$16.14	\$17.48
Inventory Control Clerk	\$15.11	\$16.14	\$17.48
Lead Data Entry Operator	\$15.98	\$17.16	\$18.70
Legal Secretary	\$22.50	\$24.59	\$27.31
Mailroom Clerk	\$13.27	\$14.09	\$15.16
Marketing Survey Worker	\$13.39	\$14.31	\$15.49
Medical Billing Clerk	\$16.30	\$17.51	\$19.09
Medical Receptionist	\$13.70	\$14.63	\$15.84
Medical Records Administrator	\$38.08	\$40.90	\$44.58
Medical Records Clerk	\$13.67	\$14.68	\$16.00
Medical Records Coding Technician	\$18.34	\$19.70	\$21.47
Medical Secretary	\$15.76	\$17.03	\$18.67
Medical Transcriptionist	\$15.65	\$16.81	\$18.32
Office Manager	\$22.51	\$24.60	\$27.32
Order Processing Clerk	\$15.78	\$16.85	\$18.25
Order Processing Supervisor	\$27.65	\$29.87	\$32.76
Payroll Clerk	\$18.88	\$20.28	\$22.11
Payroll Supervisor	\$27.30	\$29.67	\$32.74
Receptionist	\$13.92	\$14.96	\$16.30
Secretary	\$15.17	\$16.29	\$17.76
Telemarketing Representative	\$13.85	\$14.88	\$16.21
Word Processor	\$17.22	\$18.39	\$19.91

## Tucson, AZ

Job Title	Low	Mid	High
Accounting Clerk	\$15.54	\$16.60	\$17.97
Accounts Payable Clerk	\$16.16	\$17.06	\$18.24
Accounts Payable Supervisor	\$24.76	\$26.75	\$29.33
Accounts Receivable Clerk	\$16.60	\$17.53	\$18.74
Accounts Receivable Supervisor	\$22.46	\$24.27	\$26.62
Administrative Assistant	\$17.80	\$19.34	\$21.34
Administrative Assistant, CEO	\$29.02	\$31.72	\$35.22
Administrative Secretary	\$21.49	\$23.36	\$25.78
Assistant Buyer	\$17.08	\$18.34	\$19.99
Banking Loan Clerk	\$14.60	\$15.59	\$16.88
Banking Loan Processor	\$16.11	\$17.41	\$19.09
Banking Mortgage Clerk	\$15.32	\$16.55	\$18.15
Benefits Clerk	\$16.71	\$17.95	\$19.56
Bilingual Secretary	\$16.91	\$18.48	\$20.53
Billing Clerk	\$15.54	\$16.69	\$18.19
Bookkeeper	\$15.23	\$16.45	\$18.04
Call Center Representative (Complex Calls)	\$16.38	\$17.70	\$19.41
Call Center Representative (General Calls)	\$11.47	\$12.46	\$13.75
Call Center Representative (Specialized Calls)	\$13.53	\$14.54	\$15.84
Call Center Sales Representative	\$13.00	\$13.96	\$15.21
Call Center Supervisor	\$23.94	\$25.87	\$28.37
Cost Accounting Clerk	\$15.81	\$16.99	\$18.51
Credit & Collection Clerk	\$14.74	\$15.74	\$17.04
Customer Service Representative (General Calls)	\$15.21	\$16.43	\$18.02
Customer Service Representative (Specialized Calls)	\$21.80	\$23.55	\$25.83
Customer Service Representative Financial	\$14.90	\$16.19	\$17.86
Data Entry Operator	\$11.92	\$12.73	\$13.79
Data Entry Supervisor	\$20.05	\$21.54	\$23.47
Executive Assistant	\$26.48	\$29.11	\$32.53
Export/Import Clerk	\$15.65	\$16.81	\$18.31
File Clerk	\$12.83	\$13.71	\$14.84
Front Desk Receptionist	\$11.93	\$12.89	\$14.13
General Clerk	\$13.78	\$14.72	\$15.94
Help Desk Representative	\$19.71	\$21.55	\$23.93
Human Resources Assistant	\$16.20	\$17.40	\$18.96
Human Resources Clerk	\$16.20	\$17.40	\$18.96
Insurance Claims Clerk	\$13.99	\$14.95	\$16.18
Insurance Claims Processor	\$15.37	\$16.51	\$18.00
Insurance Customer Service Representative (Commercial)	\$18.15	\$19.61	\$21.51
Insurance Customer Service Representative (Personal)	\$15.03	\$16.23	\$17.80
Inventory Clerk	\$14.35	\$15.33	\$16.60
Inventory Control Clerk	\$14.35	\$15.33	\$16.60
Lead Data Entry Operator	\$15.12	\$16.24	\$17.70
Legal Secretary	\$21.55	\$23.55	\$26.15
Mailroom Clerk	\$12.50	\$13.28	\$14.29
Marketing Survey Worker	\$12.64	\$13.50	\$14.62
Medical Billing Clerk	\$15.44	\$16.59	\$18.08
Medical Receptionist	\$12.96	\$13.84	\$14.98
Medical Records Administrator	\$36.37	\$39.06	\$42.57
Medical Records Clerk	\$13.06	\$14.03	\$15.29
Medical Records Coding Technician	\$17.65	\$18.96	\$20.66
Medical Secretary	\$14.95	\$16.16	\$17.72
Medical Transcriptionist	\$14.92	\$16.03	\$17.47
Office Manager	\$21.34	\$23.32	\$25.90
Order Processing Clerk	\$14.94	\$15.95	\$17.28
Order Processing Supervisor	\$26.28	\$28.39	\$31.14
Payroll Clerk	\$17.97	\$19.30	\$21.03
Payroll Supervisor	\$25.95	\$28.20	\$31.12
Receptionist	\$13.15	\$14.13	\$15.39
Secretary	\$14.38	\$15.44	\$16.83
Telemarketing Representative	\$13.00	\$13.96	\$15.21
Word Processor	\$16.32	\$17.44	\$18.88

# Arkansas

## West Memphis, AR

Job Title	Low	Mid	High
Accounting Clerk	\$15.82	\$16.89	\$18.29
Accounts Payable Clerk	\$16.45	\$17.37	\$18.57
Accounts Payable Supervisor	\$25.43	\$27.47	\$30.13
Accounts Receivable Clerk	\$16.91	\$17.86	\$19.09
Accounts Receivable Supervisor	\$23.41	\$25.29	\$27.73
Administrative Assistant	\$18.10	\$19.67	\$21.71
Administrative Assistant, CEO	\$29.78	\$32.55	\$36.15
Administrative Secretary	\$21.93	\$23.83	\$26.30
Assistant Buyer	\$17.41	\$18.70	\$20.38
Banking Loan Clerk	\$14.84	\$15.85	\$17.17
Banking Loan Processor	\$16.38	\$17.70	\$19.41
Banking Mortgage Clerk	\$15.56	\$16.81	\$18.44
Benefits Clerk	\$16.99	\$18.25	\$19.89
Bilingual Secretary	\$17.19	\$18.79	\$20.86
Billing Clerk	\$15.82	\$16.99	\$18.51
Bookkeeper	\$15.50	\$16.74	\$18.36
Call Center Representative (Complex Calls)	\$16.69	\$18.03	\$19.78
Call Center Representative (General Calls)	\$11.62	\$12.63	\$13.94
Call Center Representative (Specialized Calls)	\$13.75	\$14.77	\$16.09
Call Center Sales Representative	\$13.04	\$14.01	\$15.27
Call Center Supervisor	\$24.69	\$26.68	\$29.26
Cost Accounting Clerk	\$16.10	\$17.29	\$18.85
Credit & Collection Clerk	\$14.99	\$16.01	\$17.33
Customer Service Representative (General Calls)	\$15.45	\$16.69	\$18.30
Customer Service Representative (Specialized Calls)	\$22.27	\$24.06	\$26.39
Customer Service Representative Financial	\$15.13	\$16.44	\$18.14
Data Entry Operator	\$12.09	\$12.92	\$13.99
Data Entry Supervisor	\$20.50	\$22.02	\$24.00
Executive Assistant	\$27.13	\$29.83	\$33.33
Export/Import Clerk	\$15.93	\$17.11	\$18.64
File Clerk	\$13.00	\$13.89	\$15.04
Front Desk Receptionist	\$12.07	\$13.04	\$14.31
General Clerk	\$14.02	\$14.98	\$16.22
Help Desk Representative	\$19.88	\$21.72	\$24.12
Human Resources Assistant	\$16.47	\$17.69	\$19.28
Human Resources Clerk	\$16.47	\$17.69	\$19.28
Insurance Claims Clerk	\$14.23	\$15.20	\$16.46
Insurance Claims Processor	\$16.00	\$17.19	\$18.74
Insurance Customer Service Representative (Commercial)	\$18.81	\$20.33	\$22.29
Insurance Customer Service Representative (Personal)	\$15.53	\$16.78	\$18.40
Inventory Clerk	\$14.59	\$15.59	\$16.88
Inventory Control Clerk	\$14.59	\$15.59	\$16.88
Lead Data Entry Operator	\$15.39	\$16.54	\$18.02
Legal Secretary	\$21.99	\$24.03	\$26.69
Mailroom Clerk	\$12.70	\$13.49	\$14.51
Marketing Survey Worker	\$12.80	\$13.68	\$14.81
Medical Billing Clerk	\$15.72	\$16.89	\$18.40
Medical Receptionist	\$13.11	\$14.01	\$15.17
Medical Records Administrator	\$36.80	\$39.53	\$43.07
Medical Records Clerk	\$13.02	\$13.99	\$15.24
Medical Records Coding Technician	\$17.68	\$19.00	\$20.70
Medical Secretary	\$15.17	\$16.39	\$17.97
Medical Transcriptionist	\$14.85	\$15.96	\$17.39
Office Manager	\$21.86	\$23.89	\$26.53
Order Processing Clerk	\$15.16	\$16.20	\$17.54
Order Processing Supervisor	\$27.02	\$29.19	\$32.02
Payroll Clerk	\$18.33	\$19.69	\$21.45
Payroll Supervisor	\$26.68	\$28.99	\$31.99
Receptionist	\$13.33	\$14.32	\$15.61
Secretary	\$14.58	\$15.66	\$17.06
Telemarketing Representative	\$13.04	\$14.01	\$15.27
Word Processor	\$16.64	\$17.78	\$19.25

# California

## Bakersfield, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.21	\$18.39	\$19.91
Accounts Payable Clerk	\$17.92	\$18.93	\$20.24
Accounts Payable Supervisor	\$28.11	\$30.37	\$33.31
Accounts Receivable Clerk	\$18.44	\$19.48	\$20.82
Accounts Receivable Supervisor	\$25.60	\$27.66	\$30.33
Administrative Assistant	\$19.92	\$21.64	\$23.88
Administrative Assistant, CEO	\$33.14	\$36.22	\$40.22
Administrative Secretary	\$24.26	\$26.36	\$29.09
Assistant Buyer	\$19.02	\$20.43	\$22.26
Banking Loan Clerk	\$16.11	\$17.21	\$18.64
Banking Loan Processor	\$18.07	\$19.52	\$21.41
Banking Mortgage Clerk	\$17.11	\$18.49	\$20.27
Benefits Clerk	\$18.77	\$20.16	\$21.97
Bilingual Secretary	\$18.89	\$20.64	\$22.92
Billing Clerk	\$17.22	\$18.50	\$20.16
Bookkeeper	\$16.86	\$18.22	\$19.98
Call Center Representative (Complex Calls)	\$18.53	\$20.02	\$21.96
Call Center Representative (General Calls)	\$12.64	\$13.74	\$15.16
Call Center Representative (Specialized Calls)	\$15.10	\$16.22	\$17.68
Call Center Sales Representative	\$14.28	\$15.34	\$16.72
Call Center Supervisor	\$26.86	\$29.02	\$31.82
Cost Accounting Clerk	\$17.54	\$18.84	\$20.53
Credit & Collection Clerk	\$16.28	\$17.38	\$18.83
Customer Service Representative (General Calls)	\$16.98	\$18.34	\$20.11
Customer Service Representative (Specialized Calls)	\$24.90	\$26.90	\$29.50
Customer Service Representative Financial	\$16.61	\$18.05	\$19.92
Data Entry Operator	\$13.02	\$13.91	\$15.06
Data Entry Supervisor	\$22.56	\$24.23	\$26.41
Executive Assistant	\$30.13	\$33.12	\$37.01
Export/Import Clerk	\$17.34	\$18.63	\$20.30
File Clerk	\$14.13	\$15.09	\$16.34
Front Desk Receptionist	\$13.06	\$14.11	\$15.48
General Clerk	\$15.21	\$16.24	\$17.59
Help Desk Representative	\$22.11	\$24.16	\$26.83
Human Resources Assistant	\$18.16	\$19.51	\$21.26
Human Resources Clerk	\$18.16	\$19.51	\$21.26
Insurance Claims Clerk	\$15.45	\$16.50	\$17.87
Insurance Claims Processor	\$17.34	\$18.62	\$20.29
Insurance Customer Service Representative (Commercial)	\$20.35	\$21.99	\$24.12
Insurance Customer Service Representative (Personal)	\$16.71	\$18.06	\$19.80
Inventory Clerk	\$15.90	\$16.99	\$18.39
Inventory Control Clerk	\$15.90	\$16.99	\$18.39
Lead Data Entry Operator	\$16.77	\$18.01	\$19.63
Legal Secretary	\$24.32	\$26.58	\$29.52
Mailroom Clerk	\$13.70	\$14.55	\$15.66
Marketing Survey Worker	\$13.90	\$14.84	\$16.08
Medical Billing Clerk	\$17.11	\$18.38	\$20.03
Medical Receptionist	\$14.24	\$15.20	\$16.46
Medical Records Administrator	\$41.37	\$44.44	\$48.43
Medical Records Clerk	\$14.59	\$15.67	\$17.08
Medical Records Coding Technician	\$20.00	\$21.48	\$23.41
Medical Secretary	\$16.58	\$17.91	\$19.64
Medical Transcriptionist	\$16.27	\$17.48	\$19.05
Office Manager	\$24.10	\$26.34	\$29.25
Order Processing Clerk	\$16.64	\$17.77	\$19.24
Order Processing Supervisor	\$29.91	\$32.31	\$35.44
Payroll Clerk	\$20.06	\$21.55	\$23.49
Payroll Supervisor	\$29.52	\$32.08	\$35.40
Receptionist	\$14.51	\$15.59	\$16.99
Secretary	\$15.90	\$17.08	\$18.61
Telemarketing Representative	\$14.28	\$15.34	\$16.72
Word Processor	\$18.18	\$19.41	\$21.02

# California

## Concord, CA

Job Title	Low	Mid	High
Accounting Clerk	\$19.96	\$21.32	\$23.09
Accounts Payable Clerk	\$20.76	\$21.92	\$23.44
Accounts Payable Supervisor	\$31.91	\$34.47	\$37.80
Accounts Receivable Clerk	\$21.33	\$22.53	\$24.09
Accounts Receivable Supervisor	\$28.76	\$31.07	\$34.07
Administrative Assistant	\$22.98	\$24.96	\$27.55
Administrative Assistant, CEO	\$37.45	\$40.93	\$45.45
Administrative Secretary	\$27.75	\$30.16	\$33.28
Assistant Buyer	\$21.96	\$23.59	\$25.70
Banking Loan Clerk	\$18.73	\$20.01	\$21.67
Banking Loan Processor	\$20.78	\$22.45	\$24.62
Banking Mortgage Clerk	\$19.75	\$21.33	\$23.40
Benefits Clerk	\$21.55	\$23.15	\$25.23
Bilingual Secretary	\$21.82	\$23.85	\$26.49
Billing Clerk	\$19.96	\$21.44	\$23.37
Bookkeeper	\$19.56	\$21.13	\$23.18
Call Center Representative (Complex Calls)	\$21.16	\$22.86	\$25.07
Call Center Representative (General Calls)	\$14.73	\$16.00	\$17.66
Call Center Representative (Specialized Calls)	\$17.45	\$18.74	\$20.42
Call Center Sales Representative	\$16.51	\$17.73	\$19.33
Call Center Supervisor	\$30.14	\$32.56	\$35.71
Cost Accounting Clerk	\$20.32	\$21.83	\$23.79
Credit & Collection Clerk	\$18.92	\$20.21	\$21.88
Customer Service Representative (General Calls)	\$19.60	\$21.18	\$23.22
Customer Service Representative (Specialized Calls)	\$28.14	\$30.40	\$33.34
Customer Service Representative Financial	\$19.20	\$20.86	\$23.02
Data Entry Operator	\$15.25	\$16.29	\$17.64
Data Entry Supervisor	\$25.91	\$27.84	\$30.34
Executive Assistant	\$34.15	\$37.54	\$41.95
Export/Import Clerk	\$20.10	\$21.59	\$23.53
File Clerk	\$16.46	\$17.59	\$19.04
Front Desk Receptionist	\$15.27	\$16.50	\$18.09
General Clerk	\$17.72	\$18.93	\$20.50
Help Desk Representative	\$24.53	\$26.81	\$29.77
Human Resources Assistant	\$20.89	\$22.44	\$24.45
Human Resources Clerk	\$20.89	\$22.44	\$24.45
Insurance Claims Clerk	\$18.00	\$19.22	\$20.82
Insurance Claims Processor	\$19.75	\$21.22	\$23.12
Insurance Customer Service Representative (Commercial)	\$23.32	\$25.19	\$27.63
Insurance Customer Service Representative (Personal)	\$19.27	\$20.82	\$22.84
Inventory Clerk	\$18.34	\$19.58	\$21.21
Inventory Control Clerk	\$18.34	\$19.58	\$21.21
Lead Data Entry Operator	\$19.48	\$20.93	\$22.81
Legal Secretary	\$27.82	\$30.40	\$33.76
Mailroom Clerk	\$16.02	\$17.02	\$18.31
Marketing Survey Worker	\$16.21	\$17.31	\$18.75
Medical Billing Clerk	\$19.84	\$21.31	\$23.23
Medical Receptionist	\$16.63	\$17.77	\$19.24
Medical Records Administrator	\$46.31	\$49.74	\$54.21
Medical Records Clerk	\$16.81	\$18.05	\$19.67
Medical Records Coding Technician	\$22.95	\$24.66	\$26.87
Medical Secretary	\$19.28	\$20.83	\$22.84
Medical Transcriptionist	\$19.00	\$20.41	\$22.24
Office Manager	\$27.53	\$30.08	\$33.41
Order Processing Clerk	\$19.25	\$20.56	\$22.26
Order Processing Supervisor	\$33.87	\$36.59	\$40.13
Payroll Clerk	\$23.11	\$24.83	\$27.06
Payroll Supervisor	\$33.44	\$36.34	\$40.10
Receptionist	\$16.89	\$18.14	\$19.77
Secretary	\$18.52	\$19.89	\$21.68
Telemarketing Representative	\$16.51	\$17.73	\$19.33
Word Processor	\$21.05	\$22.48	\$24.35

## Delano, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.29	\$18.46	\$19.99
Accounts Payable Clerk	\$17.99	\$19.00	\$20.31
Accounts Payable Supervisor	\$28.14	\$30.40	\$33.34
Accounts Receivable Clerk	\$18.51	\$19.55	\$20.90
Accounts Receivable Supervisor	\$25.63	\$27.69	\$30.36
Administrative Assistant	\$19.96	\$21.69	\$23.94
Administrative Assistant, CEO	\$33.17	\$36.25	\$40.26
Administrative Secretary	\$24.28	\$26.39	\$29.12
Assistant Buyer	\$19.07	\$20.49	\$22.33
Banking Loan Clerk	\$16.19	\$17.30	\$18.73
Banking Loan Processor	\$18.13	\$19.59	\$21.48
Banking Mortgage Clerk	\$17.19	\$18.57	\$20.36
Benefits Clerk	\$18.83	\$20.23	\$22.04
Bilingual Secretary	\$18.94	\$20.70	\$22.98
Billing Clerk	\$17.29	\$18.57	\$20.24
Bookkeeper	\$16.93	\$18.29	\$20.06
Call Center Representative (Complex Calls)	\$18.57	\$20.06	\$22.00
Call Center Representative (General Calls)	\$12.72	\$13.82	\$15.25
Call Center Representative (Specialized Calls)	\$15.17	\$16.29	\$17.76
Call Center Sales Representative	\$14.35	\$15.41	\$16.79
Call Center Supervisor	\$26.89	\$29.05	\$31.85
Cost Accounting Clerk	\$17.61	\$18.91	\$20.61
Credit & Collection Clerk	\$16.36	\$17.47	\$18.92
Customer Service Representative (General Calls)	\$17.05	\$18.42	\$20.20
Customer Service Representative (Specialized Calls)	\$24.92	\$26.93	\$29.53
Customer Service Representative Financial	\$16.69	\$18.13	\$20.01
Data Entry Operator	\$13.11	\$14.00	\$15.16
Data Entry Supervisor	\$22.58	\$24.26	\$26.44
Executive Assistant	\$30.16	\$33.16	\$37.05
Export/Import Clerk	\$17.41	\$18.70	\$20.38
File Clerk	\$14.21	\$15.18	\$16.44
Front Desk Receptionist	\$13.15	\$14.20	\$15.58
General Clerk	\$15.29	\$16.33	\$17.68
Help Desk Representative	\$22.13	\$24.19	\$26.86
Human Resources Assistant	\$18.22	\$19.58	\$21.33
Human Resources Clerk	\$18.22	\$19.58	\$21.33
Insurance Claims Clerk	\$15.53	\$16.59	\$17.96
Insurance Claims Processor	\$17.40	\$18.69	\$20.37
Insurance Customer Service Representative (Commercial)	\$20.39	\$22.03	\$24.16
Insurance Customer Service Representative (Personal)	\$16.78	\$18.13	\$19.88
Inventory Clerk	\$15.98	\$17.07	\$18.49
Inventory Control Clerk	\$15.98	\$17.07	\$18.49
Lead Data Entry Operator	\$16.84	\$18.09	\$19.72
Legal Secretary	\$24.35	\$26.61	\$29.55
Mailroom Clerk	\$13.79	\$14.64	\$15.75
Marketing Survey Worker	\$13.98	\$14.94	\$16.17
Medical Billing Clerk	\$17.18	\$18.46	\$20.11
Medical Receptionist	\$14.32	\$15.29	\$16.56
Medical Records Administrator	\$41.41	\$44.48	\$48.48
Medical Records Clerk	\$14.67	\$15.76	\$17.18
Medical Records Coding Technician	\$20.05	\$21.54	\$23.47
Medical Secretary	\$16.66	\$17.99	\$19.73
Medical Transcriptionist	\$16.35	\$17.57	\$19.14
Office Manager	\$24.13	\$26.37	\$29.28
Order Processing Clerk	\$16.72	\$17.86	\$19.34
Order Processing Supervisor	\$29.94	\$32.35	\$35.47
Payroll Clerk	\$20.11	\$21.60	\$23.54
Payroll Supervisor	\$29.56	\$32.11	\$35.44
Receptionist	\$14.60	\$15.68	\$17.09
Secretary	\$15.98	\$17.17	\$18.71
Telemarketing Representative	\$14.35	\$15.41	\$16.79
Word Processor	\$18.24	\$19.48	\$21.10

# California

## Fresno, CA

Job Title	Low	Mid	High
Accounting Clerk	\$16.96	\$18.12	\$19.62
Accounts Payable Clerk	\$17.66	\$18.65	\$19.93
Accounts Payable Supervisor	\$27.50	\$29.71	\$32.59
Accounts Receivable Clerk	\$18.16	\$19.18	\$20.51
Accounts Receivable Supervisor	\$24.61	\$26.59	\$29.16
Administrative Assistant	\$19.56	\$21.25	\$23.45
Administrative Assistant, CEO	\$32.46	\$35.47	\$39.39
Administrative Secretary	\$23.79	\$25.85	\$28.53
Assistant Buyer	\$18.72	\$20.11	\$21.91
Banking Loan Clerk	\$15.89	\$16.97	\$18.38
Banking Loan Processor	\$17.72	\$19.14	\$20.99
Banking Mortgage Clerk	\$16.81	\$18.16	\$19.91
Benefits Clerk	\$18.39	\$19.75	\$21.53
Bilingual Secretary	\$18.55	\$20.28	\$22.52
Billing Clerk	\$16.97	\$18.22	\$19.86
Bookkeeper	\$16.62	\$17.95	\$19.69
Call Center Representative (Complex Calls)	\$18.11	\$19.56	\$21.46
Call Center Representative (General Calls)	\$12.49	\$13.57	\$14.98
Call Center Representative (Specialized Calls)	\$14.84	\$15.94	\$17.37
Call Center Sales Representative	\$14.15	\$15.19	\$16.56
Call Center Supervisor	\$26.58	\$28.71	\$31.49
Cost Accounting Clerk	\$17.28	\$18.56	\$20.23
Credit & Collection Clerk	\$16.05	\$17.14	\$18.56
Customer Service Representative (General Calls)	\$16.68	\$18.02	\$19.76
Customer Service Representative (Specialized Calls)	\$24.24	\$26.19	\$28.72
Customer Service Representative Financial	\$16.33	\$17.74	\$19.58
Data Entry Operator	\$12.85	\$13.73	\$14.87
Data Entry Supervisor	\$22.12	\$23.76	\$25.89
Executive Assistant	\$29.53	\$32.46	\$36.28
Export/Import Clerk	\$17.09	\$18.35	\$20.00
File Clerk	\$13.96	\$14.91	\$16.15
Front Desk Receptionist	\$12.94	\$13.98	\$15.33
General Clerk	\$14.98	\$15.99	\$17.32
Help Desk Representative	\$20.66	\$22.58	\$25.08
Human Resources Assistant	\$17.81	\$19.13	\$20.85
Human Resources Clerk	\$17.81	\$19.13	\$20.85
Insurance Claims Clerk	\$15.21	\$16.25	\$17.59
Insurance Claims Processor	\$16.63	\$17.86	\$19.47
Insurance Customer Service Representative (Commercial)	\$20.22	\$21.85	\$23.96
Insurance Customer Service Representative (Personal)	\$16.64	\$17.97	\$19.71
Inventory Clerk	\$15.64	\$16.70	\$18.09
Inventory Control Clerk	\$15.64	\$16.70	\$18.09
Lead Data Entry Operator	\$16.49	\$17.71	\$19.30
Legal Secretary	\$23.85	\$26.07	\$28.95
Mailroom Clerk	\$13.51	\$14.35	\$15.44
Marketing Survey Worker	\$13.74	\$14.68	\$15.90
Medical Billing Clerk	\$16.86	\$18.11	\$19.74
Medical Receptionist	\$14.04	\$15.00	\$16.24
Medical Records Administrator	\$39.96	\$42.93	\$46.78
Medical Records Clerk	\$14.57	\$15.65	\$17.06
Medical Records Coding Technician	\$19.94	\$21.41	\$23.34
Medical Secretary	\$16.31	\$17.63	\$19.33
Medical Transcriptionist	\$16.21	\$17.41	\$18.97
Office Manager	\$23.60	\$25.80	\$28.65
Order Processing Clerk	\$16.36	\$17.47	\$18.92
Order Processing Supervisor	\$29.25	\$31.60	\$34.65
Payroll Clerk	\$19.73	\$21.20	\$23.10
Payroll Supervisor	\$28.87	\$31.37	\$34.62
Receptionist	\$14.33	\$15.39	\$16.78
Secretary	\$15.66	\$16.82	\$18.33
Telemarketing Representative	\$14.15	\$15.19	\$16.56
Word Processor	\$17.86	\$19.08	\$20.66

## Hanford/Visalia, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.08	\$18.24	\$19.75
Accounts Payable Clerk	\$17.78	\$18.78	\$20.07
Accounts Payable Supervisor	\$27.64	\$29.86	\$32.75
Accounts Receivable Clerk	\$18.29	\$19.32	\$20.65
Accounts Receivable Supervisor	\$24.66	\$26.64	\$29.21
Administrative Assistant	\$19.70	\$21.41	\$23.63
Administrative Assistant, CEO	\$33.03	\$36.10	\$40.09
Administrative Secretary	\$24.03	\$26.11	\$28.82
Assistant Buyer	\$18.86	\$20.26	\$22.08
Banking Loan Clerk	\$15.99	\$17.08	\$18.49
Banking Loan Processor	\$17.80	\$19.24	\$21.10
Banking Mortgage Clerk	\$16.88	\$18.23	\$20.00
Benefits Clerk	\$18.49	\$19.86	\$21.64
Bilingual Secretary	\$18.68	\$20.42	\$22.67
Billing Clerk	\$17.08	\$18.35	\$20.00
Bookkeeper	\$16.73	\$18.07	\$19.82
Call Center Representative (Complex Calls)	\$18.23	\$19.70	\$21.60
Call Center Representative (General Calls)	\$12.50	\$13.59	\$14.99
Call Center Representative (Specialized Calls)	\$14.90	\$16.00	\$17.44
Call Center Sales Representative	\$14.13	\$15.18	\$16.54
Call Center Supervisor	\$26.84	\$28.99	\$31.79
Cost Accounting Clerk	\$17.40	\$18.69	\$20.37
Credit & Collection Clerk	\$16.15	\$17.25	\$18.68
Customer Service Representative (General Calls)	\$16.75	\$18.09	\$19.84
Customer Service Representative (Specialized Calls)	\$24.49	\$26.46	\$29.02
Customer Service Representative Financial	\$16.39	\$17.81	\$19.66
Data Entry Operator	\$12.99	\$13.87	\$15.02
Data Entry Supervisor	\$22.47	\$24.14	\$26.30
Executive Assistant	\$29.98	\$32.95	\$36.82
Export/Import Clerk	\$17.20	\$18.48	\$20.14
File Clerk	\$13.97	\$14.93	\$16.16
Front Desk Receptionist	\$12.94	\$13.98	\$15.33
General Clerk	\$15.16	\$16.19	\$17.53
Help Desk Representative	\$21.44	\$23.43	\$26.02
Human Resources Assistant	\$17.90	\$19.22	\$20.95
Human Resources Clerk	\$17.90	\$19.22	\$20.95
Insurance Claims Clerk	\$15.40	\$16.45	\$17.81
Insurance Claims Processor	\$16.62	\$17.85	\$19.45
Insurance Customer Service Representative (Commercial)	\$20.10	\$21.72	\$23.82
Insurance Customer Service Representative (Personal)	\$16.52	\$17.85	\$19.58
Inventory Clerk	\$15.73	\$16.80	\$18.19
Inventory Control Clerk	\$15.73	\$16.80	\$18.19
Lead Data Entry Operator	\$16.71	\$17.95	\$19.56
Legal Secretary	\$24.10	\$26.34	\$29.25
Mailroom Clerk	\$13.66	\$14.51	\$15.61
Marketing Survey Worker	\$13.75	\$14.69	\$15.90
Medical Billing Clerk	\$16.97	\$18.23	\$19.87
Medical Receptionist	\$14.09	\$15.05	\$16.30
Medical Records Administrator	\$40.40	\$43.40	\$47.30
Medical Records Clerk	\$14.41	\$15.48	\$16.87
Medical Records Coding Technician	\$19.78	\$21.24	\$23.15
Medical Secretary	\$16.41	\$17.73	\$19.44
Medical Transcriptionist	\$16.36	\$17.57	\$19.15
Office Manager	\$23.67	\$25.86	\$28.72
Order Processing Clerk	\$16.42	\$17.54	\$18.99
Order Processing Supervisor	\$29.42	\$31.79	\$34.86
Payroll Clerk	\$19.89	\$21.37	\$23.29
Payroll Supervisor	\$29.04	\$31.56	\$34.83
Receptionist	\$14.35	\$15.41	\$16.80
Secretary	\$15.74	\$16.91	\$18.43
Telemarketing Representative	\$14.13	\$15.18	\$16.54
Word Processor	\$18.11	\$19.34	\$20.94

# California

## Hayward/Oakland, CA

Job Title	Low	Mid	High
Accounting Clerk	\$19.99	\$21.35	\$23.12
Accounts Payable Clerk	\$20.79	\$21.95	\$23.47
Accounts Payable Supervisor	\$31.94	\$34.50	\$37.84
Accounts Receivable Clerk	\$21.36	\$22.56	\$24.12
Accounts Receivable Supervisor	\$28.79	\$31.10	\$34.11
Administrative Assistant	\$23.00	\$25.00	\$27.59
Administrative Assistant, CEO	\$37.48	\$40.96	\$45.49
Administrative Secretary	\$27.78	\$30.19	\$33.32
Assistant Buyer	\$21.99	\$23.62	\$25.74
Banking Loan Clerk	\$18.76	\$20.04	\$21.70
Banking Loan Processor	\$20.81	\$22.48	\$24.66
Banking Mortgage Clerk	\$19.78	\$21.37	\$23.43
Benefits Clerk	\$21.58	\$23.18	\$25.26
Bilingual Secretary	\$21.85	\$23.88	\$26.52
Billing Clerk	\$19.99	\$21.47	\$23.40
Bookkeeper	\$19.59	\$21.16	\$23.21
Call Center Representative (Complex Calls)	\$21.18	\$22.89	\$25.10
Call Center Representative (General Calls)	\$14.75	\$16.03	\$17.69
Call Center Representative (Specialized Calls)	\$17.47	\$18.77	\$20.45
Call Center Sales Representative	\$16.53	\$17.76	\$19.35
Call Center Supervisor	\$30.17	\$32.59	\$35.74
Cost Accounting Clerk	\$20.35	\$21.86	\$23.82
Credit & Collection Clerk	\$18.95	\$20.24	\$21.92
Customer Service Representative (General Calls)	\$19.63	\$21.21	\$23.26
Customer Service Representative (Specialized Calls)	\$28.17	\$30.43	\$33.37
Customer Service Representative Financial	\$19.23	\$20.89	\$23.06
Data Entry Operator	\$15.28	\$16.32	\$17.67
Data Entry Supervisor	\$25.94	\$27.87	\$30.37
Executive Assistant	\$34.18	\$37.58	\$41.99
Export/Import Clerk	\$20.13	\$21.62	\$23.56
File Clerk	\$16.49	\$17.61	\$19.08
Front Desk Receptionist	\$15.30	\$16.53	\$18.13
General Clerk	\$17.75	\$18.96	\$20.53
Help Desk Representative	\$24.56	\$26.84	\$29.80
Human Resources Assistant	\$20.92	\$22.47	\$24.49
Human Resources Clerk	\$20.92	\$22.47	\$24.49
Insurance Claims Clerk	\$18.03	\$19.25	\$20.85
Insurance Claims Processor	\$19.78	\$21.25	\$23.15
Insurance Customer Service Representative (Commercial)	\$23.34	\$25.22	\$27.66
Insurance Customer Service Representative (Personal)	\$19.30	\$20.85	\$22.87
Inventory Clerk	\$18.36	\$19.61	\$21.24
Inventory Control Clerk	\$18.36	\$19.61	\$21.24
Lead Data Entry Operator	\$19.51	\$20.96	\$22.84
Legal Secretary	\$27.85	\$30.43	\$33.80
Mailroom Clerk	\$16.05	\$17.04	\$18.34
Marketing Survey Worker	\$16.24	\$17.34	\$18.78
Medical Billing Clerk	\$19.87	\$21.34	\$23.26
Medical Receptionist	\$16.66	\$17.80	\$19.27
Medical Records Administrator	\$46.35	\$49.79	\$54.26
Medical Records Clerk	\$16.83	\$18.08	\$19.71
Medical Records Coding Technician	\$22.98	\$24.69	\$26.90
Medical Secretary	\$19.31	\$20.86	\$22.88
Medical Transcriptionist	\$19.03	\$20.44	\$22.28
Office Manager	\$27.55	\$30.11	\$33.44
Order Processing Clerk	\$19.28	\$20.59	\$22.30
Order Processing Supervisor	\$33.90	\$36.62	\$40.16
Payroll Clerk	\$23.14	\$24.86	\$27.09
Payroll Supervisor	\$33.47	\$36.37	\$40.14
Receptionist	\$16.92	\$18.17	\$19.80
Secretary	\$18.55	\$19.92	\$21.71
Telemarketing Representative	\$16.53	\$17.76	\$19.35
Word Processor	\$21.08	\$22.51	\$24.38

## Irvine/Orange, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.60	\$19.87	\$21.51
Accounts Payable Clerk	\$19.34	\$20.43	\$21.84
Accounts Payable Supervisor	\$29.83	\$32.23	\$35.35
Accounts Receivable Clerk	\$19.88	\$20.99	\$22.44
Accounts Receivable Supervisor	\$26.90	\$29.06	\$31.87
Administrative Assistant	\$21.37	\$23.22	\$25.62
Administrative Assistant, CEO	\$34.85	\$38.09	\$42.29
Administrative Secretary	\$25.82	\$28.06	\$30.97
Assistant Buyer	\$20.46	\$21.98	\$23.95
Banking Loan Clerk	\$17.45	\$18.64	\$20.19
Banking Loan Processor	\$19.37	\$20.93	\$22.95
Banking Mortgage Clerk	\$18.40	\$19.88	\$21.81
Benefits Clerk	\$20.09	\$21.58	\$23.51
Bilingual Secretary	\$20.30	\$22.18	\$24.63
Billing Clerk	\$18.60	\$19.98	\$21.77
Bookkeeper	\$18.23	\$19.69	\$21.59
Call Center Representative (Complex Calls)	\$19.72	\$21.30	\$23.36
Call Center Representative (General Calls)	\$13.73	\$14.92	\$16.47
Call Center Representative (Specialized Calls)	\$16.26	\$17.47	\$19.03
Call Center Sales Representative	\$15.51	\$16.66	\$18.16
Call Center Supervisor	\$28.68	\$30.99	\$33.98
Cost Accounting Clerk	\$18.93	\$20.34	\$22.16
Credit & Collection Clerk	\$17.63	\$18.83	\$20.39
Customer Service Representative (General Calls)	\$18.27	\$19.73	\$21.64
Customer Service Representative (Specialized Calls)	\$26.25	\$28.35	\$31.10
Customer Service Representative Financial	\$17.89	\$19.44	\$21.46
Data Entry Operator	\$14.14	\$15.10	\$16.35
Data Entry Supervisor	\$24.00	\$25.78	\$28.09
Executive Assistant	\$31.80	\$34.96	\$39.06
Export/Import Clerk	\$18.73	\$20.12	\$21.92
File Clerk	\$15.35	\$16.40	\$17.76
Front Desk Receptionist	\$14.24	\$15.39	\$16.88
General Clerk	\$16.42	\$17.54	\$19.00
Help Desk Representative	\$23.09	\$25.24	\$28.02
Human Resources Assistant	\$19.47	\$20.92	\$22.79
Human Resources Clerk	\$19.47	\$20.92	\$22.79
Insurance Claims Clerk	\$16.68	\$17.81	\$19.29
Insurance Claims Processor	\$18.41	\$19.77	\$21.55
Insurance Customer Service Representative (Commercial)	\$22.06	\$23.83	\$26.14
Insurance Customer Service Representative (Personal)	\$18.23	\$19.70	\$21.60
Inventory Clerk	\$17.09	\$18.25	\$19.76
Inventory Control Clerk	\$17.09	\$18.25	\$19.76
Lead Data Entry Operator	\$18.05	\$19.38	\$21.13
Legal Secretary	\$25.89	\$28.29	\$31.42
Mailroom Clerk	\$14.85	\$15.77	\$16.97
Marketing Survey Worker	\$15.12	\$16.15	\$17.49
Medical Billing Clerk	\$18.49	\$19.86	\$21.64
Medical Receptionist	\$15.47	\$16.53	\$17.90
Medical Records Administrator	\$44.90	\$48.23	\$52.56
Medical Records Clerk	\$15.54	\$16.69	\$18.19
Medical Records Coding Technician	\$21.09	\$22.66	\$24.69
Medical Secretary	\$17.92	\$19.36	\$21.24
Medical Transcriptionist	\$17.41	\$18.70	\$20.38
Office Manager	\$25.72	\$28.11	\$31.22
Order Processing Clerk	\$17.94	\$19.16	\$20.75
Order Processing Supervisor	\$31.67	\$34.21	\$37.52
Payroll Clerk	\$21.54	\$23.13	\$25.21
Payroll Supervisor	\$31.27	\$33.98	\$37.49
Receptionist	\$15.75	\$16.92	\$18.44
Secretary	\$17.22	\$18.50	\$20.16
Telemarketing Representative	\$15.51	\$16.66	\$18.16
Word Processor	\$19.50	\$20.83	\$22.56

# California

## Lathrop/Lodi, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.71	\$18.92	\$20.49
Accounts Payable Clerk	\$18.42	\$19.45	\$20.80
Accounts Payable Supervisor	\$28.29	\$30.56	\$33.52
Accounts Receivable Clerk	\$18.93	\$19.99	\$21.37
Accounts Receivable Supervisor	\$25.31	\$27.34	\$29.98
Administrative Assistant	\$20.33	\$22.09	\$24.38
Administrative Assistant, CEO	\$33.16	\$36.24	\$40.24
Administrative Secretary	\$24.56	\$26.68	\$29.45
Assistant Buyer	\$19.48	\$20.92	\$22.80
Banking Loan Clerk	\$16.63	\$17.76	\$19.23
Banking Loan Processor	\$18.48	\$19.97	\$21.90
Banking Mortgage Clerk	\$17.56	\$18.98	\$20.81
Benefits Clerk	\$19.16	\$20.59	\$22.43
Bilingual Secretary	\$19.31	\$21.10	\$23.44
Billing Clerk	\$17.71	\$19.03	\$20.74
Bookkeeper	\$17.36	\$18.75	\$20.57
Call Center Representative (Complex Calls)	\$18.81	\$20.32	\$22.29
Call Center Representative (General Calls)	\$13.11	\$14.25	\$15.72
Call Center Representative (Specialized Calls)	\$15.52	\$16.67	\$18.17
Call Center Sales Representative	\$14.59	\$15.67	\$17.08
Call Center Supervisor	\$27.05	\$29.22	\$32.05
Cost Accounting Clerk	\$18.03	\$19.37	\$21.11
Credit & Collection Clerk	\$16.79	\$17.94	\$19.42
Customer Service Representative (General Calls)	\$17.44	\$18.84	\$20.66
Customer Service Representative (Specialized Calls)	\$25.02	\$27.03	\$29.64
Customer Service Representative Financial	\$17.08	\$18.56	\$20.48
Data Entry Operator	\$13.50	\$14.42	\$15.61
Data Entry Supervisor	\$22.88	\$24.58	\$26.78
Executive Assistant	\$30.23	\$33.23	\$37.14
Export/Import Clerk	\$17.84	\$19.16	\$20.88
File Clerk	\$14.66	\$15.66	\$16.96
Front Desk Receptionist	\$13.61	\$14.70	\$16.12
General Clerk	\$15.67	\$16.74	\$18.13
Help Desk Representative	\$21.72	\$23.74	\$26.36
Human Resources Assistant	\$18.58	\$19.96	\$21.75
Human Resources Clerk	\$18.58	\$19.96	\$21.75
Insurance Claims Clerk	\$15.91	\$17.00	\$18.40
Insurance Claims Processor	\$17.35	\$18.64	\$20.31
Insurance Customer Service Representative (Commercial)	\$20.59	\$22.24	\$24.39
Insurance Customer Service Representative (Personal)	\$17.03	\$18.40	\$20.17
Inventory Clerk	\$16.43	\$17.55	\$19.00
Inventory Control Clerk	\$16.43	\$17.55	\$19.00
Lead Data Entry Operator	\$17.21	\$18.49	\$20.15
Legal Secretary	\$24.61	\$26.90	\$29.87
Mailroom Clerk	\$14.18	\$15.06	\$16.20
Marketing Survey Worker	\$14.44	\$15.42	\$16.70
Medical Billing Clerk	\$17.61	\$18.91	\$20.61
Medical Receptionist	\$14.74	\$15.74	\$17.05
Medical Records Administrator	\$40.90	\$43.93	\$47.88
Medical Records Clerk	\$15.29	\$16.42	\$17.89
Medical Records Coding Technician	\$20.72	\$22.26	\$24.26
Medical Secretary	\$17.06	\$18.44	\$20.22
Medical Transcriptionist	\$16.82	\$18.07	\$19.69
Office Manager	\$24.39	\$26.66	\$29.61
Order Processing Clerk	\$17.12	\$18.29	\$19.81
Order Processing Supervisor	\$30.03	\$32.44	\$35.58
Payroll Clerk	\$20.50	\$22.02	\$24.00
Payroll Supervisor	\$29.65	\$32.22	\$35.56
Receptionist	\$15.04	\$16.15	\$17.60
Secretary	\$16.40	\$17.61	\$19.20
Telemarketing Representative	\$14.59	\$15.67	\$17.08
Word Processor	\$18.60	\$19.86	\$21.51

## Lindsay/Springville, CA

Job Title	Low	Mid	High
Accounting Clerk	\$16.37	\$17.49	\$18.93
Accounts Payable Clerk	\$17.04	\$17.99	\$19.24
Accounts Payable Supervisor	\$26.64	\$28.78	\$31.56
Accounts Receivable Clerk	\$17.52	\$18.51	\$19.78
Accounts Receivable Supervisor	\$23.83	\$25.74	\$28.23
Administrative Assistant	\$18.82	\$20.45	\$22.57
Administrative Assistant, CEO	\$31.45	\$34.37	\$38.17
Administrative Secretary	\$22.92	\$24.91	\$27.49
Assistant Buyer	\$18.05	\$19.39	\$21.13
Banking Loan Clerk	\$15.34	\$16.38	\$17.74
Banking Loan Processor	\$17.07	\$18.44	\$20.23
Banking Mortgage Clerk	\$16.20	\$17.50	\$19.19
Benefits Clerk	\$17.72	\$19.03	\$20.74
Bilingual Secretary	\$17.86	\$19.52	\$21.68
Billing Clerk	\$16.37	\$17.59	\$19.17
Bookkeeper	\$16.04	\$17.33	\$19.00
Call Center Representative (Complex Calls)	\$17.43	\$18.83	\$20.65
Call Center Representative (General Calls)	\$12.04	\$13.08	\$14.44
Call Center Representative (Specialized Calls)	\$14.30	\$15.36	\$16.74
Call Center Sales Representative	\$13.88	\$14.91	\$16.25
Call Center Supervisor	\$26.08	\$28.17	\$30.90
Cost Accounting Clerk	\$16.67	\$17.91	\$19.52
Credit & Collection Clerk	\$15.49	\$16.55	\$17.92
Customer Service Representative (General Calls)	\$16.07	\$17.37	\$19.05
Customer Service Representative (Specialized Calls)	\$23.37	\$25.25	\$27.69
Customer Service Representative Financial	\$15.74	\$17.10	\$18.87
Data Entry Operator	\$12.46	\$13.30	\$14.41
Data Entry Supervisor	\$21.44	\$23.03	\$25.10
Executive Assistant	\$28.58	\$31.42	\$35.11
Export/Import Clerk	\$16.49	\$17.71	\$19.30
File Clerk	\$13.46	\$14.38	\$15.57
Front Desk Receptionist	\$12.48	\$13.48	\$14.78
General Clerk	\$14.52	\$15.51	\$16.80
Help Desk Representative	\$20.46	\$22.36	\$24.83
Human Resources Assistant	\$17.16	\$18.43	\$20.09
Human Resources Clerk	\$17.16	\$18.43	\$20.09
Insurance Claims Clerk	\$14.75	\$15.76	\$17.06
Insurance Claims Processor	\$16.07	\$17.26	\$18.81
Insurance Customer Service Representative (Commercial)	\$19.63	\$21.21	\$23.26
Insurance Customer Service Representative (Personal)	\$16.18	\$17.48	\$19.17
Inventory Clerk	\$15.13	\$16.16	\$17.49
Inventory Control Clerk	\$15.13	\$16.16	\$17.49
Lead Data Entry Operator	\$16.00	\$17.19	\$18.73
Legal Secretary	\$22.99	\$25.13	\$27.90
Mailroom Clerk	\$13.10	\$13.91	\$14.97
Marketing Survey Worker	\$13.25	\$14.15	\$15.33
Medical Billing Clerk	\$16.27	\$17.48	\$19.05
Medical Receptionist	\$13.53	\$14.45	\$15.65
Medical Records Administrator	\$39.56	\$42.50	\$46.32
Medical Records Clerk	\$14.25	\$15.31	\$16.68
Medical Records Coding Technician	\$19.50	\$20.94	\$22.82
Medical Secretary	\$15.72	\$16.99	\$18.63
Medical Transcriptionist	\$15.72	\$16.89	\$18.40
Office Manager	\$22.78	\$24.89	\$27.64
Order Processing Clerk	\$15.77	\$16.85	\$18.24
Order Processing Supervisor	\$28.36	\$30.64	\$33.60
Payroll Clerk	\$19.02	\$20.43	\$22.27
Payroll Supervisor	\$27.99	\$30.42	\$33.57
Receptionist	\$13.81	\$14.84	\$16.17
Secretary	\$15.09	\$16.21	\$17.66
Telemarketing Representative	\$13.88	\$14.91	\$16.25
Word Processor	\$17.33	\$18.51	\$20.04

# California

## Los Angeles/Pasadena, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.33	\$19.58	\$21.20
Accounts Payable Clerk	\$19.07	\$20.14	\$21.53
Accounts Payable Supervisor	\$29.61	\$31.99	\$35.08
Accounts Receivable Clerk	\$19.61	\$20.71	\$22.14
Accounts Receivable Supervisor	\$27.24	\$29.43	\$32.28
Administrative Assistant	\$21.11	\$22.93	\$25.31
Administrative Assistant, CEO	\$34.67	\$37.89	\$42.07
Administrative Secretary	\$25.57	\$27.78	\$30.66
Assistant Buyer	\$20.19	\$21.69	\$23.63
Banking Loan Clerk	\$17.19	\$18.37	\$19.89
Banking Loan Processor	\$19.06	\$20.59	\$22.59
Banking Mortgage Clerk	\$18.10	\$19.56	\$21.45
Benefits Clerk	\$19.77	\$21.24	\$23.15
Bilingual Secretary	\$20.04	\$21.90	\$24.32
Billing Clerk	\$18.33	\$19.69	\$21.46
Bookkeeper	\$17.96	\$19.40	\$21.28
Call Center Representative (Complex Calls)	\$19.43	\$20.99	\$23.02
Call Center Representative (General Calls)	\$13.49	\$14.66	\$16.18
Call Center Representative (Specialized Calls)	\$15.99	\$17.17	\$18.72
Call Center Sales Representative	\$15.28	\$16.42	\$17.89
Call Center Supervisor	\$28.37	\$30.65	\$33.61
Cost Accounting Clerk	\$18.66	\$20.05	\$21.85
Credit & Collection Clerk	\$17.36	\$18.55	\$20.08
Customer Service Representative (General Calls)	\$17.96	\$19.41	\$21.29
Customer Service Representative (Specialized Calls)	\$25.92	\$28.00	\$30.71
Customer Service Representative Financial	\$17.59	\$19.12	\$21.10
Data Entry Operator	\$13.90	\$14.85	\$16.08
Data Entry Supervisor	\$23.68	\$25.44	\$27.73
Executive Assistant	\$31.59	\$34.73	\$38.81
Export/Import Clerk	\$18.46	\$19.83	\$21.61
File Clerk	\$15.09	\$16.11	\$17.45
Front Desk Receptionist	\$13.99	\$15.12	\$16.58
General Clerk	\$16.16	\$17.26	\$18.69
Help Desk Representative	\$23.18	\$25.34	\$28.14
Human Resources Assistant	\$19.16	\$20.58	\$22.43
Human Resources Clerk	\$19.16	\$20.58	\$22.43
Insurance Claims Clerk	\$16.41	\$17.53	\$18.98
Insurance Claims Processor	\$18.52	\$19.89	\$21.68
Insurance Customer Service Representative (Commercial)	\$21.61	\$23.35	\$25.61
Insurance Customer Service Representative (Personal)	\$17.83	\$19.27	\$21.13
Inventory Clerk	\$16.84	\$17.99	\$19.48
Inventory Control Clerk	\$16.84	\$17.99	\$19.48
Lead Data Entry Operator	\$17.76	\$19.08	\$20.79
Legal Secretary	\$25.63	\$28.02	\$31.11
Mailroom Clerk	\$14.61	\$15.51	\$16.69
Marketing Survey Worker	\$14.85	\$15.87	\$17.18
Medical Billing Clerk	\$18.22	\$19.57	\$21.33
Medical Receptionist	\$15.25	\$16.29	\$17.64
Medical Records Administrator	\$45.09	\$48.44	\$52.79
Medical Records Clerk	\$15.42	\$16.56	\$18.05
Medical Records Coding Technician	\$20.97	\$22.53	\$24.55
Medical Secretary	\$17.67	\$19.09	\$20.94
Medical Transcriptionist	\$17.23	\$18.51	\$20.17
Office Manager	\$25.47	\$27.84	\$30.91
Order Processing Clerk	\$17.63	\$18.84	\$20.40
Order Processing Supervisor	\$31.45	\$33.98	\$37.27
Payroll Clerk	\$21.26	\$22.84	\$24.89
Payroll Supervisor	\$31.05	\$33.74	\$37.24
Receptionist	\$15.48	\$16.63	\$18.12
Secretary	\$16.97	\$18.23	\$19.87
Telemarketing Representative	\$15.28	\$16.42	\$17.89
Word Processor	\$19.21	\$20.52	\$22.22

## Madera, CA

Job Title	Low	Mid	High
Accounting Clerk	\$16.96	\$18.12	\$19.62
Accounts Payable Clerk	\$17.64	\$18.63	\$19.92
Accounts Payable Supervisor	\$27.35	\$29.55	\$32.40
Accounts Receivable Clerk	\$18.13	\$19.14	\$20.47
Accounts Receivable Supervisor	\$24.18	\$26.12	\$28.65
Administrative Assistant	\$19.36	\$21.03	\$23.21
Administrative Assistant, CEO	\$31.83	\$34.79	\$38.63
Administrative Secretary	\$23.43	\$25.46	\$28.10
Assistant Buyer	\$18.65	\$20.03	\$21.83
Banking Loan Clerk	\$15.93	\$17.01	\$18.42
Banking Loan Processor	\$17.60	\$19.01	\$20.85
Banking Mortgage Clerk	\$16.72	\$18.07	\$19.81
Benefits Clerk	\$18.24	\$19.60	\$21.36
Bilingual Secretary	\$18.39	\$20.10	\$22.32
Billing Clerk	\$16.96	\$18.22	\$19.86
Bookkeeper	\$16.62	\$17.96	\$19.70
Call Center Representative (Complex Calls)	\$17.90	\$19.34	\$21.21
Call Center Representative (General Calls)	\$12.49	\$13.57	\$14.98
Call Center Representative (Specialized Calls)	\$14.77	\$15.87	\$17.29
Call Center Sales Representative	\$14.34	\$15.41	\$16.79
Call Center Supervisor	\$26.57	\$28.71	\$31.48
Cost Accounting Clerk	\$17.27	\$18.55	\$20.21
Credit & Collection Clerk	\$16.08	\$17.18	\$18.60
Customer Service Representative (General Calls)	\$16.60	\$17.93	\$19.67
Customer Service Representative (Specialized Calls)	\$23.87	\$25.78	\$28.28
Customer Service Representative Financial	\$16.26	\$17.67	\$19.50
Data Entry Operator	\$12.87	\$13.75	\$14.89
Data Entry Supervisor	\$21.78	\$23.39	\$25.50
Executive Assistant	\$28.99	\$31.87	\$35.62
Export/Import Clerk	\$17.08	\$18.35	\$19.99
File Clerk	\$13.97	\$14.92	\$16.16
Front Desk Receptionist	\$12.97	\$14.01	\$15.37
General Clerk	\$14.94	\$15.95	\$17.28
Help Desk Representative	\$20.92	\$22.86	\$25.39
Human Resources Assistant	\$17.69	\$19.00	\$20.71
Human Resources Clerk	\$17.69	\$19.00	\$20.71
Insurance Claims Clerk	\$15.16	\$16.20	\$17.54
Insurance Claims Processor	\$16.57	\$17.80	\$19.40
Insurance Customer Service Representative (Commercial)	\$20.44	\$22.08	\$24.21
Insurance Customer Service Representative (Personal)	\$16.91	\$18.27	\$20.04
Inventory Clerk	\$15.74	\$16.81	\$18.20
Inventory Control Clerk	\$15.74	\$16.81	\$18.20
Lead Data Entry Operator	\$16.40	\$17.62	\$19.20
Legal Secretary	\$23.49	\$25.68	\$28.51
Mailroom Clerk	\$13.52	\$14.36	\$15.45
Marketing Survey Worker	\$13.76	\$14.69	\$15.91
Medical Billing Clerk	\$16.86	\$18.11	\$19.74
Medical Receptionist	\$14.05	\$15.01	\$16.25
Medical Records Administrator	\$40.53	\$43.54	\$47.44
Medical Records Clerk	\$14.63	\$15.72	\$17.13
Medical Records Coding Technician	\$19.82	\$21.29	\$23.20
Medical Secretary	\$16.26	\$17.56	\$19.26
Medical Transcriptionist	\$16.37	\$17.58	\$19.16
Office Manager	\$23.50	\$25.69	\$28.52
Order Processing Clerk	\$16.30	\$17.41	\$18.86
Order Processing Supervisor	\$29.06	\$31.40	\$34.44
Payroll Clerk	\$19.63	\$21.08	\$22.97
Payroll Supervisor	\$28.69	\$31.18	\$34.41
Receptionist	\$14.33	\$15.39	\$16.77
Secretary	\$15.62	\$16.78	\$18.29
Telemarketing Representative	\$14.34	\$15.41	\$16.79
Word Processor	\$17.72	\$18.92	\$20.49

# California

## Ontario/Riverside, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.60	\$18.80	\$20.36
Accounts Payable Clerk	\$18.30	\$19.33	\$20.66
Accounts Payable Supervisor	\$28.12	\$30.38	\$33.32
Accounts Receivable Clerk	\$18.80	\$19.86	\$21.23
Accounts Receivable Supervisor	\$25.43	\$27.47	\$30.13
Administrative Assistant	\$20.14	\$21.89	\$24.16
Administrative Assistant, CEO	\$32.89	\$35.94	\$39.91
Administrative Secretary	\$24.33	\$26.44	\$29.18
Assistant Buyer	\$19.34	\$20.78	\$22.64
Banking Loan Clerk	\$16.53	\$17.66	\$19.12
Banking Loan Processor	\$18.28	\$19.75	\$21.66
Banking Mortgage Clerk	\$17.38	\$18.78	\$20.59
Benefits Clerk	\$18.95	\$20.36	\$22.19
Bilingual Secretary	\$19.14	\$20.92	\$23.24
Billing Clerk	\$17.60	\$18.91	\$20.60
Bookkeeper	\$17.25	\$18.64	\$20.44
Call Center Representative (Complex Calls)	\$18.59	\$20.08	\$22.02
Call Center Representative (General Calls)	\$13.00	\$14.12	\$15.59
Call Center Representative (Specialized Calls)	\$15.36	\$16.50	\$17.98
Call Center Sales Representative	\$14.62	\$15.70	\$17.11
Call Center Supervisor	\$27.25	\$29.43	\$32.28
Cost Accounting Clerk	\$17.91	\$19.24	\$20.97
Credit & Collection Clerk	\$16.69	\$17.83	\$19.31
Customer Service Representative (General Calls)	\$17.25	\$18.64	\$20.44
Customer Service Representative (Specialized Calls)	\$24.73	\$26.72	\$29.30
Customer Service Representative Financial	\$16.90	\$18.37	\$20.27
Data Entry Operator	\$13.42	\$14.34	\$15.53
Data Entry Supervisor	\$22.64	\$24.32	\$26.51
Executive Assistant	\$29.99	\$32.97	\$36.84
Export/Import Clerk	\$17.72	\$19.04	\$20.75
File Clerk	\$14.54	\$15.53	\$16.81
Front Desk Receptionist	\$13.50	\$14.58	\$15.99
General Clerk	\$15.56	\$16.62	\$18.00
Help Desk Representative	\$21.76	\$23.78	\$26.41
Human Resources Assistant	\$18.38	\$19.74	\$21.51
Human Resources Clerk	\$18.38	\$19.74	\$21.51
Insurance Claims Clerk	\$15.80	\$16.87	\$18.27
Insurance Claims Processor	\$17.43	\$18.72	\$20.40
Insurance Customer Service Representative (Commercial)	\$20.80	\$22.48	\$24.65
Insurance Customer Service Representative (Personal)	\$17.23	\$18.62	\$20.42
Inventory Clerk	\$16.23	\$17.33	\$18.77
Inventory Control Clerk	\$16.23	\$17.33	\$18.77
Lead Data Entry Operator	\$17.08	\$18.34	\$19.99
Legal Secretary	\$24.39	\$26.66	\$29.60
Mailroom Clerk	\$14.09	\$14.97	\$16.10
Marketing Survey Worker	\$14.32	\$15.29	\$16.56
Medical Billing Clerk	\$17.50	\$18.79	\$20.48
Medical Receptionist	\$14.65	\$15.65	\$16.94
Medical Records Administrator	\$41.40	\$44.47	\$48.46
Medical Records Clerk	\$15.10	\$16.22	\$17.67
Medical Records Coding Technician	\$20.42	\$21.93	\$23.90
Medical Secretary	\$16.93	\$18.29	\$20.06
Medical Transcriptionist	\$16.66	\$17.90	\$19.50
Office Manager	\$24.23	\$26.48	\$29.40
Order Processing Clerk	\$16.95	\$18.10	\$19.60
Order Processing Supervisor	\$29.86	\$32.25	\$35.37
Payroll Clerk	\$20.35	\$21.86	\$23.82
Payroll Supervisor	\$29.48	\$32.03	\$35.35
Receptionist	\$14.90	\$16.01	\$17.45
Secretary	\$16.28	\$17.49	\$19.06
Telemarketing Representative	\$14.62	\$15.70	\$17.11
Word Processor	\$18.44	\$19.70	\$21.33

## Porterville, CA

Job Title	Low	Mid	High
Accounting Clerk	\$16.46	\$17.58	\$19.04
Accounts Payable Clerk	\$17.13	\$18.10	\$19.35
Accounts Payable Supervisor	\$26.80	\$28.95	\$31.75
Accounts Receivable Clerk	\$17.62	\$18.61	\$19.90
Accounts Receivable Supervisor	\$23.97	\$25.90	\$28.40
Administrative Assistant	\$18.93	\$20.57	\$22.70
Administrative Assistant, CEO	\$31.63	\$34.57	\$38.39
Administrative Secretary	\$23.06	\$25.06	\$27.65
Assistant Buyer	\$18.16	\$19.51	\$21.26
Banking Loan Clerk	\$15.43	\$16.48	\$17.84
Banking Loan Processor	\$17.17	\$18.55	\$20.34
Banking Mortgage Clerk	\$16.29	\$17.60	\$19.30
Benefits Clerk	\$17.82	\$19.14	\$20.86
Bilingual Secretary	\$17.97	\$19.64	\$21.81
Billing Clerk	\$16.47	\$17.69	\$19.28
Bookkeeper	\$16.13	\$17.42	\$19.11
Call Center Representative (Complex Calls)	\$17.53	\$18.94	\$20.77
Call Center Representative (General Calls)	\$12.11	\$13.16	\$14.52
Call Center Representative (Specialized Calls)	\$14.38	\$15.45	\$16.84
Call Center Sales Representative	\$13.96	\$14.99	\$16.34
Call Center Supervisor	\$26.23	\$28.34	\$31.08
Cost Accounting Clerk	\$16.77	\$18.01	\$19.63
Credit & Collection Clerk	\$15.58	\$16.64	\$18.02
Customer Service Representative (General Calls)	\$16.16	\$17.46	\$19.15
Customer Service Representative (Specialized Calls)	\$23.51	\$25.40	\$27.86
Customer Service Representative Financial	\$15.83	\$17.20	\$18.98
Data Entry Operator	\$12.53	\$13.38	\$14.49
Data Entry Supervisor	\$21.57	\$23.17	\$25.25
Executive Assistant	\$28.75	\$31.61	\$35.32
Export/Import Clerk	\$16.58	\$17.81	\$19.41
File Clerk	\$13.54	\$14.46	\$15.66
Front Desk Receptionist	\$12.55	\$13.55	\$14.86
General Clerk	\$14.60	\$15.60	\$16.89
Help Desk Representative	\$20.58	\$22.49	\$24.98
Human Resources Assistant	\$17.26	\$18.54	\$20.20
Human Resources Clerk	\$17.26	\$18.54	\$20.20
Insurance Claims Clerk	\$14.83	\$15.84	\$17.16
Insurance Claims Processor	\$16.16	\$17.36	\$18.92
Insurance Customer Service Representative (Commercial)	\$19.75	\$21.34	\$23.40
Insurance Customer Service Representative (Personal)	\$16.27	\$17.58	\$19.28
Inventory Clerk	\$15.21	\$16.25	\$17.59
Inventory Control Clerk	\$15.21	\$16.25	\$17.59
Lead Data Entry Operator	\$16.09	\$17.28	\$18.83
Legal Secretary	\$23.13	\$25.28	\$28.07
Mailroom Clerk	\$13.17	\$13.99	\$15.05
Marketing Survey Worker	\$13.33	\$14.23	\$15.41
Medical Billing Clerk	\$16.36	\$17.58	\$19.15
Medical Receptionist	\$13.61	\$14.53	\$15.74
Medical Records Administrator	\$39.77	\$42.72	\$46.56
Medical Records Clerk	\$14.33	\$15.39	\$16.78
Medical Records Coding Technician	\$19.61	\$21.07	\$22.96
Medical Secretary	\$15.81	\$17.08	\$18.73
Medical Transcriptionist	\$15.81	\$16.98	\$18.51
Office Manager	\$22.91	\$25.04	\$27.81
Order Processing Clerk	\$15.86	\$16.94	\$18.34
Order Processing Supervisor	\$28.53	\$30.82	\$33.80
Payroll Clerk	\$19.14	\$20.55	\$22.40
Payroll Supervisor	\$28.16	\$30.60	\$33.77
Receptionist	\$13.89	\$14.92	\$16.26
Secretary	\$15.17	\$16.30	\$17.76
Telemarketing Representative	\$13.96	\$14.99	\$16.34
Word Processor	\$17.43	\$18.62	\$20.16

# California

## Roseville, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.14	\$19.38	\$20.99
Accounts Payable Clerk	\$18.86	\$19.92	\$21.30
Accounts Payable Supervisor	\$29.19	\$31.54	\$34.59
Accounts Receivable Clerk	\$19.38	\$20.47	\$21.88
Accounts Receivable Supervisor	\$25.68	\$27.75	\$30.43
Administrative Assistant	\$20.82	\$22.62	\$24.96
Administrative Assistant, CEO	\$33.90	\$37.05	\$41.14
Administrative Secretary	\$25.13	\$27.31	\$30.14
Assistant Buyer	\$19.94	\$21.42	\$23.34
Banking Loan Clerk	\$17.04	\$18.20	\$19.71
Banking Loan Processor	\$18.93	\$20.45	\$22.43
Banking Mortgage Clerk	\$17.99	\$19.44	\$21.32
Benefits Clerk	\$19.62	\$21.08	\$22.97
Bilingual Secretary	\$19.78	\$21.62	\$24.01
Billing Clerk	\$18.14	\$19.49	\$21.24
Bookkeeper	\$17.78	\$19.21	\$21.07
Call Center Representative (Complex Calls)	\$19.25	\$20.79	\$22.81
Call Center Representative (General Calls)	\$13.44	\$14.61	\$16.12
Call Center Representative (Specialized Calls)	\$15.90	\$17.08	\$18.61
Call Center Sales Representative	\$15.07	\$16.19	\$17.64
Call Center Supervisor	\$27.56	\$29.77	\$32.65
Cost Accounting Clerk	\$18.46	\$19.83	\$21.61
Credit & Collection Clerk	\$17.20	\$18.37	\$19.90
Customer Service Representative (General Calls)	\$17.86	\$19.30	\$21.16
Customer Service Representative (Specialized Calls)	\$25.59	\$27.65	\$30.32
Customer Service Representative Financial	\$17.50	\$19.01	\$20.98
Data Entry Operator	\$13.85	\$14.80	\$16.02
Data Entry Supervisor	\$23.42	\$25.15	\$27.41
Executive Assistant	\$30.93	\$34.00	\$37.99
Export/Import Clerk	\$18.27	\$19.62	\$21.38
File Clerk	\$15.03	\$16.06	\$17.39
Front Desk Receptionist	\$13.96	\$15.08	\$16.54
General Clerk	\$16.07	\$17.17	\$18.59
Help Desk Representative	\$22.12	\$24.18	\$26.85
Human Resources Assistant	\$19.03	\$20.44	\$22.27
Human Resources Clerk	\$19.03	\$20.44	\$22.27
Insurance Claims Clerk	\$16.32	\$17.43	\$18.87
Insurance Claims Processor	\$17.63	\$18.94	\$20.64
Insurance Customer Service Representative (Commercial)	\$21.13	\$22.83	\$25.03
Insurance Customer Service Representative (Personal)	\$17.49	\$18.90	\$20.73
Inventory Clerk	\$16.73	\$17.87	\$19.35
Inventory Control Clerk	\$16.73	\$17.87	\$19.35
Lead Data Entry Operator	\$17.65	\$18.96	\$20.66
Legal Secretary	\$25.19	\$27.53	\$30.58
Mailroom Clerk	\$14.55	\$15.45	\$16.62
Marketing Survey Worker	\$14.80	\$15.81	\$17.12
Medical Billing Clerk	\$18.03	\$19.37	\$21.11
Medical Receptionist	\$15.12	\$16.15	\$17.49
Medical Records Administrator	\$42.00	\$45.11	\$49.17
Medical Records Clerk	\$15.63	\$16.79	\$18.30
Medical Records Coding Technician	\$21.18	\$22.75	\$24.79
Medical Secretary	\$17.49	\$18.90	\$20.73
Medical Transcriptionist	\$17.37	\$18.66	\$20.34
Office Manager	\$25.18	\$27.52	\$30.56
Order Processing Clerk	\$17.55	\$18.74	\$20.29
Order Processing Supervisor	\$30.98	\$33.47	\$36.71
Payroll Clerk	\$20.98	\$22.54	\$24.56
Payroll Supervisor	\$30.59	\$33.24	\$36.69
Receptionist	\$15.42	\$16.56	\$18.05
Secretary	\$16.81	\$18.06	\$19.68
Telemarketing Representative	\$15.07	\$16.19	\$17.64
Word Processor	\$19.05	\$20.35	\$22.04

## Sacramento, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.24	\$19.49	\$21.10
Accounts Payable Clerk	\$18.96	\$20.03	\$21.41
Accounts Payable Supervisor	\$29.24	\$31.59	\$34.64
Accounts Receivable Clerk	\$19.48	\$20.57	\$21.99
Accounts Receivable Supervisor	\$25.74	\$27.81	\$30.49
Administrative Assistant	\$20.91	\$22.72	\$25.07
Administrative Assistant, CEO	\$33.91	\$37.06	\$41.15
Administrative Secretary	\$25.21	\$27.39	\$30.23
Assistant Buyer	\$20.03	\$21.52	\$23.45
Banking Loan Clerk	\$17.14	\$18.31	\$19.82
Banking Loan Processor	\$19.02	\$20.55	\$22.54
Banking Mortgage Clerk	\$18.09	\$19.55	\$21.44
Benefits Clerk	\$19.72	\$21.18	\$23.08
Bilingual Secretary	\$19.87	\$21.72	\$24.12
Billing Clerk	\$18.24	\$19.59	\$21.35
Bookkeeper	\$17.88	\$19.32	\$21.18
Call Center Representative (Complex Calls)	\$19.33	\$20.88	\$22.90
Call Center Representative (General Calls)	\$13.53	\$14.70	\$16.23
Call Center Representative (Specialized Calls)	\$15.99	\$17.17	\$18.72
Call Center Sales Representative	\$15.16	\$16.28	\$17.75
Call Center Supervisor	\$27.59	\$29.81	\$32.69
Cost Accounting Clerk	\$18.56	\$19.94	\$21.73
Credit & Collection Clerk	\$17.30	\$18.48	\$20.01
Customer Service Representative (General Calls)	\$17.96	\$19.40	\$21.28
Customer Service Representative (Specialized Calls)	\$25.66	\$27.73	\$30.41
Customer Service Representative Financial	\$17.60	\$19.12	\$21.10
Data Entry Operator	\$13.95	\$14.90	\$16.13
Data Entry Supervisor	\$23.50	\$25.25	\$27.51
Executive Assistant	\$30.96	\$34.03	\$38.03
Export/Import Clerk	\$18.36	\$19.73	\$21.50
File Clerk	\$15.13	\$16.16	\$17.50
Front Desk Receptionist	\$14.05	\$15.18	\$16.65
General Clerk	\$16.17	\$17.27	\$18.70
Help Desk Representative	\$22.20	\$24.26	\$26.94
Human Resources Assistant	\$19.12	\$20.54	\$22.39
Human Resources Clerk	\$19.12	\$20.54	\$22.39
Insurance Claims Clerk	\$16.42	\$17.54	\$18.99
Insurance Claims Processor	\$17.73	\$19.04	\$20.75
Insurance Customer Service Representative (Commercial)	\$21.22	\$22.92	\$25.14
Insurance Customer Service Representative (Personal)	\$17.59	\$19.00	\$20.84
Inventory Clerk	\$16.83	\$17.98	\$19.47
Inventory Control Clerk	\$16.83	\$17.98	\$19.47
Lead Data Entry Operator	\$17.75	\$19.06	\$20.78
Legal Secretary	\$25.26	\$27.61	\$30.66
Mailroom Clerk	\$14.64	\$15.55	\$16.73
Marketing Survey Worker	\$14.90	\$15.92	\$17.24
Medical Billing Clerk	\$18.13	\$19.48	\$21.23
Medical Receptionist	\$15.22	\$16.25	\$17.60
Medical Records Administrator	\$42.00	\$45.11	\$49.16
Medical Records Clerk	\$15.73	\$16.90	\$18.41
Medical Records Coding Technician	\$21.28	\$22.85	\$24.91
Medical Secretary	\$17.59	\$19.01	\$20.85
Medical Transcriptionist	\$17.47	\$18.77	\$20.46
Office Manager	\$25.25	\$27.60	\$30.65
Order Processing Clerk	\$17.65	\$18.85	\$20.41
Order Processing Supervisor	\$31.02	\$33.51	\$36.75
Payroll Clerk	\$21.07	\$22.64	\$24.67
Payroll Supervisor	\$30.63	\$33.28	\$36.73
Receptionist	\$15.51	\$16.67	\$18.16
Secretary	\$16.91	\$18.17	\$19.80
Telemarketing Representative	\$15.16	\$16.28	\$17.75
Word Processor	\$19.15	\$20.46	\$22.15

# California

## Salinas, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.59	\$19.86	\$21.50
Accounts Payable Clerk	\$19.34	\$20.43	\$21.84
Accounts Payable Supervisor	\$29.94	\$32.34	\$35.47
Accounts Receivable Clerk	\$19.89	\$21.01	\$22.46
Accounts Receivable Supervisor	\$26.71	\$28.86	\$31.65
Administrative Assistant	\$21.36	\$23.20	\$25.61
Administrative Assistant, CEO	\$35.29	\$38.56	\$42.83
Administrative Secretary	\$25.92	\$28.17	\$31.09
Assistant Buyer	\$20.49	\$22.02	\$23.99
Banking Loan Clerk	\$17.43	\$18.61	\$20.15
Banking Loan Processor	\$19.31	\$20.87	\$22.88
Banking Mortgage Clerk	\$18.33	\$19.80	\$21.72
Benefits Clerk	\$20.04	\$21.53	\$23.46
Bilingual Secretary	\$20.27	\$22.15	\$24.60
Billing Clerk	\$18.59	\$19.97	\$21.77
Bookkeeper	\$18.21	\$19.68	\$21.58
Call Center Representative (Complex Calls)	\$19.72	\$21.31	\$23.37
Call Center Representative (General Calls)	\$13.63	\$14.81	\$16.35
Call Center Representative (Specialized Calls)	\$16.19	\$17.39	\$18.95
Call Center Sales Representative	\$15.28	\$16.41	\$17.89
Call Center Supervisor	\$28.66	\$30.96	\$33.96
Cost Accounting Clerk	\$18.93	\$20.34	\$22.16
Credit & Collection Clerk	\$17.60	\$18.80	\$20.36
Customer Service Representative (General Calls)	\$18.19	\$19.65	\$21.55
Customer Service Representative (Specialized Calls)	\$26.35	\$28.46	\$31.22
Customer Service Representative Financial	\$17.81	\$19.35	\$21.36
Data Entry Operator	\$14.06	\$15.02	\$16.26
Data Entry Supervisor	\$24.13	\$25.92	\$28.24
Executive Assistant	\$32.11	\$35.29	\$39.44
Export/Import Clerk	\$18.72	\$20.11	\$21.92
File Clerk	\$15.24	\$16.28	\$17.63
Front Desk Receptionist	\$14.12	\$15.26	\$16.73
General Clerk	\$16.38	\$17.49	\$18.94
Help Desk Representative	\$23.42	\$25.60	\$28.43
Human Resources Assistant	\$19.41	\$20.85	\$22.73
Human Resources Clerk	\$19.41	\$20.85	\$22.73
Insurance Claims Clerk	\$16.63	\$17.77	\$19.24
Insurance Claims Processor	\$18.15	\$19.50	\$21.25
Insurance Customer Service Representative (Commercial)	\$21.53	\$23.26	\$25.50
Insurance Customer Service Representative (Personal)	\$17.74	\$19.17	\$21.02
Inventory Clerk	\$17.05	\$18.21	\$19.72
Inventory Control Clerk	\$17.05	\$18.21	\$19.72
Lead Data Entry Operator	\$18.03	\$19.36	\$21.10
Legal Secretary	\$25.99	\$28.40	\$31.54
Mailroom Clerk	\$14.78	\$15.70	\$16.89
Marketing Survey Worker	\$15.00	\$16.02	\$17.35
Medical Billing Clerk	\$18.48	\$19.85	\$21.63
Medical Receptionist	\$15.36	\$16.41	\$17.77
Medical Records Administrator	\$44.00	\$47.26	\$51.51
Medical Records Clerk	\$15.91	\$17.09	\$18.63
Medical Records Coding Technician	\$21.81	\$23.43	\$25.53
Medical Secretary	\$17.85	\$19.28	\$21.14
Medical Transcriptionist	\$18.38	\$19.75	\$21.52
Office Manager	\$25.72	\$28.11	\$31.21
Order Processing Clerk	\$17.85	\$19.07	\$20.65
Order Processing Supervisor	\$31.83	\$34.39	\$37.71
Payroll Clerk	\$21.60	\$23.20	\$25.28
Payroll Supervisor	\$31.42	\$34.14	\$37.68
Receptionist	\$15.64	\$16.80	\$18.31
Secretary	\$17.13	\$18.40	\$20.05
Telemarketing Representative	\$15.28	\$16.41	\$17.89
Word Processor	\$19.51	\$20.84	\$22.57

## San Diego, CA

Job Title	Low	Mid	High
Accounting Clerk	\$17.90	\$19.11	\$20.70
Accounts Payable Clerk	\$18.61	\$19.65	\$21.01
Accounts Payable Supervisor	\$28.69	\$30.99	\$33.99
Accounts Receivable Clerk	\$19.13	\$20.20	\$21.59
Accounts Receivable Supervisor	\$26.12	\$28.22	\$30.95
Administrative Assistant	\$20.52	\$22.30	\$24.61
Administrative Assistant, CEO	\$33.50	\$36.61	\$40.66
Administrative Secretary	\$24.81	\$26.96	\$29.75
Assistant Buyer	\$19.68	\$21.14	\$23.04
Banking Loan Clerk	\$16.80	\$17.94	\$19.43
Banking Loan Processor	\$18.59	\$20.09	\$22.03
Banking Mortgage Clerk	\$17.66	\$19.08	\$20.93
Benefits Clerk	\$19.28	\$20.71	\$22.57
Bilingual Secretary	\$19.50	\$21.31	\$23.66
Billing Clerk	\$17.89	\$19.22	\$20.95
Bookkeeper	\$17.54	\$18.94	\$20.78
Call Center Representative (Complex Calls)	\$18.92	\$20.44	\$22.42
Call Center Representative (General Calls)	\$13.19	\$14.33	\$15.82
Call Center Representative (Specialized Calls)	\$15.61	\$16.76	\$18.27
Call Center Sales Representative	\$15.02	\$16.13	\$17.58
Call Center Supervisor	\$27.63	\$29.85	\$32.74
Cost Accounting Clerk	\$18.21	\$19.57	\$21.32
Credit & Collection Clerk	\$16.96	\$18.12	\$19.62
Customer Service Representative (General Calls)	\$17.53	\$18.94	\$20.77
Customer Service Representative (Specialized Calls)	\$25.19	\$27.21	\$29.84
Customer Service Representative Financial	\$17.17	\$18.66	\$20.59
Data Entry Operator	\$13.62	\$14.54	\$15.75
Data Entry Supervisor	\$23.08	\$24.79	\$27.01
Executive Assistant	\$30.56	\$33.60	\$37.54
Export/Import Clerk	\$18.02	\$19.36	\$21.09
File Clerk	\$14.75	\$15.76	\$17.06
Front Desk Receptionist	\$13.69	\$14.79	\$16.22
General Clerk	\$15.81	\$16.88	\$18.28
Help Desk Representative	\$22.54	\$24.63	\$27.35
Human Resources Assistant	\$18.69	\$20.07	\$21.88
Human Resources Clerk	\$18.69	\$20.07	\$21.88
Insurance Claims Clerk	\$16.05	\$17.14	\$18.56
Insurance Claims Processor	\$17.93	\$19.26	\$20.99
Insurance Customer Service Representative (Commercial)	\$21.30	\$23.01	\$25.24
Insurance Customer Service Representative (Personal)	\$17.61	\$19.03	\$20.87
Inventory Clerk	\$16.46	\$17.58	\$19.04
Inventory Control Clerk	\$16.46	\$17.58	\$19.04
Lead Data Entry Operator	\$17.36	\$18.65	\$20.32
Legal Secretary	\$24.87	\$27.18	\$30.18
Mailroom Clerk	\$14.30	\$15.19	\$16.34
Marketing Survey Worker	\$14.53	\$15.52	\$16.80
Medical Billing Clerk	\$17.79	\$19.11	\$20.82
Medical Receptionist	\$14.88	\$15.89	\$17.21
Medical Records Administrator	\$43.24	\$46.44	\$50.61
Medical Records Clerk	\$15.29	\$16.43	\$17.90
Medical Records Coding Technician	\$20.73	\$22.27	\$24.27
Medical Secretary	\$17.22	\$18.60	\$20.40
Medical Transcriptionist	\$17.07	\$18.33	\$19.98
Office Manager	\$24.72	\$27.02	\$30.00
Order Processing Clerk	\$17.22	\$18.39	\$19.91
Order Processing Supervisor	\$30.45	\$32.90	\$36.08
Payroll Clerk	\$20.72	\$22.25	\$24.25
Payroll Supervisor	\$30.07	\$32.67	\$36.06
Receptionist	\$15.13	\$16.25	\$17.71
Secretary	\$16.55	\$17.78	\$19.37
Telemarketing Representative	\$15.02	\$16.13	\$17.58
Word Processor	\$18.76	\$20.03	\$21.69

# California

## San Francisco, CA

Job Title	Low	Mid	High
Accounting Clerk	\$20.82	\$22.24	\$24.09
Accounts Payable Clerk	\$21.65	\$22.86	\$24.44
Accounts Payable Supervisor	\$32.85	\$35.49	\$38.92
Accounts Receivable Clerk	\$22.24	\$23.49	\$25.11
Accounts Receivable Supervisor	\$30.93	\$33.42	\$36.65
Administrative Assistant	\$23.83	\$25.90	\$28.58
Administrative Assistant, CEO	\$38.68	\$42.27	\$46.94
Administrative Secretary	\$28.74	\$31.23	\$34.46
Assistant Buyer	\$22.87	\$24.57	\$26.78
Banking Loan Clerk	\$19.56	\$20.89	\$22.62
Banking Loan Processor	\$21.56	\$23.30	\$25.55
Banking Mortgage Clerk	\$20.51	\$22.15	\$24.30
Benefits Clerk	\$22.35	\$24.01	\$26.17
Bilingual Secretary	\$22.65	\$24.76	\$27.49
Billing Clerk	\$20.82	\$22.37	\$24.38
Bookkeeper	\$20.41	\$22.05	\$24.18
Call Center Representative (Complex Calls)	\$21.92	\$23.68	\$25.97
Call Center Representative (General Calls)	\$15.32	\$16.65	\$18.37
Call Center Representative (Specialized Calls)	\$18.12	\$19.47	\$21.21
Call Center Sales Representative	\$17.42	\$18.71	\$20.39
Call Center Supervisor	\$31.68	\$34.23	\$37.54
Cost Accounting Clerk	\$21.19	\$22.76	\$24.81
Credit & Collection Clerk	\$19.75	\$21.09	\$22.84
Customer Service Representative (General Calls)	\$20.36	\$21.99	\$24.12
Customer Service Representative (Specialized Calls)	\$29.11	\$31.45	\$34.49
Customer Service Representative Financial	\$19.94	\$21.67	\$23.92
Data Entry Operator	\$15.77	\$16.85	\$18.24
Data Entry Supervisor	\$26.65	\$28.63	\$31.20
Executive Assistant	\$35.31	\$38.81	\$43.37
Export/Import Clerk	\$20.96	\$22.52	\$24.54
File Clerk	\$17.13	\$18.30	\$19.81
Front Desk Receptionist	\$15.90	\$17.17	\$18.83
General Clerk	\$18.31	\$19.56	\$21.18
Help Desk Representative	\$25.90	\$28.30	\$31.43
Human Resources Assistant	\$21.68	\$23.29	\$25.38
Human Resources Clerk	\$21.68	\$23.29	\$25.38
Insurance Claims Clerk	\$18.59	\$19.86	\$21.50
Insurance Claims Processor	\$21.03	\$22.59	\$24.61
Insurance Customer Service Representative (Commercial)	\$24.87	\$26.87	\$29.46
Insurance Customer Service Representative (Personal)	\$20.61	\$22.26	\$24.42
Inventory Clerk	\$18.96	\$20.25	\$21.93
Inventory Control Clerk	\$18.96	\$20.25	\$21.93
Lead Data Entry Operator	\$20.11	\$21.60	\$23.54
Legal Secretary	\$28.81	\$31.48	\$34.96
Mailroom Clerk	\$16.57	\$17.59	\$18.93
Marketing Survey Worker	\$16.87	\$18.01	\$19.51
Medical Billing Clerk	\$20.70	\$22.23	\$24.23
Medical Receptionist	\$17.32	\$18.50	\$20.04
Medical Records Administrator	\$48.53	\$52.13	\$56.81
Medical Records Clerk	\$17.22	\$18.50	\$20.16
Medical Records Coding Technician	\$23.45	\$25.19	\$27.45
Medical Secretary	\$20.05	\$21.66	\$23.75
Medical Transcriptionist	\$20.13	\$21.62	\$23.56
Office Manager	\$28.37	\$31.00	\$34.43
Order Processing Clerk	\$20.00	\$21.36	\$23.13
Order Processing Supervisor	\$34.85	\$37.65	\$41.30
Payroll Clerk	\$24.06	\$25.85	\$28.17
Payroll Supervisor	\$34.42	\$37.40	\$41.27
Receptionist	\$17.57	\$18.87	\$20.56
Secretary	\$19.27	\$20.70	\$22.55
Telemarketing Representative	\$17.42	\$18.71	\$20.39
Word Processor	\$21.70	\$23.18	\$25.10

## San Jose/Santa Clara, CA

Job Title	Low	Mid	High
Accounting Clerk	\$20.57	\$21.97	\$23.79
Accounts Payable Clerk	\$21.42	\$22.62	\$24.18
Accounts Payable Supervisor	\$33.47	\$36.16	\$39.66
Accounts Receivable Clerk	\$22.04	\$23.28	\$24.88
Accounts Receivable Supervisor	\$30.14	\$32.56	\$35.71
Administrative Assistant	\$23.77	\$25.83	\$28.51
Administrative Assistant, CEO	\$39.62	\$43.30	\$48.08
Administrative Secretary	\$28.97	\$31.48	\$34.74
Assistant Buyer	\$22.73	\$24.42	\$26.61
Banking Loan Clerk	\$19.25	\$20.56	\$22.26
Banking Loan Processor	\$21.49	\$23.22	\$25.46
Banking Mortgage Clerk	\$20.37	\$22.01	\$24.13
Benefits Clerk	\$22.32	\$23.97	\$26.12
Bilingual Secretary	\$22.54	\$24.63	\$27.35
Billing Clerk	\$20.57	\$22.10	\$24.08
Bookkeeper	\$20.15	\$21.76	\$23.87
Call Center Representative (Complex Calls)	\$22.01	\$23.78	\$26.08
Call Center Representative (General Calls)	\$15.09	\$16.39	\$18.09
Call Center Representative (Specialized Calls)	\$17.98	\$19.32	\$21.05
Call Center Sales Representative	\$16.79	\$18.03	\$19.65
Call Center Supervisor	\$31.19	\$33.70	\$36.95
Cost Accounting Clerk	\$20.96	\$22.51	\$24.54
Credit & Collection Clerk	\$19.44	\$20.77	\$22.49
Customer Service Representative (General Calls)	\$20.21	\$21.83	\$23.95
Customer Service Representative (Specialized Calls)	\$29.51	\$31.88	\$34.96
Customer Service Representative Financial	\$19.78	\$21.49	\$23.72
Data Entry Operator	\$15.48	\$16.53	\$17.90
Data Entry Supervisor	\$26.89	\$28.89	\$31.48
Executive Assistant	\$36.02	\$39.60	\$44.24
Export/Import Clerk	\$20.72	\$22.26	\$24.26
File Clerk	\$16.86	\$18.01	\$19.50
Front Desk Receptionist	\$15.60	\$16.85	\$18.48
General Clerk	\$18.10	\$19.33	\$20.93
Help Desk Representative	\$26.38	\$28.83	\$32.01
Human Resources Assistant	\$21.60	\$23.20	\$25.29
Human Resources Clerk	\$21.60	\$23.20	\$25.29
Insurance Claims Clerk	\$18.39	\$19.64	\$21.26
Insurance Claims Processor	\$20.28	\$21.79	\$23.74
Insurance Customer Service Representative (Commercial)	\$23.79	\$25.70	\$28.19
Insurance Customer Service Representative (Personal)	\$19.58	\$21.15	\$23.20
Inventory Clerk	\$18.79	\$20.07	\$21.73
Inventory Control Clerk	\$18.79	\$20.07	\$21.73
Lead Data Entry Operator	\$19.96	\$21.44	\$23.37
Legal Secretary	\$29.05	\$31.75	\$35.26
Mailroom Clerk	\$16.29	\$17.30	\$18.62
Marketing Survey Worker	\$16.59	\$17.72	\$19.19
Medical Billing Clerk	\$20.44	\$21.96	\$23.93
Medical Receptionist	\$16.97	\$18.12	\$19.62
Medical Records Administrator	\$49.54	\$53.22	\$58.00
Medical Records Clerk	\$16.94	\$18.20	\$19.83
Medical Records Coding Technician	\$23.36	\$25.09	\$27.35
Medical Secretary	\$19.78	\$21.37	\$23.43
Medical Transcriptionist	\$19.64	\$21.10	\$23.00
Office Manager	\$28.68	\$31.35	\$34.81
Order Processing Clerk	\$19.82	\$21.17	\$22.92
Order Processing Supervisor	\$35.62	\$38.48	\$42.20
Payroll Clerk	\$23.98	\$25.76	\$28.07
Payroll Supervisor	\$35.16	\$38.21	\$42.16
Receptionist	\$17.31	\$18.60	\$20.27
Secretary	\$18.96	\$20.37	\$22.20
Telemarketing Representative	\$16.79	\$18.03	\$19.65
Word Processor	\$21.65	\$23.12	\$25.04

# California

## San Mateo, CA

Job Title	Low	Mid	High
Accounting Clerk	\$20.29	\$21.67	\$23.47
Accounts Payable Clerk	\$21.10	\$22.29	\$23.83
Accounts Payable Supervisor	\$32.32	\$34.92	\$38.29
Accounts Receivable Clerk	\$21.70	\$22.91	\$24.50
Accounts Receivable Supervisor	\$30.39	\$32.84	\$36.01
Administrative Assistant	\$23.31	\$25.33	\$27.95
Administrative Assistant, CEO	\$38.13	\$41.67	\$46.28
Administrative Secretary	\$28.21	\$30.66	\$33.83
Assistant Buyer	\$22.34	\$24.00	\$26.15
Banking Loan Clerk	\$19.03	\$20.32	\$22.01
Banking Loan Processor	\$21.04	\$22.73	\$24.92
Banking Mortgage Clerk	\$19.98	\$21.58	\$23.67
Benefits Clerk	\$21.82	\$23.44	\$25.55
Bilingual Secretary	\$22.13	\$24.19	\$26.86
Billing Clerk	\$20.29	\$21.80	\$23.75
Bookkeeper	\$19.88	\$21.48	\$23.55
Call Center Representative (Complex Calls)	\$21.45	\$23.17	\$25.41
Call Center Representative (General Calls)	\$14.88	\$16.16	\$17.84
Call Center Representative (Specialized Calls)	\$17.65	\$18.96	\$20.66
Call Center Sales Representative	\$16.95	\$18.21	\$19.85
Call Center Supervisor	\$31.18	\$33.69	\$36.95
Cost Accounting Clerk	\$20.66	\$22.19	\$24.18
Credit & Collection Clerk	\$19.22	\$20.53	\$22.23
Customer Service Representative (General Calls)	\$19.83	\$21.42	\$23.49
Customer Service Representative (Specialized Calls)	\$28.58	\$30.87	\$33.86
Customer Service Representative Financial	\$19.42	\$21.10	\$23.28
Data Entry Operator	\$15.29	\$16.33	\$17.69
Data Entry Supervisor	\$26.12	\$28.06	\$30.58
Executive Assistant	\$34.77	\$38.22	\$42.71
Export/Import Clerk	\$20.43	\$21.95	\$23.92
File Clerk	\$16.63	\$17.76	\$19.23
Front Desk Receptionist	\$15.42	\$16.66	\$18.27
General Clerk	\$17.80	\$19.01	\$20.59
Help Desk Representative	\$25.40	\$27.76	\$30.83
Human Resources Assistant	\$21.15	\$22.71	\$24.75
Human Resources Clerk	\$21.15	\$22.71	\$24.75
Insurance Claims Clerk	\$18.08	\$19.31	\$20.91
Insurance Claims Processor	\$20.50	\$22.02	\$24.00
Insurance Customer Service Representative (Commercial)	\$24.34	\$26.30	\$28.84
Insurance Customer Service Representative (Personal)	\$20.08	\$21.69	\$23.79
Inventory Clerk	\$18.44	\$19.70	\$21.33
Inventory Control Clerk	\$18.44	\$19.70	\$21.33
Lead Data Entry Operator	\$19.58	\$21.03	\$22.92
Legal Secretary	\$28.28	\$30.91	\$34.32
Mailroom Clerk	\$16.07	\$17.07	\$18.37
Marketing Survey Worker	\$16.37	\$17.49	\$18.93
Medical Billing Clerk	\$20.16	\$21.66	\$23.61
Medical Receptionist	\$16.82	\$17.97	\$19.46
Medical Records Administrator	\$47.86	\$51.41	\$56.03
Medical Records Clerk	\$16.72	\$17.96	\$19.57
Medical Records Coding Technician	\$22.91	\$24.61	\$26.82
Medical Secretary	\$19.52	\$21.09	\$23.13
Medical Transcriptionist	\$19.59	\$21.04	\$22.93
Office Manager	\$27.85	\$30.44	\$33.80
Order Processing Clerk	\$19.46	\$20.79	\$22.51
Order Processing Supervisor	\$34.32	\$37.07	\$40.66
Payroll Clerk	\$23.53	\$25.28	\$27.55
Payroll Supervisor	\$33.88	\$36.82	\$40.63
Receptionist	\$17.06	\$18.33	\$19.98
Secretary	\$18.74	\$20.13	\$21.94
Telemarketing Representative	\$16.95	\$18.21	\$19.85
Word Processor	\$21.17	\$22.61	\$24.49

## San Ramon, CA

Job Title	Low	Mid	High
Accounting Clerk	\$19.71	\$21.06	\$22.80
Accounts Payable Clerk	\$20.50	\$21.65	\$23.14
Accounts Payable Supervisor	\$31.58	\$34.12	\$37.42
Accounts Receivable Clerk	\$21.07	\$22.25	\$23.79
Accounts Receivable Supervisor	\$28.45	\$30.73	\$33.71
Administrative Assistant	\$22.69	\$24.66	\$27.21
Administrative Assistant, CEO	\$37.12	\$40.57	\$45.05
Administrative Secretary	\$27.43	\$29.81	\$32.90
Assistant Buyer	\$21.68	\$23.29	\$25.38
Banking Loan Clerk	\$18.50	\$19.76	\$21.40
Banking Loan Processor	\$20.52	\$22.17	\$24.32
Banking Mortgage Clerk	\$19.50	\$21.07	\$23.10
Benefits Clerk	\$21.28	\$22.86	\$24.91
Bilingual Secretary	\$21.55	\$23.56	\$26.16
Billing Clerk	\$19.71	\$21.18	\$23.08
Bookkeeper	\$19.32	\$20.87	\$22.89
Call Center Representative (Complex Calls)	\$20.90	\$22.58	\$24.76
Call Center Representative (General Calls)	\$14.54	\$15.80	\$17.44
Call Center Representative (Specialized Calls)	\$17.23	\$18.51	\$20.17
Call Center Sales Representative	\$16.30	\$17.51	\$19.08
Call Center Supervisor	\$29.84	\$32.24	\$35.36
Cost Accounting Clerk	\$20.06	\$21.55	\$23.49
Credit & Collection Clerk	\$18.68	\$19.95	\$21.61
Customer Service Representative (General Calls)	\$19.36	\$20.91	\$22.93
Customer Service Representative (Specialized Calls)	\$27.82	\$30.05	\$32.96
Customer Service Representative Financial	\$18.96	\$20.60	\$22.74
Data Entry Operator	\$15.06	\$16.08	\$17.41
Data Entry Supervisor	\$25.59	\$27.49	\$29.96
Executive Assistant	\$33.83	\$37.19	\$41.55
Export/Import Clerk	\$19.85	\$21.32	\$23.24
File Clerk	\$16.26	\$17.36	\$18.80
Front Desk Receptionist	\$15.08	\$16.29	\$17.87
General Clerk	\$17.50	\$18.69	\$20.24
Help Desk Representative	\$24.23	\$26.49	\$29.41
Human Resources Assistant	\$20.63	\$22.16	\$24.15
Human Resources Clerk	\$20.63	\$22.16	\$24.15
Insurance Claims Clerk	\$17.77	\$18.98	\$20.56
Insurance Claims Processor	\$19.51	\$20.95	\$22.84
Insurance Customer Service Representative (Commercial)	\$23.03	\$24.88	\$27.28
Insurance Customer Service Representative (Personal)	\$19.03	\$20.56	\$22.55
Inventory Clerk	\$18.11	\$19.34	\$20.94
Inventory Control Clerk	\$18.11	\$19.34	\$20.94
Lead Data Entry Operator	\$19.24	\$20.67	\$22.52
Legal Secretary	\$27.50	\$30.06	\$33.38
Mailroom Clerk	\$15.82	\$16.80	\$18.08
Marketing Survey Worker	\$16.01	\$17.10	\$18.51
Medical Billing Clerk	\$19.59	\$21.05	\$22.94
Medical Receptionist	\$16.42	\$17.54	\$19.00
Medical Records Administrator	\$45.91	\$49.31	\$53.74
Medical Records Clerk	\$16.59	\$17.82	\$19.42
Medical Records Coding Technician	\$22.66	\$24.34	\$26.53
Medical Secretary	\$19.04	\$20.57	\$22.56
Medical Transcriptionist	\$18.76	\$20.16	\$21.96
Office Manager	\$27.21	\$29.74	\$33.02
Order Processing Clerk	\$19.01	\$20.30	\$21.99
Order Processing Supervisor	\$33.54	\$36.24	\$39.74
Payroll Clerk	\$22.83	\$24.52	\$26.72
Payroll Supervisor	\$33.12	\$35.99	\$39.71
Receptionist	\$16.68	\$17.91	\$19.52
Secretary	\$18.29	\$19.64	\$21.41
Telemarketing Representative	\$16.30	\$17.51	\$19.08
Word Processor	\$20.79	\$22.20	\$24.04

# California

## Santa Rosa, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.90	\$20.19	\$21.87
Accounts Payable Clerk	\$19.66	\$20.76	\$22.20
Accounts Payable Supervisor	\$30.10	\$32.51	\$35.66
Accounts Receivable Clerk	\$20.20	\$21.34	\$22.81
Accounts Receivable Supervisor	\$26.93	\$29.10	\$31.91
Administrative Assistant	\$21.63	\$23.50	\$25.93
Administrative Assistant, CEO	\$35.32	\$38.60	\$42.86
Administrative Secretary	\$26.14	\$28.41	\$31.35
Assistant Buyer	\$20.80	\$22.34	\$24.34
Banking Loan Clerk	\$17.74	\$18.95	\$20.52
Banking Loan Processor	\$19.62	\$21.19	\$23.24
Banking Mortgage Clerk	\$18.64	\$20.14	\$22.09
Benefits Clerk	\$20.34	\$21.85	\$23.81
Bilingual Secretary	\$20.54	\$22.45	\$24.93
Billing Clerk	\$18.90	\$20.31	\$22.13
Bookkeeper	\$18.53	\$20.01	\$21.95
Call Center Representative (Complex Calls)	\$19.98	\$21.58	\$23.67
Call Center Representative (General Calls)	\$13.90	\$15.11	\$16.67
Call Center Representative (Specialized Calls)	\$16.47	\$17.69	\$19.28
Call Center Sales Representative	\$15.85	\$17.02	\$18.55
Call Center Supervisor	\$28.91	\$31.24	\$34.26
Cost Accounting Clerk	\$19.24	\$20.67	\$22.53
Credit & Collection Clerk	\$17.92	\$19.14	\$20.72
Customer Service Representative (General Calls)	\$18.50	\$19.99	\$21.92
Customer Service Representative (Specialized Calls)	\$26.59	\$28.72	\$31.50
Customer Service Representative Financial	\$18.12	\$19.69	\$21.73
Data Entry Operator	\$14.31	\$15.28	\$16.55
Data Entry Supervisor	\$24.32	\$26.13	\$28.47
Executive Assistant	\$32.20	\$35.40	\$39.56
Export/Import Clerk	\$19.03	\$20.45	\$22.28
File Clerk	\$15.54	\$16.60	\$17.98
Front Desk Receptionist	\$14.42	\$15.58	\$17.08
General Clerk	\$16.63	\$17.76	\$19.24
Help Desk Representative	\$23.56	\$25.74	\$28.59
Human Resources Assistant	\$19.72	\$21.18	\$23.08
Human Resources Clerk	\$19.72	\$21.18	\$23.08
Insurance Claims Clerk	\$16.89	\$18.04	\$19.53
Insurance Claims Processor	\$18.52	\$19.89	\$21.68
Insurance Customer Service Representative (Commercial)	\$22.36	\$24.16	\$26.49
Insurance Customer Service Representative (Personal)	\$18.48	\$19.96	\$21.89
Inventory Clerk	\$17.35	\$18.53	\$20.07
Inventory Control Clerk	\$17.35	\$18.53	\$20.07
Lead Data Entry Operator	\$18.28	\$19.63	\$21.40
Legal Secretary	\$26.20	\$28.64	\$31.80
Mailroom Clerk	\$15.03	\$15.97	\$17.18
Marketing Survey Worker	\$15.30	\$16.35	\$17.70
Medical Billing Clerk	\$18.79	\$20.18	\$22.00
Medical Receptionist	\$15.65	\$16.72	\$18.11
Medical Records Administrator	\$42.93	\$46.12	\$50.26
Medical Records Clerk	\$16.01	\$17.20	\$18.74
Medical Records Coding Technician	\$21.74	\$23.35	\$25.45
Medical Secretary	\$18.14	\$19.60	\$21.49
Medical Transcriptionist	\$18.38	\$19.75	\$21.52
Office Manager	\$25.94	\$28.35	\$31.49
Order Processing Clerk	\$18.17	\$19.41	\$21.01
Order Processing Supervisor	\$31.95	\$34.52	\$37.86
Payroll Clerk	\$21.89	\$23.52	\$25.63
Payroll Supervisor	\$31.55	\$34.28	\$37.83
Receptionist	\$15.94	\$17.13	\$18.66
Secretary	\$17.43	\$18.72	\$20.40
Telemarketing Representative	\$15.85	\$17.02	\$18.55
Word Processor	\$19.75	\$21.10	\$22.84

## Torrance, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.26	\$19.51	\$21.12
Accounts Payable Clerk	\$19.00	\$20.06	\$21.45
Accounts Payable Supervisor	\$29.43	\$31.79	\$34.87
Accounts Receivable Clerk	\$19.53	\$20.63	\$22.05
Accounts Receivable Supervisor	\$27.09	\$29.27	\$32.10
Administrative Assistant	\$21.02	\$22.84	\$25.21
Administrative Assistant, CEO	\$34.42	\$37.61	\$41.77
Administrative Secretary	\$25.45	\$27.65	\$30.51
Assistant Buyer	\$20.11	\$21.60	\$23.54
Banking Loan Clerk	\$17.13	\$18.30	\$19.81
Banking Loan Processor	\$18.99	\$20.52	\$22.50
Banking Mortgage Clerk	\$18.03	\$19.48	\$21.37
Benefits Clerk	\$19.70	\$21.16	\$23.06
Bilingual Secretary	\$19.96	\$21.82	\$24.23
Billing Clerk	\$18.26	\$19.62	\$21.38
Bookkeeper	\$17.89	\$19.33	\$21.20
Call Center Representative (Complex Calls)	\$19.35	\$20.91	\$22.93
Call Center Representative (General Calls)	\$13.45	\$14.61	\$16.12
Call Center Representative (Specialized Calls)	\$15.93	\$17.11	\$18.65
Call Center Sales Representative	\$15.23	\$16.36	\$17.82
Call Center Supervisor	\$28.19	\$30.46	\$33.40
Cost Accounting Clerk	\$18.59	\$19.97	\$21.77
Credit & Collection Clerk	\$17.30	\$18.48	\$20.01
Customer Service Representative (General Calls)	\$17.90	\$19.34	\$21.21
Customer Service Representative (Specialized Calls)	\$25.79	\$27.86	\$30.56
Customer Service Representative Financial	\$17.53	\$19.05	\$21.02
Data Entry Operator	\$13.85	\$14.79	\$16.02
Data Entry Supervisor	\$23.59	\$25.34	\$27.61
Executive Assistant	\$31.38	\$34.50	\$38.55
Export/Import Clerk	\$18.39	\$19.76	\$21.53
File Clerk	\$15.03	\$16.06	\$17.39
Front Desk Receptionist	\$13.94	\$15.06	\$16.52
General Clerk	\$16.10	\$17.20	\$18.62
Help Desk Representative	\$23.08	\$25.22	\$28.01
Human Resources Assistant	\$19.09	\$20.50	\$22.35
Human Resources Clerk	\$19.09	\$20.50	\$22.35
Insurance Claims Clerk	\$16.35	\$17.46	\$18.91
Insurance Claims Processor	\$18.45	\$19.81	\$21.59
Insurance Customer Service Representative (Commercial)	\$21.53	\$23.26	\$25.51
Insurance Customer Service Representative (Personal)	\$17.77	\$19.20	\$21.05
Inventory Clerk	\$16.78	\$17.92	\$19.41
Inventory Control Clerk	\$16.78	\$17.92	\$19.41
Lead Data Entry Operator	\$17.69	\$19.01	\$20.71
Legal Secretary	\$25.51	\$27.88	\$30.96
Mailroom Clerk	\$14.55	\$15.46	\$16.63
Marketing Survey Worker	\$14.80	\$15.81	\$17.12
Medical Billing Clerk	\$18.15	\$19.50	\$21.25
Medical Receptionist	\$15.19	\$16.23	\$17.57
Medical Records Administrator	\$44.76	\$48.08	\$52.40
Medical Records Clerk	\$15.36	\$16.50	\$17.98
Medical Records Coding Technician	\$20.89	\$22.44	\$24.46
Medical Secretary	\$17.61	\$19.02	\$20.86
Medical Transcriptionist	\$17.16	\$18.44	\$20.09
Office Manager	\$25.34	\$27.70	\$30.76
Order Processing Clerk	\$17.57	\$18.77	\$20.32
Order Processing Supervisor	\$31.25	\$33.76	\$37.03
Payroll Clerk	\$21.18	\$22.75	\$24.79
Payroll Supervisor	\$30.85	\$33.53	\$37.00
Receptionist	\$15.42	\$16.57	\$18.05
Secretary	\$16.91	\$18.17	\$19.80
Telemarketing Representative	\$15.23	\$16.36	\$17.82
Word Processor	\$19.14	\$20.44	\$22.13

# California

## Tulare/Exeter/Reedley, CA

Job Title	Low	Mid	High
Accounting Clerk	\$16.63	\$17.77	\$19.24
Accounts Payable Clerk	\$17.31	\$18.28	\$19.54
Accounts Payable Supervisor	\$27.02	\$29.19	\$32.01
Accounts Receivable Clerk	\$17.80	\$18.80	\$20.09
Accounts Receivable Supervisor	\$24.17	\$26.11	\$28.64
Administrative Assistant	\$19.11	\$20.76	\$22.92
Administrative Assistant, CEO	\$31.88	\$34.84	\$38.69
Administrative Secretary	\$23.26	\$25.27	\$27.89
Assistant Buyer	\$18.33	\$19.69	\$21.46
Banking Loan Clerk	\$15.59	\$16.65	\$18.03
Banking Loan Processor	\$17.34	\$18.73	\$20.54
Banking Mortgage Clerk	\$16.46	\$17.78	\$19.50
Benefits Clerk	\$17.99	\$19.33	\$21.06
Bilingual Secretary	\$18.14	\$19.82	\$22.02
Billing Clerk	\$16.63	\$17.87	\$19.47
Bookkeeper	\$16.29	\$17.60	\$19.31
Call Center Representative (Complex Calls)	\$17.69	\$19.11	\$20.96
Call Center Representative (General Calls)	\$12.25	\$13.31	\$14.69
Call Center Representative (Specialized Calls)	\$14.53	\$15.61	\$17.01
Call Center Sales Representative	\$14.10	\$15.15	\$16.51
Call Center Supervisor	\$26.45	\$28.57	\$31.33
Cost Accounting Clerk	\$16.94	\$18.20	\$19.83
Credit & Collection Clerk	\$15.75	\$16.82	\$18.21
Customer Service Representative (General Calls)	\$16.33	\$17.64	\$19.35
Customer Service Representative (Specialized Calls)	\$23.71	\$25.62	\$28.10
Customer Service Representative Financial	\$15.99	\$17.38	\$19.18
Data Entry Operator	\$12.68	\$13.54	\$14.66
Data Entry Supervisor	\$21.76	\$23.38	\$25.48
Executive Assistant	\$28.98	\$31.86	\$35.60
Export/Import Clerk	\$16.75	\$18.00	\$19.61
File Clerk	\$13.69	\$14.62	\$15.84
Front Desk Receptionist	\$12.69	\$13.71	\$15.04
General Clerk	\$14.77	\$15.77	\$17.08
Help Desk Representative	\$20.76	\$22.69	\$25.19
Human Resources Assistant	\$17.43	\$18.72	\$20.40
Human Resources Clerk	\$17.43	\$18.72	\$20.40
Insurance Claims Clerk	\$15.00	\$16.02	\$17.35
Insurance Claims Processor	\$16.32	\$17.53	\$19.11
Insurance Customer Service Representative (Commercial)	\$19.93	\$21.53	\$23.61
Insurance Customer Service Representative (Personal)	\$16.44	\$17.76	\$19.48
Inventory Clerk	\$15.37	\$16.42	\$17.78
Inventory Control Clerk	\$15.37	\$16.42	\$17.78
Lead Data Entry Operator	\$16.26	\$17.46	\$19.03
Legal Secretary	\$23.33	\$25.49	\$28.31
Mailroom Clerk	\$13.33	\$14.15	\$15.23
Marketing Survey Worker	\$13.48	\$14.40	\$15.59
Medical Billing Clerk	\$16.53	\$17.76	\$19.35
Medical Receptionist	\$13.76	\$14.70	\$15.92
Medical Records Administrator	\$40.05	\$43.02	\$46.89
Medical Records Clerk	\$14.49	\$15.57	\$16.97
Medical Records Coding Technician	\$19.80	\$21.27	\$23.18
Medical Secretary	\$15.97	\$17.26	\$18.93
Medical Transcriptionist	\$15.98	\$17.16	\$18.70
Office Manager	\$23.11	\$25.26	\$28.05
Order Processing Clerk	\$16.03	\$17.12	\$18.54
Order Processing Supervisor	\$28.76	\$31.07	\$34.08
Payroll Clerk	\$19.31	\$20.75	\$22.61
Payroll Supervisor	\$28.39	\$30.85	\$34.04
Receptionist	\$14.05	\$15.09	\$16.45
Secretary	\$15.34	\$16.47	\$17.95
Telemarketing Representative	\$14.10	\$15.15	\$16.51
Word Processor	\$17.60	\$18.80	\$20.36

## West Covina, CA

Job Title	Low	Mid	High
Accounting Clerk	\$18.24	\$19.48	\$21.10
Accounts Payable Clerk	\$18.97	\$20.04	\$21.42
Accounts Payable Supervisor	\$29.41	\$31.77	\$34.85
Accounts Receivable Clerk	\$19.50	\$20.60	\$22.02
Accounts Receivable Supervisor	\$27.06	\$29.24	\$32.07
Administrative Assistant	\$20.98	\$22.80	\$25.16
Administrative Assistant, CEO	\$34.43	\$37.63	\$41.79
Administrative Secretary	\$25.40	\$27.60	\$30.46
Assistant Buyer	\$20.08	\$21.57	\$23.50
Banking Loan Clerk	\$17.12	\$18.28	\$19.80
Banking Loan Processor	\$18.96	\$20.49	\$22.47
Banking Mortgage Clerk	\$18.01	\$19.46	\$21.34
Benefits Clerk	\$19.67	\$21.13	\$23.02
Bilingual Secretary	\$19.93	\$21.78	\$24.19
Billing Clerk	\$18.24	\$19.60	\$21.36
Bookkeeper	\$17.87	\$19.31	\$21.18
Call Center Representative (Complex Calls)	\$19.32	\$20.87	\$22.89
Call Center Representative (General Calls)	\$13.44	\$14.60	\$16.11
Call Center Representative (Specialized Calls)	\$15.91	\$17.09	\$18.63
Call Center Sales Representative	\$15.21	\$16.34	\$17.81
Call Center Supervisor	\$28.18	\$30.44	\$33.39
Cost Accounting Clerk	\$18.57	\$19.95	\$21.74
Credit & Collection Clerk	\$17.28	\$18.46	\$19.99
Customer Service Representative (General Calls)	\$17.88	\$19.32	\$21.18
Customer Service Representative (Specialized Calls)	\$25.75	\$27.82	\$30.51
Customer Service Representative Financial	\$17.51	\$19.03	\$21.00
Data Entry Operator	\$13.85	\$14.79	\$16.02
Data Entry Supervisor	\$23.53	\$25.28	\$27.55
Executive Assistant	\$31.38	\$34.49	\$38.54
Export/Import Clerk	\$18.37	\$19.73	\$21.50
File Clerk	\$15.03	\$16.05	\$17.38
Front Desk Receptionist	\$13.94	\$15.06	\$16.52
General Clerk	\$16.09	\$17.18	\$18.61
Help Desk Representative	\$23.03	\$25.17	\$27.96
Human Resources Assistant	\$19.06	\$20.48	\$22.31
Human Resources Clerk	\$19.06	\$20.48	\$22.31
Insurance Claims Clerk	\$16.34	\$17.45	\$18.89
Insurance Claims Processor	\$18.42	\$19.79	\$21.56
Insurance Customer Service Representative (Commercial)	\$21.48	\$23.21	\$25.45
Insurance Customer Service Representative (Personal)	\$17.75	\$19.17	\$21.03
Inventory Clerk	\$16.77	\$17.91	\$19.39
Inventory Control Clerk	\$16.77	\$17.91	\$19.39
Lead Data Entry Operator	\$17.68	\$18.99	\$20.69
Legal Secretary	\$25.47	\$27.83	\$30.91
Mailroom Clerk	\$14.55	\$15.45	\$16.63
Marketing Survey Worker	\$14.80	\$15.80	\$17.11
Medical Billing Clerk	\$18.13	\$19.48	\$21.23
Medical Receptionist	\$15.19	\$16.22	\$17.57
Medical Records Administrator	\$44.78	\$48.10	\$52.42
Medical Records Clerk	\$15.35	\$16.49	\$17.97
Medical Records Coding Technician	\$20.85	\$22.40	\$24.41
Medical Secretary	\$17.59	\$19.00	\$20.84
Medical Transcriptionist	\$17.15	\$18.42	\$20.07
Office Manager	\$25.30	\$27.65	\$30.71
Order Processing Clerk	\$17.55	\$18.75	\$20.30
Order Processing Supervisor	\$31.24	\$33.75	\$37.02
Payroll Clerk	\$21.14	\$22.70	\$24.74
Payroll Supervisor	\$30.85	\$33.52	\$36.99
Receptionist	\$15.41	\$16.56	\$18.04
Secretary	\$16.90	\$18.15	\$19.78
Telemarketing Representative	\$15.21	\$16.34	\$17.81
Word Processor	\$19.11	\$20.41	\$22.10

# Colorado

Denver, CO

Job Title	Low	Mid	High
Accounting Clerk	\$17.72	\$18.93	\$20.50
Accounts Payable Clerk	\$18.41	\$19.44	\$20.78
Accounts Payable Supervisor	\$28.13	\$30.39	\$33.33
Accounts Receivable Clerk	\$18.90	\$19.96	\$21.34
Accounts Receivable Supervisor	\$25.73	\$27.80	\$30.49
Administrative Assistant	\$20.28	\$22.03	\$24.31
Administrative Assistant, CEO	\$32.64	\$35.67	\$39.62
Administrative Secretary	\$24.36	\$26.47	\$29.21
Assistant Buyer	\$19.41	\$20.85	\$22.73
Banking Loan Clerk	\$16.68	\$17.81	\$19.29
Banking Loan Processor	\$18.37	\$19.85	\$21.76
Banking Mortgage Clerk	\$17.49	\$18.90	\$20.73
Benefits Clerk	\$19.02	\$20.44	\$22.27
Bilingual Secretary	\$19.29	\$21.09	\$23.42
Billing Clerk	\$17.72	\$19.03	\$20.74
Bookkeeper	\$17.37	\$18.77	\$20.58
Call Center Representative (Complex Calls)	\$18.60	\$20.09	\$22.04
Call Center Representative (General Calls)	\$13.14	\$14.28	\$15.76
Call Center Representative (Specialized Calls)	\$15.46	\$16.61	\$18.10
Call Center Sales Representative	\$14.77	\$15.86	\$17.29
Call Center Supervisor	\$26.98	\$29.15	\$31.97
Cost Accounting Clerk	\$18.02	\$19.36	\$21.10
Credit & Collection Clerk	\$16.83	\$17.98	\$19.47
Customer Service Representative (General Calls)	\$17.37	\$18.76	\$20.58
Customer Service Representative (Specialized Calls)	\$24.63	\$26.61	\$29.18
Customer Service Representative Financial	\$17.02	\$18.50	\$20.41
Data Entry Operator	\$13.67	\$14.60	\$15.81
Data Entry Supervisor	\$22.71	\$24.39	\$26.58
Executive Assistant	\$29.84	\$32.80	\$36.66
Export/Import Clerk	\$17.84	\$19.16	\$20.88
File Clerk	\$14.71	\$15.71	\$17.01
Front Desk Receptionist	\$13.68	\$14.78	\$16.21
General Clerk	\$15.78	\$16.86	\$18.25
Help Desk Representative	\$22.41	\$24.49	\$27.20
Human Resources Assistant	\$18.46	\$19.84	\$21.62
Human Resources Clerk	\$18.46	\$19.84	\$21.62
Insurance Claims Clerk	\$16.02	\$17.11	\$18.52
Insurance Claims Processor	\$17.82	\$19.14	\$20.86
Insurance Customer Service Representative (Commercial)	\$20.81	\$22.49	\$24.66
Insurance Customer Service Representative (Personal)	\$17.34	\$18.73	\$20.54
Inventory Clerk	\$16.44	\$17.56	\$19.02
Inventory Control Clerk	\$16.44	\$17.56	\$19.02
Lead Data Entry Operator	\$17.27	\$18.55	\$20.22
Legal Secretary	\$24.41	\$26.68	\$29.63
Mailroom Clerk	\$14.34	\$15.23	\$16.38
Marketing Survey Worker	\$14.49	\$15.48	\$16.76
Medical Billing Clerk	\$17.62	\$18.92	\$20.62
Medical Receptionist	\$14.89	\$15.91	\$17.23
Medical Records Administrator	\$41.61	\$44.70	\$48.71
Medical Records Clerk	\$14.63	\$15.71	\$17.12
Medical Records Coding Technician	\$19.61	\$21.07	\$22.96
Medical Secretary	\$17.14	\$18.52	\$20.31
Medical Transcriptionist	\$17.10	\$18.37	\$20.02
Office Manager	\$24.33	\$26.59	\$29.52
Order Processing Clerk	\$17.08	\$18.24	\$19.75
Order Processing Supervisor	\$29.81	\$32.21	\$35.33
Payroll Clerk	\$20.39	\$21.90	\$23.87
Payroll Supervisor	\$29.44	\$31.99	\$35.31
Receptionist	\$15.07	\$16.18	\$17.64
Secretary	\$16.50	\$17.72	\$19.31
Telemarketing Representative	\$14.77	\$15.86	\$17.29
Word Processor	\$18.61	\$19.87	\$21.52

# Connecticut

Hartford, CT

Job Title	Low	Mid	High
Accounting Clerk	\$18.83	\$20.11	\$21.78
Accounts Payable Clerk	\$19.55	\$20.65	\$22.07
Accounts Payable Supervisor	\$29.41	\$31.78	\$34.85
Accounts Receivable Clerk	\$20.06	\$21.19	\$22.65
Accounts Receivable Supervisor	\$26.72	\$28.87	\$31.66
Administrative Assistant	\$21.56	\$23.43	\$25.86
Administrative Assistant, CEO	\$34.38	\$37.57	\$41.72
Administrative Secretary	\$25.82	\$28.06	\$30.97
Assistant Buyer	\$20.60	\$22.13	\$24.12
Banking Loan Clerk	\$17.73	\$18.93	\$20.50
Banking Loan Processor	\$19.57	\$21.14	\$23.19
Banking Mortgage Clerk	\$18.65	\$20.15	\$22.10
Benefits Clerk	\$20.26	\$21.76	\$23.72
Bilingual Secretary	\$20.53	\$22.43	\$24.91
Billing Clerk	\$18.82	\$20.22	\$22.04
Bookkeeper	\$18.46	\$19.94	\$21.87
Call Center Representative (Complex Calls)	\$19.79	\$21.38	\$23.45
Call Center Representative (General Calls)	\$14.02	\$15.23	\$16.81
Call Center Representative (Specialized Calls)	\$16.49	\$17.71	\$19.30
Call Center Sales Representative	\$15.67	\$16.83	\$18.34
Call Center Supervisor	\$28.22	\$30.49	\$33.43
Cost Accounting Clerk	\$19.14	\$20.56	\$22.41
Credit & Collection Clerk	\$17.89	\$19.11	\$20.70
Customer Service Representative (General Calls)	\$18.52	\$20.01	\$21.94
Customer Service Representative (Specialized Calls)	\$26.12	\$28.22	\$30.95
Customer Service Representative Financial	\$18.15	\$19.73	\$21.77
Data Entry Operator	\$14.49	\$15.48	\$16.76
Data Entry Supervisor	\$24.01	\$25.80	\$28.11
Executive Assistant	\$31.47	\$34.60	\$38.66
Export/Import Clerk	\$18.95	\$20.35	\$22.18
File Clerk	\$15.68	\$16.75	\$18.14
Front Desk Receptionist	\$14.59	\$15.76	\$17.28
General Clerk	\$16.73	\$17.87	\$19.35
Help Desk Representative	\$23.00	\$25.13	\$27.91
Human Resources Assistant	\$19.67	\$21.13	\$23.03
Human Resources Clerk	\$19.67	\$21.13	\$23.03
Insurance Claims Clerk	\$16.98	\$18.14	\$19.64
Insurance Claims Processor	\$18.67	\$20.06	\$21.86
Insurance Customer Service Representative (Commercial)	\$21.88	\$23.64	\$25.93
Insurance Customer Service Representative (Personal)	\$18.26	\$19.73	\$21.64
Inventory Clerk	\$17.41	\$18.60	\$20.14
Inventory Control Clerk	\$17.41	\$18.60	\$20.14
Lead Data Entry Operator	\$18.31	\$19.67	\$21.44
Legal Secretary	\$25.87	\$28.28	\$31.40
Mailroom Clerk	\$15.19	\$16.14	\$17.36
Marketing Survey Worker	\$15.45	\$16.50	\$17.87
Medical Billing Clerk	\$18.72	\$20.10	\$21.91
Medical Receptionist	\$15.87	\$16.95	\$18.35
Medical Records Administrator	\$42.56	\$45.72	\$49.83
Medical Records Clerk	\$15.80	\$16.98	\$18.50
Medical Records Coding Technician	\$21.15	\$22.72	\$24.76
Medical Secretary	\$18.26	\$19.73	\$21.64
Medical Transcriptionist	\$18.44	\$19.80	\$21.58
Office Manager	\$25.53	\$27.90	\$30.98
Order Processing Clerk	\$18.22	\$19.46	\$21.07
Order Processing Supervisor	\$31.14	\$33.64	\$36.90
Payroll Clerk	\$21.63	\$23.23	\$25.32
Payroll Supervisor	\$30.76	\$33.42	\$36.88
Receptionist	\$16.06	\$17.26	\$18.81
Secretary	\$17.58	\$18.89	\$20.58
Telemarketing Representative	\$15.67	\$16.83	\$18.34
Word Processor	\$19.71	\$21.05	\$22.80

# Connecticut

## New London, CT

Job Title	Low	Mid	High
Accounting Clerk	\$17.82	\$19.03	\$20.61
Accounts Payable Clerk	\$18.50	\$19.54	\$20.89
Accounts Payable Supervisor	\$27.88	\$30.11	\$33.03
Accounts Receivable Clerk	\$18.99	\$20.06	\$21.44
Accounts Receivable Supervisor	\$25.03	\$27.05	\$29.66
Administrative Assistant	\$20.40	\$22.17	\$24.47
Administrative Assistant, CEO	\$32.87	\$35.93	\$39.90
Administrative Secretary	\$24.50	\$26.63	\$29.38
Assistant Buyer	\$19.50	\$20.95	\$22.83
Banking Loan Clerk	\$16.77	\$17.91	\$19.39
Banking Loan Processor	\$18.49	\$19.97	\$21.90
Banking Mortgage Clerk	\$17.61	\$19.02	\$20.86
Benefits Clerk	\$19.14	\$20.56	\$22.41
Bilingual Secretary	\$19.42	\$21.22	\$23.57
Billing Clerk	\$17.81	\$19.13	\$20.85
Bookkeeper	\$17.46	\$18.87	\$20.69
Call Center Representative (Complex Calls)	\$18.71	\$20.22	\$22.17
Call Center Representative (General Calls)	\$13.23	\$14.38	\$15.87
Call Center Representative (Specialized Calls)	\$15.57	\$16.72	\$18.23
Call Center Sales Representative	\$14.95	\$16.06	\$17.50
Call Center Supervisor	\$26.91	\$29.08	\$31.89
Cost Accounting Clerk	\$18.11	\$19.46	\$21.20
Credit & Collection Clerk	\$16.93	\$18.08	\$19.58
Customer Service Representative (General Calls)	\$17.49	\$18.89	\$20.72
Customer Service Representative (Specialized Calls)	\$24.77	\$26.76	\$29.34
Customer Service Representative Financial	\$17.14	\$18.62	\$20.55
Data Entry Operator	\$13.76	\$14.69	\$15.91
Data Entry Supervisor	\$22.83	\$24.53	\$26.73
Executive Assistant	\$30.03	\$33.01	\$36.88
Export/Import Clerk	\$17.93	\$19.26	\$20.99
File Clerk	\$14.81	\$15.82	\$17.13
Front Desk Receptionist	\$13.78	\$14.88	\$16.32
General Clerk	\$15.88	\$16.96	\$18.37
Help Desk Representative	\$22.29	\$24.37	\$27.06
Human Resources Assistant	\$18.58	\$19.96	\$21.75
Human Resources Clerk	\$18.58	\$19.96	\$21.75
Insurance Claims Clerk	\$16.11	\$17.21	\$18.64
Insurance Claims Processor	\$17.47	\$18.77	\$20.45
Insurance Customer Service Representative (Commercial)	\$20.64	\$22.30	\$24.45
Insurance Customer Service Representative (Personal)	\$17.20	\$18.58	\$20.38
Inventory Clerk	\$16.51	\$17.63	\$19.09
Inventory Control Clerk	\$16.51	\$17.63	\$19.09
Lead Data Entry Operator	\$17.38	\$18.67	\$20.34
Legal Secretary	\$24.56	\$26.84	\$29.80
Mailroom Clerk	\$14.42	\$15.32	\$16.48
Marketing Survey Worker	\$14.59	\$15.58	\$16.87
Medical Billing Clerk	\$17.71	\$19.02	\$20.73
Medical Receptionist	\$15.00	\$16.02	\$17.35
Medical Records Administrator	\$40.71	\$43.73	\$47.66
Medical Records Clerk	\$15.14	\$16.26	\$17.72
Medical Records Coding Technician	\$20.28	\$21.78	\$23.74
Medical Secretary	\$17.26	\$18.65	\$20.45
Medical Transcriptionist	\$17.84	\$19.16	\$20.88
Office Manager	\$24.11	\$26.35	\$29.26
Order Processing Clerk	\$17.20	\$18.37	\$19.89
Order Processing Supervisor	\$29.56	\$31.93	\$35.02
Payroll Clerk	\$20.49	\$22.00	\$23.98
Payroll Supervisor	\$29.19	\$31.72	\$35.00
Receptionist	\$15.17	\$16.29	\$17.76
Secretary	\$16.62	\$17.85	\$19.45
Telemarketing Representative	\$14.95	\$16.06	\$17.50
Word Processor	\$18.71	\$19.99	\$21.64

## North Haven, CT

Job Title	Low	Mid	High
Accounting Clerk	\$18.58	\$19.84	\$21.49
Accounts Payable Clerk	\$19.29	\$20.38	\$21.78
Accounts Payable Supervisor	\$29.12	\$31.46	\$34.50
Accounts Receivable Clerk	\$19.80	\$20.92	\$22.36
Accounts Receivable Supervisor	\$26.32	\$28.44	\$31.19
Administrative Assistant	\$21.19	\$23.03	\$25.41
Administrative Assistant, CEO	\$33.91	\$37.06	\$41.15
Administrative Secretary	\$25.42	\$27.62	\$30.48
Assistant Buyer	\$20.34	\$21.85	\$23.81
Banking Loan Clerk	\$17.48	\$18.67	\$20.22
Banking Loan Processor	\$19.27	\$20.82	\$22.83
Banking Mortgage Clerk	\$18.35	\$19.83	\$21.74
Benefits Clerk	\$19.95	\$21.43	\$23.36
Bilingual Secretary	\$20.17	\$22.04	\$24.48
Billing Clerk	\$18.57	\$19.95	\$21.74
Bookkeeper	\$18.21	\$19.68	\$21.58
Call Center Representative (Complex Calls)	\$19.51	\$21.08	\$23.11
Call Center Representative (General Calls)	\$13.78	\$14.97	\$16.52
Call Center Representative (Specialized Calls)	\$16.22	\$17.43	\$18.99
Call Center Sales Representative	\$15.33	\$16.47	\$17.95
Call Center Supervisor	\$27.72	\$29.95	\$32.84
Cost Accounting Clerk	\$18.89	\$20.29	\$22.11
Credit & Collection Clerk	\$17.65	\$18.85	\$20.41
Customer Service Representative (General Calls)	\$18.22	\$19.69	\$21.59
Customer Service Representative (Specialized Calls)	\$25.78	\$27.85	\$30.55
Customer Service Representative Financial	\$17.86	\$19.41	\$21.42
Data Entry Operator	\$14.26	\$15.23	\$16.50
Data Entry Supervisor	\$23.72	\$25.48	\$27.77
Executive Assistant	\$31.03	\$34.11	\$38.11
Export/Import Clerk	\$18.69	\$20.08	\$21.89
File Clerk	\$15.42	\$16.47	\$17.83
Front Desk Receptionist	\$14.34	\$15.49	\$16.99
General Clerk	\$16.48	\$17.60	\$19.06
Help Desk Representative	\$22.41	\$24.49	\$27.20
Human Resources Assistant	\$19.37	\$20.81	\$22.67
Human Resources Clerk	\$19.37	\$20.81	\$22.67
Insurance Claims Clerk	\$16.73	\$17.87	\$19.35
Insurance Claims Processor	\$18.34	\$19.70	\$21.47
Insurance Customer Service Representative (Commercial)	\$21.56	\$23.29	\$25.54
Insurance Customer Service Representative (Personal)	\$17.96	\$19.40	\$21.28
Inventory Clerk	\$17.12	\$18.29	\$19.80
Inventory Control Clerk	\$17.12	\$18.29	\$19.80
Lead Data Entry Operator	\$18.05	\$19.39	\$21.13
Legal Secretary	\$25.47	\$27.83	\$30.91
Mailroom Clerk	\$14.96	\$15.89	\$17.09
Marketing Survey Worker	\$15.19	\$16.22	\$17.57
Medical Billing Clerk	\$18.46	\$19.83	\$21.62
Medical Receptionist	\$15.56	\$16.62	\$17.99
Medical Records Administrator	\$42.34	\$45.48	\$49.57
Medical Records Clerk	\$15.63	\$16.79	\$18.30
Medical Records Coding Technician	\$20.96	\$22.52	\$24.54
Medical Secretary	\$17.92	\$19.36	\$21.23
Medical Transcriptionist	\$18.11	\$19.45	\$21.20
Office Manager	\$25.25	\$27.59	\$30.64
Order Processing Clerk	\$17.92	\$19.14	\$20.73
Order Processing Supervisor	\$30.84	\$33.32	\$36.54
Payroll Clerk	\$21.37	\$22.95	\$25.01
Payroll Supervisor	\$30.46	\$33.10	\$36.53
Receptionist	\$15.79	\$16.97	\$18.49
Secretary	\$17.25	\$18.53	\$20.19
Telemarketing Representative	\$15.33	\$16.47	\$17.95
Word Processor	\$19.44	\$20.76	\$22.48

# Connecticut

## Stamford, CT

Job Title	Low	Mid	High
Accounting Clerk	\$19.95	\$21.31	\$23.08
Accounts Payable Clerk	\$20.73	\$21.90	\$23.41
Accounts Payable Supervisor	\$31.43	\$33.96	\$37.24
Accounts Receivable Clerk	\$21.30	\$22.49	\$24.04
Accounts Receivable Supervisor	\$30.04	\$32.45	\$35.59
Administrative Assistant	\$22.82	\$24.79	\$27.36
Administrative Assistant, CEO	\$37.11	\$40.56	\$45.04
Administrative Secretary	\$27.52	\$29.90	\$33.00
Assistant Buyer	\$21.89	\$23.52	\$25.63
Banking Loan Clerk	\$18.75	\$20.03	\$21.69
Banking Loan Processor	\$20.65	\$22.31	\$24.47
Banking Mortgage Clerk	\$19.65	\$21.23	\$23.28
Benefits Clerk	\$21.40	\$22.99	\$25.06
Bilingual Secretary	\$21.70	\$23.71	\$26.33
Billing Clerk	\$19.95	\$21.43	\$23.35
Bookkeeper	\$19.56	\$21.13	\$23.17
Call Center Representative (Complex Calls)	\$20.97	\$22.65	\$24.84
Call Center Representative (General Calls)	\$14.72	\$16.00	\$17.65
Call Center Representative (Specialized Calls)	\$17.37	\$18.66	\$20.33
Call Center Sales Representative	\$17.11	\$18.38	\$20.03
Call Center Supervisor	\$31.15	\$33.65	\$36.90
Cost Accounting Clerk	\$20.30	\$21.80	\$23.76
Credit & Collection Clerk	\$18.93	\$20.22	\$21.90
Customer Service Representative (General Calls)	\$19.51	\$21.08	\$23.11
Customer Service Representative (Specialized Calls)	\$27.86	\$30.10	\$33.01
Customer Service Representative Financial	\$19.12	\$20.77	\$22.92
Data Entry Operator	\$15.18	\$16.21	\$17.56
Data Entry Supervisor	\$25.46	\$27.35	\$29.81
Executive Assistant	\$33.87	\$37.24	\$41.61
Export/Import Clerk	\$20.08	\$21.57	\$23.51
File Clerk	\$16.47	\$17.59	\$19.05
Front Desk Receptionist	\$15.30	\$16.53	\$18.13
General Clerk	\$17.58	\$18.77	\$20.33
Help Desk Representative	\$24.68	\$26.98	\$29.96
Human Resources Assistant	\$20.76	\$22.30	\$24.30
Human Resources Clerk	\$20.76	\$22.30	\$24.30
Insurance Claims Clerk	\$17.84	\$19.05	\$20.63
Insurance Claims Processor	\$20.58	\$22.10	\$24.09
Insurance Customer Service Representative (Commercial)	\$24.81	\$26.81	\$29.40
Insurance Customer Service Representative (Personal)	\$20.57	\$22.22	\$24.37
Inventory Clerk	\$18.28	\$19.53	\$21.14
Inventory Control Clerk	\$18.28	\$19.53	\$21.14
Lead Data Entry Operator	\$19.27	\$20.70	\$22.55
Legal Secretary	\$27.58	\$30.15	\$33.48
Mailroom Clerk	\$15.93	\$16.92	\$18.20
Marketing Survey Worker	\$16.22	\$17.32	\$18.76
Medical Billing Clerk	\$19.83	\$21.30	\$23.21
Medical Receptionist	\$16.66	\$17.79	\$19.27
Medical Records Administrator	\$46.60	\$50.06	\$54.56
Medical Records Clerk	\$16.35	\$17.56	\$19.14
Medical Records Coding Technician	\$22.03	\$23.66	\$25.79
Medical Secretary	\$19.22	\$20.77	\$22.78
Medical Transcriptionist	\$19.15	\$20.58	\$22.42
Office Manager	\$27.10	\$29.62	\$32.89
Order Processing Clerk	\$19.17	\$20.48	\$22.17
Order Processing Supervisor	\$33.36	\$36.04	\$39.52
Payroll Clerk	\$23.02	\$24.73	\$26.95
Payroll Supervisor	\$32.94	\$35.79	\$39.50
Receptionist	\$16.88	\$18.13	\$19.76
Secretary	\$18.49	\$19.86	\$21.64
Telemarketing Representative	\$17.11	\$18.38	\$20.03
Word Processor	\$20.78	\$22.20	\$24.04

# Delaware

## Wilmington, DE

Job Title	Low	Mid	High
Accounting Clerk	\$17.69	\$18.90	\$20.46
Accounts Payable Clerk	\$18.39	\$19.42	\$20.76
Accounts Payable Supervisor	\$28.28	\$30.56	\$33.51
Accounts Receivable Clerk	\$18.89	\$19.95	\$21.32
Accounts Receivable Supervisor	\$25.76	\$27.83	\$30.52
Administrative Assistant	\$20.35	\$22.11	\$24.40
Administrative Assistant, CEO	\$33.00	\$36.07	\$40.06
Administrative Secretary	\$24.53	\$26.65	\$29.41
Assistant Buyer	\$19.42	\$20.86	\$22.73
Banking Loan Clerk	\$16.63	\$17.76	\$19.23
Banking Loan Processor	\$18.41	\$19.89	\$21.81
Banking Mortgage Clerk	\$17.51	\$18.92	\$20.75
Benefits Clerk	\$19.08	\$20.49	\$22.34
Bilingual Secretary	\$19.35	\$21.14	\$23.48
Billing Clerk	\$17.69	\$19.00	\$20.71
Bookkeeper	\$17.34	\$18.73	\$20.55
Call Center Representative (Complex Calls)	\$18.69	\$20.19	\$22.14
Call Center Representative (General Calls)	\$13.12	\$14.26	\$15.73
Call Center Representative (Specialized Calls)	\$15.48	\$16.62	\$18.12
Call Center Sales Representative	\$14.81	\$15.90	\$17.33
Call Center Supervisor	\$27.24	\$29.43	\$32.28
Cost Accounting Clerk	\$18.00	\$19.34	\$21.07
Credit & Collection Clerk	\$16.79	\$17.93	\$19.42
Customer Service Representative (General Calls)	\$17.39	\$18.78	\$20.60
Customer Service Representative (Specialized Calls)	\$24.82	\$26.82	\$29.41
Customer Service Representative Financial	\$17.03	\$18.51	\$20.43
Data Entry Operator	\$13.54	\$14.46	\$15.66
Data Entry Supervisor	\$22.71	\$24.40	\$26.59
Executive Assistant	\$30.15	\$33.14	\$37.03
Export/Import Clerk	\$17.81	\$19.13	\$20.85
File Clerk	\$14.68	\$15.68	\$16.97
Front Desk Receptionist	\$13.64	\$14.73	\$16.16
General Clerk	\$15.67	\$16.74	\$18.13
Help Desk Representative	\$22.58	\$24.68	\$27.40
Human Resources Assistant	\$18.51	\$19.88	\$21.66
Human Resources Clerk	\$18.51	\$19.88	\$21.66
Insurance Claims Clerk	\$15.91	\$16.99	\$18.40
Insurance Claims Processor	\$17.77	\$19.09	\$20.80
Insurance Customer Service Representative (Commercial)	\$20.81	\$22.49	\$24.66
Insurance Customer Service Representative (Personal)	\$17.28	\$18.66	\$20.47
Inventory Clerk	\$16.34	\$17.46	\$18.90
Inventory Control Clerk	\$16.34	\$17.46	\$18.90
Lead Data Entry Operator	\$17.18	\$18.45	\$20.11
Legal Secretary	\$24.59	\$26.87	\$29.84
Mailroom Clerk	\$14.21	\$15.09	\$16.24
Marketing Survey Worker	\$14.46	\$15.44	\$16.72
Medical Billing Clerk	\$17.59	\$18.89	\$20.59
Medical Receptionist	\$14.85	\$15.86	\$17.18
Medical Records Administrator	\$43.46	\$46.69	\$50.88
Medical Records Clerk	\$14.71	\$15.80	\$17.21
Medical Records Coding Technician	\$19.83	\$21.30	\$23.21
Medical Secretary	\$17.14	\$18.51	\$20.30
Medical Transcriptionist	\$17.30	\$18.58	\$20.25
Office Manager	\$24.41	\$26.68	\$29.62
Order Processing Clerk	\$17.08	\$18.25	\$19.76
Order Processing Supervisor	\$30.00	\$32.41	\$35.55
Payroll Clerk	\$20.42	\$21.93	\$23.90
Payroll Supervisor	\$29.63	\$32.19	\$35.53
Receptionist	\$15.04	\$16.16	\$17.61
Secretary	\$16.48	\$17.70	\$19.29
Telemarketing Representative	\$14.81	\$15.90	\$17.33
Word Processor	\$18.54	\$19.80	\$21.44

# District of Columbia

## Washington, DC

Job Title	Low	Mid	High
Accounting Clerk	\$18.90	\$20.19	\$21.86
Accounts Payable Clerk	\$19.64	\$20.75	\$22.18
Accounts Payable Supervisor	\$30.04	\$32.46	\$35.60
Accounts Receivable Clerk	\$20.18	\$21.31	\$22.79
Accounts Receivable Supervisor	\$27.70	\$29.93	\$32.82
Administrative Assistant	\$21.82	\$23.71	\$26.16
Administrative Assistant, CEO	\$35.32	\$38.60	\$42.86
Administrative Secretary	\$26.29	\$28.56	\$31.52
Assistant Buyer	\$20.75	\$22.29	\$24.30
Banking Loan Clerk	\$17.76	\$18.96	\$20.54
Banking Loan Processor	\$19.52	\$21.09	\$23.13
Banking Mortgage Clerk	\$18.56	\$20.05	\$21.99
Benefits Clerk	\$20.23	\$21.73	\$23.68
Bilingual Secretary	\$20.74	\$22.67	\$25.17
Billing Clerk	\$18.90	\$20.30	\$22.12
Bookkeeper	\$18.52	\$20.01	\$21.95
Call Center Representative (Complex Calls)	\$19.83	\$21.42	\$23.49
Call Center Representative (General Calls)	\$13.89	\$15.09	\$16.65
Call Center Representative (Specialized Calls)	\$16.40	\$17.62	\$19.20
Call Center Sales Representative	\$15.53	\$16.68	\$18.18
Call Center Supervisor	\$28.49	\$30.78	\$33.76
Cost Accounting Clerk	\$19.23	\$20.66	\$22.51
Credit & Collection Clerk	\$17.93	\$19.15	\$20.73
Customer Service Representative (General Calls)	\$18.43	\$19.91	\$21.83
Customer Service Representative (Specialized Calls)	\$26.31	\$28.43	\$31.18
Customer Service Representative Financial	\$18.05	\$19.62	\$21.65
Data Entry Operator	\$14.43	\$15.41	\$16.69
Data Entry Supervisor	\$24.28	\$26.08	\$28.43
Executive Assistant	\$32.26	\$35.46	\$39.62
Export/Import Clerk	\$19.03	\$20.44	\$22.27
File Clerk	\$15.53	\$16.59	\$17.96
Front Desk Receptionist	\$14.42	\$15.58	\$17.09
General Clerk	\$16.72	\$17.86	\$19.34
Help Desk Representative	\$23.99	\$26.22	\$29.12
Human Resources Assistant	\$19.62	\$21.08	\$22.97
Human Resources Clerk	\$19.62	\$21.08	\$22.97
Insurance Claims Clerk	\$16.98	\$18.13	\$19.63
Insurance Claims Processor	\$19.23	\$20.66	\$22.51
Insurance Customer Service Representative (Commercial)	\$21.94	\$23.71	\$26.00
Insurance Customer Service Representative (Personal)	\$18.20	\$19.66	\$21.56
Inventory Clerk	\$17.29	\$18.47	\$20.00
Inventory Control Clerk	\$17.29	\$18.47	\$20.00
Lead Data Entry Operator	\$18.35	\$19.71	\$21.48
Legal Secretary	\$26.34	\$28.79	\$31.97
Mailroom Clerk	\$15.15	\$16.09	\$17.31
Marketing Survey Worker	\$15.30	\$16.34	\$17.69
Medical Billing Clerk	\$18.78	\$20.18	\$21.99
Medical Receptionist	\$15.89	\$16.97	\$18.38
Medical Records Administrator	\$44.34	\$47.63	\$51.91
Medical Records Clerk	\$15.39	\$16.53	\$18.01
Medical Records Coding Technician	\$20.78	\$22.32	\$24.33
Medical Secretary	\$18.36	\$19.84	\$21.75
Medical Transcriptionist	\$17.58	\$18.88	\$20.58
Office Manager	\$25.96	\$28.37	\$31.51
Order Processing Clerk	\$18.10	\$19.34	\$20.94
Order Processing Supervisor	\$31.86	\$34.42	\$37.75
Payroll Clerk	\$21.83	\$23.45	\$25.55
Payroll Supervisor	\$31.46	\$34.19	\$37.73
Receptionist	\$15.92	\$17.10	\$18.64
Secretary	\$17.65	\$18.96	\$20.66
Telemarketing Representative	\$15.53	\$16.68	\$18.18
Word Processor	\$19.80	\$21.15	\$22.90

# Florida

## Boca Raton, FL

Job Title	Low	Mid	High
Accounting Clerk	\$16.60	\$17.73	\$19.20
Accounts Payable Clerk	\$17.26	\$18.23	\$19.49
Accounts Payable Supervisor	\$26.67	\$28.81	\$31.60
Accounts Receivable Clerk	\$17.74	\$18.73	\$20.03
Accounts Receivable Supervisor	\$24.44	\$26.40	\$28.95
Administrative Assistant	\$19.03	\$20.68	\$22.82
Administrative Assistant, CEO	\$31.21	\$34.11	\$37.88
Administrative Secretary	\$23.04	\$25.04	\$27.63
Assistant Buyer	\$18.25	\$19.61	\$21.37
Banking Loan Clerk	\$15.58	\$16.64	\$18.02
Banking Loan Processor	\$17.19	\$18.57	\$20.37
Banking Mortgage Clerk	\$16.34	\$17.65	\$19.35
Benefits Clerk	\$17.83	\$19.15	\$20.87
Bilingual Secretary	\$18.08	\$19.76	\$21.95
Billing Clerk	\$16.60	\$17.83	\$19.43
Bookkeeper	\$16.26	\$17.57	\$19.27
Call Center Representative (Complex Calls)	\$17.49	\$18.90	\$20.72
Call Center Representative (General Calls)	\$12.21	\$13.26	\$14.64
Call Center Representative (Specialized Calls)	\$14.43	\$15.50	\$16.89
Call Center Sales Representative	\$14.13	\$15.18	\$16.54
Call Center Supervisor	\$27.03	\$29.20	\$32.02
Cost Accounting Clerk	\$16.89	\$18.15	\$19.78
Credit & Collection Clerk	\$15.73	\$16.80	\$18.20
Customer Service Representative (General Calls)	\$16.21	\$17.52	\$19.21
Customer Service Representative (Specialized Calls)	\$23.32	\$25.20	\$27.64
Customer Service Representative Financial	\$15.88	\$17.26	\$19.04
Data Entry Operator	\$12.63	\$13.49	\$14.61
Data Entry Supervisor	\$21.35	\$22.93	\$24.99
Executive Assistant	\$28.48	\$31.30	\$34.98
Export/Import Clerk	\$16.71	\$17.95	\$19.56
File Clerk	\$13.65	\$14.58	\$15.79
Front Desk Receptionist	\$12.68	\$13.70	\$15.02
General Clerk	\$14.64	\$15.64	\$16.93
Help Desk Representative	\$20.96	\$22.90	\$25.44
Human Resources Assistant	\$17.28	\$18.56	\$20.23
Human Resources Clerk	\$17.28	\$18.56	\$20.23
Insurance Claims Clerk	\$14.86	\$15.88	\$17.19
Insurance Claims Processor	\$16.71	\$17.95	\$19.56
Insurance Customer Service Representative (Commercial)	\$20.32	\$21.95	\$24.07
Insurance Customer Service Representative (Personal)	\$16.81	\$18.16	\$19.92
Inventory Clerk	\$15.29	\$16.33	\$17.68
Inventory Control Clerk	\$15.29	\$16.33	\$17.68
Lead Data Entry Operator	\$16.07	\$17.26	\$18.81
Legal Secretary	\$23.10	\$25.25	\$28.04
Mailroom Clerk	\$13.26	\$14.08	\$15.15
Marketing Survey Worker	\$13.44	\$14.36	\$15.55
Medical Billing Clerk	\$16.50	\$17.72	\$19.31
Medical Receptionist	\$13.81	\$14.75	\$15.98
Medical Records Administrator	\$41.87	\$44.98	\$49.02
Medical Records Clerk	\$13.74	\$14.76	\$16.09
Medical Records Coding Technician	\$18.63	\$20.02	\$21.81
Medical Secretary	\$15.97	\$17.26	\$18.93
Medical Transcriptionist	\$15.79	\$16.97	\$18.49
Office Manager	\$22.93	\$25.06	\$27.83
Order Processing Clerk	\$15.92	\$17.00	\$18.41
Order Processing Supervisor	\$28.33	\$30.61	\$33.57
Payroll Clerk	\$19.21	\$20.63	\$22.49
Payroll Supervisor	\$27.97	\$30.39	\$33.54
Receptionist	\$14.00	\$15.04	\$16.39
Secretary	\$15.35	\$16.49	\$17.97
Telemarketing Representative	\$14.13	\$15.18	\$16.54
Word Processor	\$17.37	\$18.55	\$20.09

# Florida

## Ft. Lauderdale, FL

Job Title	Low	Mid	High
Accounting Clerk	\$16.44	\$17.56	\$19.01
Accounts Payable Clerk	\$17.09	\$18.05	\$19.30
Accounts Payable Supervisor	\$26.53	\$28.66	\$31.43
Accounts Receivable Clerk	\$17.56	\$18.55	\$19.83
Accounts Receivable Supervisor	\$24.11	\$26.05	\$28.57
Administrative Assistant	\$18.81	\$20.43	\$22.55
Administrative Assistant, CEO	\$30.85	\$33.72	\$37.44
Administrative Secretary	\$22.76	\$24.73	\$27.29
Assistant Buyer	\$18.07	\$19.41	\$21.15
Banking Loan Clerk	\$15.44	\$16.49	\$17.85
Banking Loan Processor	\$17.05	\$18.42	\$20.20
Banking Mortgage Clerk	\$16.21	\$17.51	\$19.20
Benefits Clerk	\$17.68	\$18.99	\$20.70
Bilingual Secretary	\$17.87	\$19.53	\$21.69
Billing Clerk	\$16.44	\$17.66	\$19.24
Bookkeeper	\$16.11	\$17.40	\$19.09
Call Center Representative (Complex Calls)	\$17.34	\$18.73	\$20.54
Call Center Representative (General Calls)	\$12.12	\$13.17	\$14.54
Call Center Representative (Specialized Calls)	\$14.32	\$15.38	\$16.76
Call Center Sales Representative	\$13.91	\$14.94	\$16.29
Call Center Supervisor	\$26.37	\$28.49	\$31.24
Cost Accounting Clerk	\$16.73	\$17.97	\$19.59
Credit & Collection Clerk	\$15.59	\$16.65	\$18.03
Customer Service Representative (General Calls)	\$16.09	\$17.38	\$19.06
Customer Service Representative (Specialized Calls)	\$23.12	\$24.98	\$27.39
Customer Service Representative Financial	\$15.76	\$17.12	\$18.90
Data Entry Operator	\$12.53	\$13.38	\$14.49
Data Entry Supervisor	\$21.12	\$22.68	\$24.72
Executive Assistant	\$28.14	\$30.93	\$34.56
Export/Import Clerk	\$16.55	\$17.78	\$19.38
File Clerk	\$13.56	\$14.49	\$15.69
Front Desk Receptionist	\$12.60	\$13.61	\$14.93
General Clerk	\$14.51	\$15.50	\$16.78
Help Desk Representative	\$20.19	\$22.07	\$24.51
Human Resources Assistant	\$17.14	\$18.41	\$20.07
Human Resources Clerk	\$17.14	\$18.41	\$20.07
Insurance Claims Clerk	\$14.73	\$15.73	\$17.03
Insurance Claims Processor	\$16.51	\$17.73	\$19.33
Insurance Customer Service Representative (Commercial)	\$19.73	\$21.31	\$23.38
Insurance Customer Service Representative (Personal)	\$16.33	\$17.65	\$19.35
Inventory Clerk	\$15.16	\$16.19	\$17.53
Inventory Control Clerk	\$15.16	\$16.19	\$17.53
Lead Data Entry Operator	\$15.92	\$17.10	\$18.63
Legal Secretary	\$22.82	\$24.94	\$27.69
Mailroom Clerk	\$13.15	\$13.96	\$15.03
Marketing Survey Worker	\$13.36	\$14.27	\$15.45
Medical Billing Clerk	\$16.34	\$17.55	\$19.13
Medical Receptionist	\$13.68	\$14.61	\$15.82
Medical Records Administrator	\$41.32	\$44.39	\$48.37
Medical Records Clerk	\$13.77	\$14.79	\$16.12
Medical Records Coding Technician	\$18.63	\$20.01	\$21.81
Medical Secretary	\$15.80	\$17.07	\$18.72
Medical Transcriptionist	\$15.67	\$16.83	\$18.34
Office Manager	\$22.80	\$24.92	\$27.68
Order Processing Clerk	\$15.80	\$16.87	\$18.27
Order Processing Supervisor	\$28.18	\$30.44	\$33.39
Payroll Clerk	\$19.01	\$20.42	\$22.26
Payroll Supervisor	\$27.82	\$30.23	\$33.36
Receptionist	\$13.90	\$14.93	\$16.28
Secretary	\$15.18	\$16.31	\$17.78
Telemarketing Representative	\$13.91	\$14.94	\$16.29
Word Processor	\$17.19	\$18.36	\$19.89

## Gainesville, FL

Job Title	Low	Mid	High
Accounting Clerk	\$14.87	\$15.88	\$17.20
Accounts Payable Clerk	\$15.49	\$16.36	\$17.49
Accounts Payable Supervisor	\$24.41	\$26.37	\$28.92
Accounts Receivable Clerk	\$15.94	\$16.83	\$17.99
Accounts Receivable Supervisor	\$21.92	\$23.68	\$25.97
Administrative Assistant	\$17.11	\$18.59	\$20.52
Administrative Assistant, CEO	\$28.79	\$31.46	\$34.94
Administrative Secretary	\$20.91	\$22.72	\$25.07
Assistant Buyer	\$16.43	\$17.65	\$19.24
Banking Loan Clerk	\$13.93	\$14.88	\$16.11
Banking Loan Processor	\$15.41	\$16.65	\$18.26
Banking Mortgage Clerk	\$14.61	\$15.78	\$17.30
Benefits Clerk	\$16.00	\$17.19	\$18.73
Bilingual Secretary	\$16.23	\$17.74	\$19.70
Billing Clerk	\$14.88	\$15.98	\$17.41
Bookkeeper	\$14.57	\$15.74	\$17.26
Call Center Representative (Complex Calls)	\$15.77	\$17.03	\$18.68
Call Center Representative (General Calls)	\$10.87	\$11.81	\$13.04
Call Center Representative (Specialized Calls)	\$12.89	\$13.85	\$15.09
Call Center Sales Representative	\$12.54	\$13.47	\$14.68
Call Center Supervisor	\$24.40	\$26.36	\$28.91
Cost Accounting Clerk	\$15.15	\$16.28	\$17.74
Credit & Collection Clerk	\$14.07	\$15.02	\$16.27
Customer Service Representative (General Calls)	\$14.49	\$15.66	\$17.17
Customer Service Representative (Specialized Calls)	\$21.20	\$22.91	\$25.12
Customer Service Representative Financial	\$14.18	\$15.41	\$17.01
Data Entry Operator	\$11.26	\$12.03	\$13.03
Data Entry Supervisor	\$19.33	\$20.76	\$22.63
Executive Assistant	\$26.15	\$28.75	\$32.12
Export/Import Clerk	\$14.98	\$16.09	\$17.54
File Clerk	\$12.16	\$12.99	\$14.07
Front Desk Receptionist	\$11.29	\$12.20	\$13.37
General Clerk	\$13.07	\$13.96	\$15.12
Help Desk Representative	\$18.60	\$20.32	\$22.57
Human Resources Assistant	\$15.49	\$16.64	\$18.13
Human Resources Clerk	\$15.49	\$16.64	\$18.13
Insurance Claims Clerk	\$13.27	\$14.18	\$15.35
Insurance Claims Processor	\$14.74	\$15.83	\$17.25
Insurance Customer Service Representative (Commercial)	\$17.93	\$19.37	\$21.25
Insurance Customer Service Representative (Personal)	\$14.71	\$15.89	\$17.43
Inventory Clerk	\$13.66	\$14.59	\$15.80
Inventory Control Clerk	\$13.66	\$14.59	\$15.80
Lead Data Entry Operator	\$14.38	\$15.44	\$16.83
Legal Secretary	\$20.97	\$22.92	\$25.45
Mailroom Clerk	\$11.83	\$12.56	\$13.51
Marketing Survey Worker	\$11.97	\$12.79	\$13.85
Medical Billing Clerk	\$14.78	\$15.88	\$17.30
Medical Receptionist	\$12.29	\$13.12	\$14.21
Medical Records Administrator	\$38.78	\$41.66	\$45.40
Medical Records Clerk	\$12.45	\$13.38	\$14.58
Medical Records Coding Technician	\$17.04	\$18.30	\$19.95
Medical Secretary	\$14.24	\$15.39	\$16.88
Medical Transcriptionist	\$14.33	\$15.39	\$16.77
Office Manager	\$20.82	\$22.76	\$25.27
Order Processing Clerk	\$14.21	\$15.18	\$16.43
Order Processing Supervisor	\$26.01	\$28.10	\$30.81
Payroll Clerk	\$17.33	\$18.62	\$20.29
Payroll Supervisor	\$25.67	\$27.89	\$30.78
Receptionist	\$12.47	\$13.40	\$14.60
Secretary	\$13.67	\$14.68	\$16.00
Telemarketing Representative	\$12.54	\$13.47	\$14.68
Word Processor	\$15.59	\$16.65	\$18.03

# Florida

## Jacksonville, FL

Job Title	Low	Mid	High
Accounting Clerk	\$15.78	\$16.85	\$18.25
Accounts Payable Clerk	\$16.40	\$17.33	\$18.52
Accounts Payable Supervisor	\$25.52	\$27.57	\$30.23
Accounts Receivable Clerk	\$16.86	\$17.80	\$19.03
Accounts Receivable Supervisor	\$22.93	\$24.77	\$27.17
Administrative Assistant	\$18.06	\$19.62	\$21.65
Administrative Assistant, CEO	\$29.75	\$32.52	\$36.11
Administrative Secretary	\$21.87	\$23.77	\$26.23
Assistant Buyer	\$17.34	\$18.63	\$20.30
Banking Loan Clerk	\$14.82	\$15.83	\$17.14
Banking Loan Processor	\$16.40	\$17.72	\$19.43
Banking Mortgage Clerk	\$15.59	\$16.84	\$18.47
Benefits Clerk	\$17.00	\$18.26	\$19.90
Bilingual Secretary	\$17.16	\$18.75	\$20.83
Billing Clerk	\$15.78	\$16.95	\$18.47
Bookkeeper	\$15.46	\$16.70	\$18.32
Call Center Representative (Complex Calls)	\$16.68	\$18.01	\$19.76
Call Center Representative (General Calls)	\$11.68	\$12.69	\$14.00
Call Center Representative (Specialized Calls)	\$13.77	\$14.79	\$16.12
Call Center Sales Representative	\$13.35	\$14.34	\$15.63
Call Center Supervisor	\$25.20	\$27.22	\$29.85
Cost Accounting Clerk	\$16.06	\$17.25	\$18.80
Credit & Collection Clerk	\$14.96	\$15.98	\$17.30
Customer Service Representative (General Calls)	\$15.47	\$16.72	\$18.33
Customer Service Representative (Specialized Calls)	\$22.25	\$24.04	\$26.36
Customer Service Representative Financial	\$15.16	\$16.47	\$18.17
Data Entry Operator	\$12.08	\$12.90	\$13.97
Data Entry Supervisor	\$20.31	\$21.81	\$23.77
Executive Assistant	\$27.11	\$29.80	\$33.30
Export/Import Clerk	\$15.88	\$17.06	\$18.60
File Clerk	\$13.06	\$13.95	\$15.11
Front Desk Receptionist	\$12.15	\$13.12	\$14.39
General Clerk	\$13.96	\$14.91	\$16.15
Help Desk Representative	\$20.10	\$21.97	\$24.40
Human Resources Assistant	\$16.49	\$17.71	\$19.30
Human Resources Clerk	\$16.49	\$17.71	\$19.30
Insurance Claims Clerk	\$14.17	\$15.14	\$16.39
Insurance Claims Processor	\$15.70	\$16.87	\$18.38
Insurance Customer Service Representative (Commercial)	\$18.87	\$20.38	\$22.36
Insurance Customer Service Representative (Personal)	\$15.62	\$16.88	\$18.51
Inventory Clerk	\$14.60	\$15.60	\$16.89
Inventory Control Clerk	\$14.60	\$15.60	\$16.89
Lead Data Entry Operator	\$15.31	\$16.44	\$17.92
Legal Secretary	\$21.93	\$23.97	\$26.62
Mailroom Clerk	\$12.67	\$13.45	\$14.48
Marketing Survey Worker	\$12.87	\$13.75	\$14.89
Medical Billing Clerk	\$15.68	\$16.84	\$18.36
Medical Receptionist	\$13.15	\$14.05	\$15.21
Medical Records Administrator	\$39.57	\$42.51	\$46.33
Medical Records Clerk	\$13.10	\$14.07	\$15.33
Medical Records Coding Technician	\$17.71	\$19.02	\$20.73
Medical Secretary	\$15.17	\$16.39	\$17.97
Medical Transcriptionist	\$15.15	\$16.28	\$17.74
Office Manager	\$21.90	\$23.94	\$26.58
Order Processing Clerk	\$15.20	\$16.23	\$17.58
Order Processing Supervisor	\$27.13	\$29.31	\$32.14
Payroll Clerk	\$18.25	\$19.60	\$21.36
Payroll Supervisor	\$26.78	\$29.10	\$32.11
Receptionist	\$13.39	\$14.38	\$15.67
Secretary	\$14.59	\$15.67	\$17.08
Telemarketing Representative	\$13.35	\$14.34	\$15.63
Word Processor	\$16.53	\$17.66	\$19.12

## Lakeland, FL

Job Title	Low	Mid	High
Accounting Clerk	\$15.16	\$16.19	\$17.53
Accounts Payable Clerk	\$15.77	\$16.66	\$17.81
Accounts Payable Supervisor	\$24.70	\$26.69	\$29.27
Accounts Receivable Clerk	\$16.22	\$17.13	\$18.32
Accounts Receivable Supervisor	\$22.54	\$24.35	\$26.71
Administrative Assistant	\$17.40	\$18.91	\$20.87
Administrative Assistant, CEO	\$29.05	\$31.75	\$35.25
Administrative Secretary	\$21.19	\$23.03	\$25.41
Assistant Buyer	\$16.71	\$17.95	\$19.57
Banking Loan Clerk	\$14.21	\$15.18	\$16.43
Banking Loan Processor	\$15.73	\$16.99	\$18.63
Banking Mortgage Clerk	\$14.92	\$16.12	\$17.68
Benefits Clerk	\$16.32	\$17.53	\$19.11
Bilingual Secretary	\$16.52	\$18.05	\$20.04
Billing Clerk	\$15.16	\$16.28	\$17.74
Bookkeeper	\$14.85	\$16.04	\$17.59
Call Center Representative (Complex Calls)	\$16.05	\$17.34	\$19.02
Call Center Representative (General Calls)	\$11.13	\$12.10	\$13.35
Call Center Representative (Specialized Calls)	\$13.17	\$14.15	\$15.42
Call Center Sales Representative	\$13.00	\$13.97	\$15.22
Call Center Supervisor	\$24.81	\$26.80	\$29.39
Cost Accounting Clerk	\$15.44	\$16.58	\$18.07
Credit & Collection Clerk	\$14.35	\$15.32	\$16.59
Customer Service Representative (General Calls)	\$14.81	\$16.00	\$17.54
Customer Service Representative (Specialized Calls)	\$21.53	\$23.26	\$25.51
Customer Service Representative Financial	\$14.50	\$15.75	\$17.38
Data Entry Operator	\$11.53	\$12.32	\$13.34
Data Entry Supervisor	\$19.64	\$21.10	\$22.99
Executive Assistant	\$26.42	\$29.04	\$32.45
Export/Import Clerk	\$15.26	\$16.40	\$17.87
File Clerk	\$12.46	\$13.30	\$14.41
Front Desk Receptionist	\$11.57	\$12.50	\$13.71
General Clerk	\$13.36	\$14.27	\$15.46
Help Desk Representative	\$19.12	\$20.90	\$23.21
Human Resources Assistant	\$15.81	\$16.98	\$18.51
Human Resources Clerk	\$15.81	\$16.98	\$18.51
Insurance Claims Clerk	\$13.57	\$14.49	\$15.69
Insurance Claims Processor	\$15.23	\$16.36	\$17.83
Insurance Customer Service Representative (Commercial)	\$18.54	\$20.03	\$21.96
Insurance Customer Service Representative (Personal)	\$15.26	\$16.49	\$18.08
Inventory Clerk	\$14.03	\$14.99	\$16.23
Inventory Control Clerk	\$14.03	\$14.99	\$16.23
Lead Data Entry Operator	\$14.68	\$15.77	\$17.18
Legal Secretary	\$21.25	\$23.23	\$25.79
Mailroom Clerk	\$12.10	\$12.85	\$13.83
Marketing Survey Worker	\$12.27	\$13.10	\$14.19
Medical Billing Clerk	\$15.06	\$16.18	\$17.63
Medical Receptionist	\$12.56	\$13.41	\$14.53
Medical Records Administrator	\$39.22	\$42.13	\$45.91
Medical Records Clerk	\$12.66	\$13.60	\$14.82
Medical Records Coding Technician	\$17.24	\$18.52	\$20.18
Medical Secretary	\$14.53	\$15.70	\$17.22
Medical Transcriptionist	\$14.44	\$15.51	\$16.91
Office Manager	\$21.12	\$23.09	\$25.64
Order Processing Clerk	\$14.53	\$15.52	\$16.80
Order Processing Supervisor	\$26.30	\$28.41	\$31.16
Payroll Clerk	\$17.61	\$18.92	\$20.62
Payroll Supervisor	\$25.96	\$28.21	\$31.13
Receptionist	\$12.77	\$13.72	\$14.95
Secretary	\$13.96	\$14.99	\$16.34
Telemarketing Representative	\$13.00	\$13.97	\$15.22
Word Processor	\$15.90	\$16.98	\$18.39

# Florida

## Miami, FL

Job Title	Low	Mid	High
Accounting Clerk	\$16.04	\$17.14	\$18.56
Accounts Payable Clerk	\$16.69	\$17.63	\$18.84
Accounts Payable Supervisor	\$26.06	\$28.16	\$30.88
Accounts Receivable Clerk	\$17.16	\$18.12	\$19.38
Accounts Receivable Supervisor	\$23.92	\$25.85	\$28.35
Administrative Assistant	\$18.45	\$20.05	\$22.12
Administrative Assistant, CEO	\$30.46	\$33.29	\$36.97
Administrative Secretary	\$22.39	\$24.33	\$26.85
Assistant Buyer	\$17.67	\$18.98	\$20.69
Banking Loan Clerk	\$15.05	\$16.07	\$17.40
Banking Loan Processor	\$16.65	\$17.99	\$19.73
Banking Mortgage Clerk	\$15.81	\$17.08	\$18.73
Benefits Clerk	\$17.28	\$18.56	\$20.23
Bilingual Secretary	\$17.52	\$19.15	\$21.26
Billing Clerk	\$16.04	\$17.23	\$18.78
Bookkeeper	\$15.72	\$16.98	\$18.62
Call Center Representative (Complex Calls)	\$16.97	\$18.34	\$20.11
Call Center Representative (General Calls)	\$11.79	\$12.81	\$14.14
Call Center Representative (Specialized Calls)	\$13.96	\$15.00	\$16.35
Call Center Sales Representative	\$13.62	\$14.63	\$15.95
Call Center Supervisor	\$25.87	\$27.95	\$30.65
Cost Accounting Clerk	\$16.34	\$17.55	\$19.12
Credit & Collection Clerk	\$15.19	\$16.23	\$17.57
Customer Service Representative (General Calls)	\$15.69	\$16.95	\$18.59
Customer Service Representative (Specialized Calls)	\$22.69	\$24.51	\$26.88
Customer Service Representative Financial	\$15.36	\$16.70	\$18.43
Data Entry Operator	\$12.16	\$12.99	\$14.07
Data Entry Supervisor	\$20.69	\$22.23	\$24.22
Executive Assistant	\$27.76	\$30.52	\$34.10
Export/Import Clerk	\$16.16	\$17.36	\$18.91
File Clerk	\$13.19	\$14.09	\$15.26
Front Desk Receptionist	\$12.24	\$13.22	\$14.50
General Clerk	\$14.12	\$15.08	\$16.33
Help Desk Representative	\$20.26	\$22.14	\$24.59
Human Resources Assistant	\$16.74	\$17.98	\$19.60
Human Resources Clerk	\$16.74	\$17.98	\$19.60
Insurance Claims Clerk	\$14.34	\$15.31	\$16.58
Insurance Claims Processor	\$16.24	\$17.44	\$19.01
Insurance Customer Service Representative (Commercial)	\$19.39	\$20.95	\$22.98
Insurance Customer Service Representative (Personal)	\$16.00	\$17.28	\$18.95
Inventory Clerk	\$14.77	\$15.77	\$17.08
Inventory Control Clerk	\$14.77	\$15.77	\$17.08
Lead Data Entry Operator	\$15.52	\$16.67	\$18.16
Legal Secretary	\$22.45	\$24.54	\$27.25
Mailroom Clerk	\$12.78	\$13.57	\$14.60
Marketing Survey Worker	\$12.99	\$13.87	\$15.02
Medical Billing Clerk	\$15.94	\$17.13	\$18.67
Medical Receptionist	\$13.34	\$14.24	\$15.43
Medical Records Administrator	\$41.21	\$44.27	\$48.24
Medical Records Clerk	\$13.29	\$14.27	\$15.56
Medical Records Coding Technician	\$18.08	\$19.43	\$21.17
Medical Secretary	\$15.44	\$16.68	\$18.30
Medical Transcriptionist	\$15.20	\$16.33	\$17.80
Office Manager	\$22.37	\$24.44	\$27.14
Order Processing Clerk	\$15.40	\$16.45	\$17.81
Order Processing Supervisor	\$27.71	\$29.93	\$32.83
Payroll Clerk	\$18.61	\$19.99	\$21.78
Payroll Supervisor	\$27.35	\$29.72	\$32.80
Receptionist	\$13.53	\$14.53	\$15.83
Secretary	\$14.83	\$15.93	\$17.37
Telemarketing Representative	\$13.62	\$14.63	\$15.95
Word Processor	\$16.79	\$17.93	\$19.42

## Orlando, FL

Job Title	Low	Mid	High
Accounting Clerk	\$15.47	\$16.52	\$17.89
Accounts Payable Clerk	\$16.09	\$16.99	\$18.17
Accounts Payable Supervisor	\$24.99	\$27.00	\$29.61
Accounts Receivable Clerk	\$16.54	\$17.47	\$18.67
Accounts Receivable Supervisor	\$22.85	\$24.69	\$27.07
Administrative Assistant	\$17.76	\$19.30	\$21.30
Administrative Assistant, CEO	\$29.35	\$32.08	\$35.62
Administrative Secretary	\$21.54	\$23.41	\$25.83
Assistant Buyer	\$17.02	\$18.28	\$19.93
Banking Loan Clerk	\$14.53	\$15.51	\$16.80
Banking Loan Processor	\$16.04	\$17.33	\$19.01
Banking Mortgage Clerk	\$15.24	\$16.47	\$18.06
Benefits Clerk	\$16.64	\$17.87	\$19.48
Bilingual Secretary	\$16.88	\$18.44	\$20.48
Billing Clerk	\$15.47	\$16.62	\$18.11
Bookkeeper	\$15.16	\$16.38	\$17.96
Call Center Representative (Complex Calls)	\$16.33	\$17.64	\$19.34
Call Center Representative (General Calls)	\$11.41	\$12.40	\$13.68
Call Center Representative (Specialized Calls)	\$13.46	\$14.46	\$15.76
Call Center Sales Representative	\$13.16	\$14.14	\$15.41
Call Center Supervisor	\$24.96	\$26.96	\$29.57
Cost Accounting Clerk	\$15.75	\$16.92	\$18.44
Credit & Collection Clerk	\$14.66	\$15.66	\$16.96
Customer Service Representative (General Calls)	\$15.13	\$16.34	\$17.92
Customer Service Representative (Specialized Calls)	\$21.81	\$23.56	\$25.84
Customer Service Representative Financial	\$14.81	\$16.10	\$17.77
Data Entry Operator	\$11.86	\$12.67	\$13.72
Data Entry Supervisor	\$19.98	\$21.46	\$23.38
Executive Assistant	\$26.73	\$29.39	\$32.84
Export/Import Clerk	\$15.58	\$16.73	\$18.24
File Clerk	\$12.77	\$13.64	\$14.77
Front Desk Receptionist	\$11.87	\$12.83	\$14.07
General Clerk	\$13.71	\$14.64	\$15.85
Help Desk Representative	\$19.63	\$21.46	\$23.83
Human Resources Assistant	\$16.13	\$17.32	\$18.88
Human Resources Clerk	\$16.13	\$17.32	\$18.88
Insurance Claims Clerk	\$13.91	\$14.86	\$16.09
Insurance Claims Processor	\$15.60	\$16.76	\$18.26
Insurance Customer Service Representative (Commercial)	\$18.71	\$20.21	\$22.17
Insurance Customer Service Representative (Personal)	\$15.47	\$16.72	\$18.33
Inventory Clerk	\$14.29	\$15.27	\$16.53
Inventory Control Clerk	\$14.29	\$15.27	\$16.53
Lead Data Entry Operator	\$15.03	\$16.15	\$17.59
Legal Secretary	\$21.60	\$23.61	\$26.22
Mailroom Clerk	\$12.44	\$13.21	\$14.21
Marketing Survey Worker	\$12.58	\$13.43	\$14.55
Medical Billing Clerk	\$15.38	\$16.52	\$18.00
Medical Receptionist	\$12.91	\$13.79	\$14.94
Medical Records Administrator	\$39.80	\$42.75	\$46.59
Medical Records Clerk	\$12.90	\$13.86	\$15.10
Medical Records Coding Technician	\$17.46	\$18.76	\$20.44
Medical Secretary	\$14.90	\$16.10	\$17.66
Medical Transcriptionist	\$14.99	\$16.10	\$17.55
Office Manager	\$21.43	\$23.42	\$26.01
Order Processing Clerk	\$14.85	\$15.86	\$17.18
Order Processing Supervisor	\$26.58	\$28.71	\$31.49
Payroll Clerk	\$17.91	\$19.24	\$20.97
Payroll Supervisor	\$26.24	\$28.51	\$31.46
Receptionist	\$13.08	\$14.05	\$15.31
Secretary	\$14.32	\$15.39	\$16.77
Telemarketing Representative	\$13.16	\$14.14	\$15.41
Word Processor	\$16.25	\$17.35	\$18.79

# Florida

## Ormond Beach, FL

Job Title	Low	Mid	High
Accounting Clerk	\$14.55	\$15.54	\$16.83
Accounts Payable Clerk	\$15.15	\$16.00	\$17.10
Accounts Payable Supervisor	\$23.93	\$25.85	\$28.35
Accounts Receivable Clerk	\$15.58	\$16.46	\$17.59
Accounts Receivable Supervisor	\$21.72	\$23.46	\$25.73
Administrative Assistant	\$16.73	\$18.18	\$20.06
Administrative Assistant, CEO	\$28.33	\$30.96	\$34.38
Administrative Secretary	\$20.46	\$22.23	\$24.54
Assistant Buyer	\$16.06	\$17.26	\$18.80
Banking Loan Clerk	\$13.64	\$14.56	\$15.77
Banking Loan Processor	\$15.10	\$16.31	\$17.89
Banking Mortgage Clerk	\$14.32	\$15.47	\$16.96
Benefits Clerk	\$15.68	\$16.84	\$18.35
Bilingual Secretary	\$15.87	\$17.34	\$19.26
Billing Clerk	\$14.55	\$15.63	\$17.03
Bookkeeper	\$14.25	\$15.40	\$16.88
Call Center Representative (Complex Calls)	\$15.44	\$16.68	\$18.29
Call Center Representative (General Calls)	\$10.69	\$11.61	\$12.81
Call Center Representative (Specialized Calls)	\$12.64	\$13.58	\$14.79
Call Center Sales Representative	\$12.38	\$13.30	\$14.50
Call Center Supervisor	\$24.00	\$25.93	\$28.44
Cost Accounting Clerk	\$14.82	\$15.92	\$17.35
Credit & Collection Clerk	\$13.77	\$14.71	\$15.92
Customer Service Representative (General Calls)	\$14.21	\$15.35	\$16.83
Customer Service Representative (Specialized Calls)	\$20.79	\$22.46	\$24.63
Customer Service Representative Financial	\$13.91	\$15.11	\$16.68
Data Entry Operator	\$11.07	\$11.82	\$12.80
Data Entry Supervisor	\$18.88	\$20.28	\$22.10
Executive Assistant	\$25.69	\$28.24	\$31.56
Export/Import Clerk	\$14.66	\$15.74	\$17.16
File Clerk	\$11.96	\$12.77	\$13.83
Front Desk Receptionist	\$11.11	\$12.01	\$13.17
General Clerk	\$12.81	\$13.68	\$14.81
Help Desk Representative	\$18.18	\$19.86	\$22.06
Human Resources Assistant	\$15.18	\$16.30	\$17.77
Human Resources Clerk	\$15.18	\$16.30	\$17.77
Insurance Claims Clerk	\$13.00	\$13.89	\$15.04
Insurance Claims Processor	\$14.54	\$15.62	\$17.02
Insurance Customer Service Representative (Commercial)	\$17.73	\$19.16	\$21.01
Insurance Customer Service Representative (Personal)	\$14.57	\$15.74	\$17.26
Inventory Clerk	\$13.42	\$14.34	\$15.53
Inventory Control Clerk	\$13.42	\$14.34	\$15.53
Lead Data Entry Operator	\$14.06	\$15.11	\$16.46
Legal Secretary	\$20.53	\$22.43	\$24.91
Mailroom Clerk	\$11.61	\$12.33	\$13.27
Marketing Survey Worker	\$11.78	\$12.58	\$13.62
Medical Billing Clerk	\$14.46	\$15.53	\$16.93
Medical Receptionist	\$12.06	\$12.88	\$13.95
Medical Records Administrator	\$38.15	\$40.98	\$44.66
Medical Records Clerk	\$12.26	\$13.17	\$14.35
Medical Records Coding Technician	\$16.71	\$17.95	\$19.57
Medical Secretary	\$13.94	\$15.06	\$16.52
Medical Transcriptionist	\$14.19	\$15.24	\$16.61
Office Manager	\$20.36	\$22.26	\$24.71
Order Processing Clerk	\$13.93	\$14.88	\$16.12
Order Processing Supervisor	\$25.52	\$27.57	\$30.24
Payroll Clerk	\$16.94	\$18.19	\$19.83
Payroll Supervisor	\$25.19	\$27.37	\$30.20
Receptionist	\$12.26	\$13.16	\$14.35
Secretary	\$13.39	\$14.38	\$15.68
Telemarketing Representative	\$12.38	\$13.30	\$14.50
Word Processor	\$15.24	\$16.28	\$17.63

## Pensacola, FL

Job Title	Low	Mid	High
Accounting Clerk	\$14.74	\$15.75	\$17.05
Accounts Payable Clerk	\$15.36	\$16.22	\$17.34
Accounts Payable Supervisor	\$24.41	\$26.37	\$28.93
Accounts Receivable Clerk	\$15.81	\$16.69	\$17.85
Accounts Receivable Supervisor	\$22.18	\$23.96	\$26.27
Administrative Assistant	\$17.06	\$18.54	\$20.46
Administrative Assistant, CEO	\$28.73	\$31.39	\$34.86
Administrative Secretary	\$20.86	\$22.67	\$25.02
Assistant Buyer	\$16.31	\$17.51	\$19.09
Banking Loan Clerk	\$13.80	\$14.74	\$15.96
Banking Loan Processor	\$15.34	\$16.58	\$18.18
Banking Mortgage Clerk	\$14.54	\$15.70	\$17.22
Benefits Clerk	\$15.94	\$17.12	\$18.66
Bilingual Secretary	\$16.18	\$17.68	\$19.63
Billing Clerk	\$14.75	\$15.84	\$17.26
Bookkeeper	\$14.44	\$15.60	\$17.11
Call Center Representative (Complex Calls)	\$15.72	\$16.98	\$18.62
Call Center Representative (General Calls)	\$10.81	\$11.74	\$12.96
Call Center Representative (Specialized Calls)	\$12.83	\$13.78	\$15.02
Call Center Sales Representative	\$12.47	\$13.39	\$14.59
Call Center Supervisor	\$24.37	\$26.33	\$28.88
Cost Accounting Clerk	\$15.03	\$16.14	\$17.59
Credit & Collection Clerk	\$13.94	\$14.89	\$16.12
Customer Service Representative (General Calls)	\$14.42	\$15.58	\$17.09
Customer Service Representative (Specialized Calls)	\$21.15	\$22.85	\$25.06
Customer Service Representative Financial	\$14.11	\$15.34	\$16.92
Data Entry Operator	\$11.19	\$11.95	\$12.95
Data Entry Supervisor	\$19.30	\$20.73	\$22.59
Executive Assistant	\$26.09	\$28.68	\$32.05
Export/Import Clerk	\$14.86	\$15.96	\$17.39
File Clerk	\$12.09	\$12.91	\$13.98
Front Desk Receptionist	\$11.21	\$12.11	\$13.28
General Clerk	\$13.01	\$13.89	\$15.04
Help Desk Representative	\$18.76	\$20.50	\$22.76
Human Resources Assistant	\$15.42	\$16.57	\$18.05
Human Resources Clerk	\$15.42	\$16.57	\$18.05
Insurance Claims Clerk	\$13.21	\$14.11	\$15.28
Insurance Claims Processor	\$14.84	\$15.94	\$17.38
Insurance Customer Service Representative (Commercial)	\$18.04	\$19.49	\$21.37
Insurance Customer Service Representative (Personal)	\$14.77	\$15.96	\$17.50
Inventory Clerk	\$13.61	\$14.54	\$15.75
Inventory Control Clerk	\$13.61	\$14.54	\$15.75
Lead Data Entry Operator	\$14.32	\$15.38	\$16.76
Legal Secretary	\$20.93	\$22.87	\$25.40
Mailroom Clerk	\$11.76	\$12.49	\$13.44
Marketing Survey Worker	\$11.90	\$12.71	\$13.76
Medical Billing Clerk	\$14.65	\$15.74	\$17.15
Medical Receptionist	\$12.22	\$13.05	\$14.13
Medical Records Administrator	\$37.78	\$40.58	\$44.23
Medical Records Clerk	\$12.24	\$13.15	\$14.33
Medical Records Coding Technician	\$16.81	\$18.05	\$19.67
Medical Secretary	\$14.18	\$15.32	\$16.80
Medical Transcriptionist	\$14.06	\$15.11	\$16.46
Office Manager	\$20.83	\$22.77	\$25.28
Order Processing Clerk	\$14.14	\$15.10	\$16.35
Order Processing Supervisor	\$26.01	\$28.10	\$30.82
Payroll Clerk	\$17.20	\$18.48	\$20.14
Payroll Supervisor	\$25.67	\$27.90	\$30.79
Receptionist	\$12.40	\$13.32	\$14.51
Secretary	\$13.61	\$14.62	\$15.93
Telemarketing Representative	\$12.47	\$13.39	\$14.59
Word Processor	\$15.53	\$16.59	\$17.97

# Florida

## St. Augustine, FL

Job Title	Low	Mid	High
Accounting Clerk	\$15.25	\$16.29	\$17.64
Accounts Payable Clerk	\$15.87	\$16.76	\$17.91
Accounts Payable Supervisor	\$24.96	\$26.96	\$29.57
Accounts Receivable Clerk	\$16.32	\$17.23	\$18.42
Accounts Receivable Supervisor	\$22.40	\$24.20	\$26.54
Administrative Assistant	\$17.53	\$19.05	\$21.02
Administrative Assistant, CEO	\$29.18	\$31.89	\$35.42
Administrative Secretary	\$21.33	\$23.18	\$25.58
Assistant Buyer	\$16.81	\$18.06	\$19.68
Banking Loan Clerk	\$14.30	\$15.27	\$16.54
Banking Loan Processor	\$15.87	\$17.15	\$18.81
Banking Mortgage Clerk	\$15.06	\$16.27	\$17.85
Benefits Clerk	\$16.47	\$17.69	\$19.28
Bilingual Secretary	\$16.64	\$18.18	\$20.19
Billing Clerk	\$15.25	\$16.38	\$17.85
Bookkeeper	\$14.94	\$16.14	\$17.70
Call Center Representative (Complex Calls)	\$16.20	\$17.50	\$19.19
Call Center Representative (General Calls)	\$11.25	\$12.22	\$13.48
Call Center Representative (Specialized Calls)	\$13.30	\$14.29	\$15.57
Call Center Sales Representative	\$12.89	\$13.85	\$15.09
Call Center Supervisor	\$24.66	\$26.64	\$29.22
Cost Accounting Clerk	\$15.53	\$16.68	\$18.18
Credit & Collection Clerk	\$14.44	\$15.42	\$16.70
Customer Service Representative (General Calls)	\$14.95	\$16.15	\$17.71
Customer Service Representative (Specialized Calls)	\$21.70	\$23.45	\$25.71
Customer Service Representative Financial	\$14.64	\$15.90	\$17.55
Data Entry Operator	\$11.62	\$12.41	\$13.44
Data Entry Supervisor	\$19.77	\$21.23	\$23.14
Executive Assistant	\$26.55	\$29.18	\$32.61
Export/Import Clerk	\$15.36	\$16.50	\$17.98
File Clerk	\$12.58	\$13.44	\$14.55
Front Desk Receptionist	\$11.69	\$12.62	\$13.84
General Clerk	\$13.46	\$14.38	\$15.57
Help Desk Representative	\$19.58	\$21.40	\$23.77
Human Resources Assistant	\$15.96	\$17.14	\$18.68
Human Resources Clerk	\$15.96	\$17.14	\$18.68
Insurance Claims Clerk	\$13.66	\$14.59	\$15.80
Insurance Claims Processor	\$15.19	\$16.32	\$17.79
Insurance Customer Service Representative (Commercial)	\$18.33	\$19.81	\$21.72
Insurance Customer Service Representative (Personal)	\$15.10	\$16.31	\$17.89
Inventory Clerk	\$14.09	\$15.05	\$16.30
Inventory Control Clerk	\$14.09	\$15.05	\$16.30
Lead Data Entry Operator	\$14.78	\$15.88	\$17.30
Legal Secretary	\$21.39	\$23.38	\$25.96
Mailroom Clerk	\$12.19	\$12.95	\$13.93
Marketing Survey Worker	\$12.39	\$13.23	\$14.33
Medical Billing Clerk	\$15.15	\$16.28	\$17.74
Medical Receptionist	\$12.66	\$13.53	\$14.65
Medical Records Administrator	\$38.86	\$41.74	\$45.49
Medical Records Clerk	\$12.62	\$13.55	\$14.77
Medical Records Coding Technician	\$17.18	\$18.46	\$20.11
Medical Secretary	\$14.65	\$15.83	\$17.36
Medical Transcriptionist	\$14.62	\$15.71	\$17.12
Office Manager	\$21.36	\$23.35	\$25.93
Order Processing Clerk	\$14.67	\$15.67	\$16.97
Order Processing Supervisor	\$26.56	\$28.69	\$31.47
Payroll Clerk	\$17.71	\$19.02	\$20.73
Payroll Supervisor	\$26.21	\$28.48	\$31.44
Receptionist	\$12.90	\$13.85	\$15.10
Secretary	\$14.07	\$15.12	\$16.47
Telemarketing Representative	\$12.89	\$13.85	\$15.09
Word Processor	\$16.00	\$17.09	\$18.51

## St. Petersburg/Tampa, FL

Job Title	Low	Mid	High
Accounting Clerk	\$15.65	\$16.72	\$18.10
Accounts Payable Clerk	\$16.28	\$17.19	\$18.38
Accounts Payable Supervisor	\$25.37	\$27.41	\$30.06
Accounts Receivable Clerk	\$16.73	\$17.67	\$18.89
Accounts Receivable Supervisor	\$23.00	\$24.85	\$27.25
Administrative Assistant	\$17.93	\$19.49	\$21.51
Administrative Assistant, CEO	\$29.56	\$32.31	\$35.88
Administrative Secretary	\$21.74	\$23.63	\$26.07
Assistant Buyer	\$17.22	\$18.50	\$20.16
Banking Loan Clerk	\$14.69	\$15.69	\$16.99
Banking Loan Processor	\$16.30	\$17.61	\$19.31
Banking Mortgage Clerk	\$15.48	\$16.72	\$18.34
Benefits Clerk	\$16.90	\$18.15	\$19.78
Bilingual Secretary	\$17.04	\$18.62	\$20.68
Billing Clerk	\$15.65	\$16.81	\$18.32
Bookkeeper	\$15.34	\$16.57	\$18.17
Call Center Representative (Complex Calls)	\$16.59	\$17.92	\$19.66
Call Center Representative (General Calls)	\$11.58	\$12.59	\$13.89
Call Center Representative (Specialized Calls)	\$13.67	\$14.69	\$16.00
Call Center Sales Representative	\$13.21	\$14.19	\$15.47
Call Center Supervisor	\$25.20	\$27.23	\$29.86
Cost Accounting Clerk	\$15.93	\$17.12	\$18.65
Credit & Collection Clerk	\$14.83	\$15.84	\$17.16
Customer Service Representative (General Calls)	\$15.36	\$16.60	\$18.20
Customer Service Representative (Specialized Calls)	\$22.16	\$23.94	\$26.25
Customer Service Representative Financial	\$15.05	\$16.35	\$18.04
Data Entry Operator	\$11.96	\$12.77	\$13.83
Data Entry Supervisor	\$20.19	\$21.68	\$23.63
Executive Assistant	\$26.94	\$29.61	\$33.09
Export/Import Clerk	\$15.76	\$16.93	\$18.45
File Clerk	\$12.96	\$13.84	\$14.99
Front Desk Receptionist	\$12.04	\$13.01	\$14.27
General Clerk	\$13.83	\$14.78	\$16.00
Help Desk Representative	\$20.04	\$21.90	\$24.32
Human Resources Assistant	\$16.38	\$17.60	\$19.18
Human Resources Clerk	\$16.38	\$17.60	\$19.18
Insurance Claims Clerk	\$14.04	\$15.00	\$16.24
Insurance Claims Processor	\$15.74	\$16.90	\$18.42
Insurance Customer Service Representative (Commercial)	\$18.77	\$20.28	\$22.24
Insurance Customer Service Representative (Personal)	\$15.51	\$16.76	\$18.38
Inventory Clerk	\$14.44	\$15.42	\$16.70
Inventory Control Clerk	\$14.44	\$15.42	\$16.70
Lead Data Entry Operator	\$15.17	\$16.30	\$17.76
Legal Secretary	\$21.80	\$23.83	\$26.46
Mailroom Clerk	\$12.54	\$13.32	\$14.34
Marketing Survey Worker	\$12.76	\$13.63	\$14.76
Medical Billing Clerk	\$15.56	\$16.71	\$18.21
Medical Receptionist	\$13.02	\$13.91	\$15.06
Medical Records Administrator	\$39.82	\$42.78	\$46.62
Medical Records Clerk	\$13.10	\$14.07	\$15.34
Medical Records Coding Technician	\$17.75	\$19.07	\$20.78
Medical Secretary	\$15.04	\$16.24	\$17.81
Medical Transcriptionist	\$15.04	\$16.15	\$17.60
Office Manager	\$21.78	\$23.80	\$26.43
Order Processing Clerk	\$15.08	\$16.11	\$17.45
Order Processing Supervisor	\$26.97	\$29.13	\$31.95
Payroll Clerk	\$18.13	\$19.48	\$21.23
Payroll Supervisor	\$26.62	\$28.93	\$31.93
Receptionist	\$13.28	\$14.27	\$15.55
Secretary	\$14.45	\$15.53	\$16.92
Telemarketing Representative	\$13.21	\$14.19	\$15.47
Word Processor	\$16.41	\$17.52	\$18.98

# Florida

## Tallahassee, FL

Job Title	Low	Mid	High
Accounting Clerk	\$14.89	\$15.90	\$17.22
Accounts Payable Clerk	\$15.49	\$16.36	\$17.49
Accounts Payable Supervisor	\$24.49	\$26.46	\$29.01
Accounts Receivable Clerk	\$15.93	\$16.83	\$17.99
Accounts Receivable Supervisor	\$21.52	\$23.24	\$25.49
Administrative Assistant	\$17.16	\$18.65	\$20.58
Administrative Assistant, CEO	\$28.85	\$31.53	\$35.02
Administrative Secretary	\$20.93	\$22.75	\$25.10
Assistant Buyer	\$16.42	\$17.63	\$19.22
Banking Loan Clerk	\$13.96	\$14.91	\$16.14
Banking Loan Processor	\$15.46	\$16.70	\$18.31
Banking Mortgage Clerk	\$14.67	\$15.84	\$17.38
Benefits Clerk	\$16.04	\$17.23	\$18.78
Bilingual Secretary	\$16.29	\$17.80	\$19.77
Billing Clerk	\$14.89	\$15.99	\$17.43
Bookkeeper	\$14.58	\$15.75	\$17.28
Call Center Representative (Complex Calls)	\$15.78	\$17.05	\$18.70
Call Center Representative (General Calls)	\$10.94	\$11.89	\$13.12
Call Center Representative (Specialized Calls)	\$12.95	\$13.91	\$15.16
Call Center Sales Representative	\$12.63	\$13.57	\$14.79
Call Center Supervisor	\$24.26	\$26.21	\$28.75
Cost Accounting Clerk	\$15.16	\$16.29	\$17.75
Credit & Collection Clerk	\$14.09	\$15.05	\$16.30
Customer Service Representative (General Calls)	\$14.55	\$15.72	\$17.24
Customer Service Representative (Specialized Calls)	\$21.20	\$22.90	\$25.12
Customer Service Representative Financial	\$14.25	\$15.48	\$17.09
Data Entry Operator	\$11.32	\$12.09	\$13.10
Data Entry Supervisor	\$19.28	\$20.71	\$22.57
Executive Assistant	\$26.20	\$28.80	\$32.18
Export/Import Clerk	\$14.99	\$16.11	\$17.55
File Clerk	\$12.24	\$13.08	\$14.16
Front Desk Receptionist	\$11.37	\$12.29	\$13.48
General Clerk	\$13.12	\$14.01	\$15.17
Help Desk Representative	\$18.62	\$20.35	\$22.59
Human Resources Assistant	\$15.54	\$16.69	\$18.19
Human Resources Clerk	\$15.54	\$16.69	\$18.19
Insurance Claims Clerk	\$13.32	\$14.23	\$15.41
Insurance Claims Processor	\$14.44	\$15.51	\$16.90
Insurance Customer Service Representative (Commercial)	\$17.96	\$19.40	\$21.28
Insurance Customer Service Representative (Personal)	\$14.78	\$15.97	\$17.52
Inventory Clerk	\$13.71	\$14.64	\$15.85
Inventory Control Clerk	\$13.71	\$14.64	\$15.85
Lead Data Entry Operator	\$14.41	\$15.48	\$16.87
Legal Secretary	\$21.00	\$22.95	\$25.48
Mailroom Clerk	\$11.88	\$12.62	\$13.58
Marketing Survey Worker	\$12.06	\$12.88	\$13.95
Medical Billing Clerk	\$14.80	\$15.89	\$17.32
Medical Receptionist	\$12.39	\$13.23	\$14.33
Medical Records Administrator	\$38.27	\$41.11	\$44.80
Medical Records Clerk	\$12.39	\$13.31	\$14.51
Medical Records Coding Technician	\$16.88	\$18.14	\$19.76
Medical Secretary	\$14.33	\$15.49	\$16.98
Medical Transcriptionist	\$14.39	\$15.46	\$16.84
Office Manager	\$20.89	\$22.83	\$25.35
Order Processing Clerk	\$14.28	\$15.25	\$16.52
Order Processing Supervisor	\$26.10	\$28.19	\$30.92
Payroll Clerk	\$17.30	\$18.58	\$20.25
Payroll Supervisor	\$25.76	\$27.99	\$30.89
Receptionist	\$12.55	\$13.48	\$14.69
Secretary	\$13.77	\$14.79	\$16.12
Telemarketing Representative	\$12.63	\$13.57	\$14.79
Word Processor	\$15.60	\$16.67	\$18.05

## West Palm Beach, FL

Job Title	Low	Mid	High
Accounting Clerk	\$16.64	\$17.77	\$19.25
Accounts Payable Clerk	\$17.31	\$18.28	\$19.54
Accounts Payable Supervisor	\$26.78	\$28.93	\$31.73
Accounts Receivable Clerk	\$17.79	\$18.79	\$20.09
Accounts Receivable Supervisor	\$24.54	\$26.51	\$29.07
Administrative Assistant	\$19.10	\$20.75	\$22.90
Administrative Assistant, CEO	\$31.33	\$34.25	\$38.03
Administrative Secretary	\$23.14	\$25.14	\$27.74
Assistant Buyer	\$18.31	\$19.67	\$21.44
Banking Loan Clerk	\$15.61	\$16.68	\$18.06
Banking Loan Processor	\$17.24	\$18.63	\$20.43
Banking Mortgage Clerk	\$16.38	\$17.69	\$19.40
Benefits Clerk	\$17.88	\$19.21	\$20.93
Bilingual Secretary	\$18.14	\$19.83	\$22.02
Billing Clerk	\$16.64	\$17.88	\$19.48
Bookkeeper	\$16.30	\$17.61	\$19.32
Call Center Representative (Complex Calls)	\$17.56	\$18.97	\$20.80
Call Center Representative (General Calls)	\$12.23	\$13.29	\$14.66
Call Center Representative (Specialized Calls)	\$14.47	\$15.54	\$16.93
Call Center Sales Representative	\$14.16	\$15.21	\$16.58
Call Center Supervisor	\$27.13	\$29.31	\$32.15
Cost Accounting Clerk	\$16.94	\$18.20	\$19.83
Credit & Collection Clerk	\$15.77	\$16.84	\$18.24
Customer Service Representative (General Calls)	\$16.25	\$17.56	\$19.26
Customer Service Representative (Specialized Calls)	\$23.42	\$25.30	\$27.75
Customer Service Representative Financial	\$15.92	\$17.30	\$19.09
Data Entry Operator	\$12.64	\$13.51	\$14.63
Data Entry Supervisor	\$21.44	\$23.03	\$25.10
Executive Assistant	\$28.59	\$31.43	\$35.12
Export/Import Clerk	\$16.76	\$18.00	\$19.62
File Clerk	\$13.68	\$14.61	\$15.82
Front Desk Receptionist	\$12.69	\$13.71	\$15.04
General Clerk	\$14.67	\$15.67	\$16.97
Help Desk Representative	\$21.04	\$23.00	\$25.54
Human Resources Assistant	\$17.33	\$18.62	\$20.29
Human Resources Clerk	\$17.33	\$18.62	\$20.29
Insurance Claims Clerk	\$14.89	\$15.91	\$17.23
Insurance Claims Processor	\$16.76	\$18.00	\$19.62
Insurance Customer Service Representative (Commercial)	\$20.40	\$22.03	\$24.16
Insurance Customer Service Representative (Personal)	\$16.85	\$18.21	\$19.97
Inventory Clerk	\$15.32	\$16.36	\$17.72
Inventory Control Clerk	\$15.32	\$16.36	\$17.72
Lead Data Entry Operator	\$16.11	\$17.31	\$18.86
Legal Secretary	\$23.20	\$25.35	\$28.15
Mailroom Clerk	\$13.28	\$14.10	\$15.17
Marketing Survey Worker	\$13.47	\$14.38	\$15.58
Medical Billing Clerk	\$16.54	\$17.77	\$19.36
Medical Receptionist	\$13.84	\$14.78	\$16.00
Medical Records Administrator	\$42.05	\$45.17	\$49.23
Medical Records Clerk	\$13.77	\$14.79	\$16.12
Medical Records Coding Technician	\$18.70	\$20.09	\$21.89
Medical Secretary	\$16.01	\$17.30	\$18.97
Medical Transcriptionist	\$15.83	\$17.01	\$18.53
Office Manager	\$23.02	\$25.16	\$27.94
Order Processing Clerk	\$15.96	\$17.04	\$18.46
Order Processing Supervisor	\$28.44	\$30.73	\$33.70
Payroll Clerk	\$19.28	\$20.71	\$22.57
Payroll Supervisor	\$28.08	\$30.51	\$33.67
Receptionist	\$14.02	\$15.06	\$16.42
Secretary	\$15.38	\$16.53	\$18.01
Telemarketing Representative	\$14.16	\$15.21	\$16.58
Word Processor	\$17.42	\$18.61	\$20.15

# Georgia

## Alpharetta, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.13	\$17.23	\$18.66
Accounts Payable Clerk	\$16.79	\$17.73	\$18.96
Accounts Payable Supervisor	\$26.24	\$28.35	\$31.09
Accounts Receivable Clerk	\$17.27	\$18.24	\$19.50
Accounts Receivable Supervisor	\$24.31	\$26.26	\$28.80
Administrative Assistant	\$18.56	\$20.17	\$22.26
Administrative Assistant, CEO	\$30.61	\$33.46	\$37.16
Administrative Secretary	\$22.55	\$24.50	\$27.04
Assistant Buyer	\$17.80	\$19.12	\$20.84
Banking Loan Clerk	\$15.12	\$16.14	\$17.48
Banking Loan Processor	\$16.76	\$18.11	\$19.86
Banking Mortgage Clerk	\$15.90	\$17.18	\$18.84
Benefits Clerk	\$17.40	\$18.69	\$20.37
Bilingual Secretary	\$17.61	\$19.24	\$21.37
Billing Clerk	\$16.13	\$17.33	\$18.89
Bookkeeper	\$15.80	\$17.07	\$18.72
Call Center Representative (Complex Calls)	\$17.13	\$18.51	\$20.30
Call Center Representative (General Calls)	\$11.84	\$12.86	\$14.20
Call Center Representative (Specialized Calls)	\$14.04	\$15.08	\$16.44
Call Center Sales Representative	\$13.62	\$14.63	\$15.95
Call Center Supervisor	\$25.29	\$27.32	\$29.97
Cost Accounting Clerk	\$16.43	\$17.65	\$19.24
Credit & Collection Clerk	\$15.26	\$16.30	\$17.65
Customer Service Representative (General Calls)	\$15.78	\$17.05	\$18.70
Customer Service Representative (Specialized Calls)	\$22.91	\$24.75	\$27.14
Customer Service Representative Financial	\$15.45	\$16.78	\$18.52
Data Entry Operator	\$12.18	\$13.01	\$14.09
Data Entry Supervisor	\$20.89	\$22.44	\$24.45
Executive Assistant	\$27.89	\$30.66	\$34.26
Export/Import Clerk	\$16.25	\$17.45	\$19.02
File Clerk	\$13.24	\$14.14	\$15.31
Front Desk Receptionist	\$12.28	\$13.26	\$14.55
General Clerk	\$14.16	\$15.13	\$16.38
Help Desk Representative	\$20.96	\$22.90	\$25.43
Human Resources Assistant	\$16.85	\$18.10	\$19.73
Human Resources Clerk	\$16.85	\$18.10	\$19.73
Insurance Claims Clerk	\$14.38	\$15.36	\$16.63
Insurance Claims Processor	\$16.50	\$17.73	\$19.32
Insurance Customer Service Representative (Commercial)	\$19.33	\$20.89	\$22.91
Insurance Customer Service Representative (Personal)	\$15.89	\$17.17	\$18.83
Inventory Clerk	\$14.79	\$15.80	\$17.11
Inventory Control Clerk	\$14.79	\$15.80	\$17.11
Lead Data Entry Operator	\$15.58	\$16.73	\$18.23
Legal Secretary	\$22.60	\$24.70	\$27.43
Mailroom Clerk	\$12.80	\$13.59	\$14.63
Marketing Survey Worker	\$13.03	\$13.92	\$15.07
Medical Billing Clerk	\$16.03	\$17.22	\$18.77
Medical Receptionist	\$13.35	\$14.26	\$15.44
Medical Records Administrator	\$39.25	\$42.16	\$45.95
Medical Records Clerk	\$13.07	\$14.04	\$15.30
Medical Records Coding Technician	\$17.88	\$19.20	\$20.93
Medical Secretary	\$15.48	\$16.72	\$18.34
Medical Transcriptionist	\$15.20	\$16.33	\$17.80
Office Manager	\$22.55	\$24.65	\$27.37
Order Processing Clerk	\$15.48	\$16.53	\$17.90
Order Processing Supervisor	\$27.89	\$30.13	\$33.04
Payroll Clerk	\$18.77	\$20.16	\$21.97
Payroll Supervisor	\$27.53	\$29.92	\$33.02
Receptionist	\$13.58	\$14.59	\$15.90
Secretary	\$14.86	\$15.96	\$17.40
Telemarketing Representative	\$13.62	\$14.63	\$15.95
Word Processor	\$16.87	\$18.02	\$19.52

## Athens, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.02	\$16.04	\$17.37
Accounts Payable Clerk	\$15.63	\$16.51	\$17.65
Accounts Payable Supervisor	\$24.49	\$26.46	\$29.01
Accounts Receivable Clerk	\$16.08	\$16.98	\$18.15
Accounts Receivable Supervisor	\$22.43	\$24.23	\$26.57
Administrative Assistant	\$17.30	\$18.80	\$20.75
Administrative Assistant, CEO	\$29.04	\$31.73	\$35.24
Administrative Secretary	\$21.09	\$22.92	\$25.29
Assistant Buyer	\$16.56	\$17.79	\$19.39
Banking Loan Clerk	\$14.08	\$15.04	\$16.29
Banking Loan Processor	\$15.64	\$16.90	\$18.53
Banking Mortgage Clerk	\$14.84	\$16.03	\$17.58
Benefits Clerk	\$16.23	\$17.44	\$19.00
Bilingual Secretary	\$16.42	\$17.94	\$19.93
Billing Clerk	\$15.02	\$16.14	\$17.59
Bookkeeper	\$14.72	\$15.90	\$17.44
Call Center Representative (Complex Calls)	\$15.98	\$17.26	\$18.93
Call Center Representative (General Calls)	\$11.06	\$12.02	\$13.26
Call Center Representative (Specialized Calls)	\$13.10	\$14.07	\$15.34
Call Center Sales Representative	\$12.50	\$13.42	\$14.63
Call Center Supervisor	\$23.68	\$25.58	\$28.05
Cost Accounting Clerk	\$15.30	\$16.43	\$17.91
Credit & Collection Clerk	\$14.22	\$15.19	\$16.45
Customer Service Representative (General Calls)	\$14.72	\$15.91	\$17.45
Customer Service Representative (Specialized Calls)	\$21.47	\$23.19	\$25.44
Customer Service Representative Financial	\$14.42	\$15.66	\$17.29
Data Entry Operator	\$11.43	\$12.21	\$13.22
Data Entry Supervisor	\$19.59	\$21.05	\$22.94
Executive Assistant	\$26.36	\$28.98	\$32.38
Export/Import Clerk	\$15.13	\$16.25	\$17.71
File Clerk	\$12.37	\$13.21	\$14.31
Front Desk Receptionist	\$11.48	\$12.40	\$13.60
General Clerk	\$13.27	\$14.18	\$15.35
Help Desk Representative	\$18.74	\$20.48	\$22.75
Human Resources Assistant	\$15.72	\$16.89	\$18.40
Human Resources Clerk	\$15.72	\$16.89	\$18.40
Insurance Claims Clerk	\$13.48	\$14.40	\$15.59
Insurance Claims Processor	\$15.18	\$16.30	\$17.77
Insurance Customer Service Representative (Commercial)	\$17.70	\$19.12	\$20.97
Insurance Customer Service Representative (Personal)	\$14.57	\$15.74	\$17.26
Inventory Clerk	\$13.92	\$14.87	\$16.10
Inventory Control Clerk	\$13.92	\$14.87	\$16.10
Lead Data Entry Operator	\$14.60	\$15.68	\$17.09
Legal Secretary	\$21.15	\$23.12	\$25.67
Mailroom Clerk	\$12.01	\$12.75	\$13.72
Marketing Survey Worker	\$12.18	\$13.01	\$14.09
Medical Billing Clerk	\$14.93	\$16.04	\$17.48
Medical Receptionist	\$12.48	\$13.33	\$14.44
Medical Records Administrator	\$37.34	\$40.11	\$43.71
Medical Records Clerk	\$12.45	\$13.38	\$14.58
Medical Records Coding Technician	\$16.95	\$18.21	\$19.85
Medical Secretary	\$14.45	\$15.61	\$17.12
Medical Transcriptionist	\$14.35	\$15.41	\$16.80
Office Manager	\$20.91	\$22.85	\$25.38
Order Processing Clerk	\$14.45	\$15.43	\$16.71
Order Processing Supervisor	\$26.09	\$28.19	\$30.92
Payroll Clerk	\$17.45	\$18.75	\$20.43
Payroll Supervisor	\$25.75	\$27.98	\$30.88
Receptionist	\$12.68	\$13.62	\$14.85
Secretary	\$13.88	\$14.91	\$16.25
Telemarketing Representative	\$12.50	\$13.42	\$14.63
Word Processor	\$15.82	\$16.89	\$18.29

# Georgia

## Atlanta, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.60	\$17.73	\$19.20
Accounts Payable Clerk	\$17.26	\$18.22	\$19.48
Accounts Payable Supervisor	\$26.68	\$28.82	\$31.61
Accounts Receivable Clerk	\$17.73	\$18.73	\$20.02
Accounts Receivable Supervisor	\$24.73	\$26.71	\$29.30
Administrative Assistant	\$18.98	\$20.62	\$22.76
Administrative Assistant, CEO	\$31.07	\$33.96	\$37.71
Administrative Secretary	\$22.95	\$24.94	\$27.52
Assistant Buyer	\$18.24	\$19.60	\$21.36
Banking Loan Clerk	\$15.59	\$16.65	\$18.03
Banking Loan Processor	\$17.21	\$18.60	\$20.40
Banking Mortgage Clerk	\$16.36	\$17.68	\$19.39
Benefits Clerk	\$17.85	\$19.17	\$20.89
Bilingual Secretary	\$18.04	\$19.71	\$21.89
Billing Clerk	\$16.60	\$17.83	\$19.43
Bookkeeper	\$16.26	\$17.57	\$19.27
Call Center Representative (Complex Calls)	\$17.51	\$18.91	\$20.74
Call Center Representative (General Calls)	\$12.24	\$13.30	\$14.68
Call Center Representative (Specialized Calls)	\$14.45	\$15.53	\$16.92
Call Center Sales Representative	\$14.04	\$15.08	\$16.43
Call Center Supervisor	\$25.70	\$27.76	\$30.45
Cost Accounting Clerk	\$16.89	\$18.14	\$19.77
Credit & Collection Clerk	\$15.74	\$16.81	\$18.20
Customer Service Representative (General Calls)	\$16.24	\$17.55	\$19.24
Customer Service Representative (Specialized Calls)	\$23.32	\$25.19	\$27.63
Customer Service Representative Financial	\$15.91	\$17.29	\$19.08
Data Entry Operator	\$12.62	\$13.48	\$14.60
Data Entry Supervisor	\$21.29	\$22.87	\$24.92
Executive Assistant	\$28.33	\$31.14	\$34.80
Export/Import Clerk	\$16.71	\$17.95	\$19.56
File Clerk	\$13.69	\$14.62	\$15.84
Front Desk Receptionist	\$12.72	\$13.74	\$15.07
General Clerk	\$14.62	\$15.62	\$16.91
Help Desk Representative	\$21.35	\$23.33	\$25.91
Human Resources Assistant	\$17.30	\$18.59	\$20.26
Human Resources Clerk	\$17.30	\$18.59	\$20.26
Insurance Claims Clerk	\$14.84	\$15.85	\$17.17
Insurance Claims Processor	\$16.95	\$18.21	\$19.84
Insurance Customer Service Representative (Commercial)	\$19.75	\$21.33	\$23.40
Insurance Customer Service Representative (Personal)	\$16.34	\$17.66	\$19.37
Inventory Clerk	\$15.26	\$16.30	\$17.65
Inventory Control Clerk	\$15.26	\$16.30	\$17.65
Lead Data Entry Operator	\$16.04	\$17.23	\$18.78
Legal Secretary	\$23.01	\$25.15	\$27.93
Mailroom Clerk	\$13.25	\$14.07	\$15.14
Marketing Survey Worker	\$13.48	\$14.40	\$15.60
Medical Billing Clerk	\$16.49	\$17.72	\$19.31
Medical Receptionist	\$13.80	\$14.74	\$15.96
Medical Records Administrator	\$39.82	\$42.78	\$46.62
Medical Records Clerk	\$13.51	\$14.51	\$15.82
Medical Records Coding Technician	\$18.29	\$19.65	\$21.42
Medical Secretary	\$15.94	\$17.22	\$18.89
Medical Transcriptionist	\$15.67	\$16.83	\$18.34
Office Manager	\$22.96	\$25.09	\$27.86
Order Processing Clerk	\$15.95	\$17.04	\$18.45
Order Processing Supervisor	\$28.33	\$30.61	\$33.57
Payroll Clerk	\$19.20	\$20.62	\$22.47
Payroll Supervisor	\$27.97	\$30.39	\$33.54
Receptionist	\$14.03	\$15.08	\$16.43
Secretary	\$15.33	\$16.46	\$17.94
Telemarketing Representative	\$14.04	\$15.08	\$16.43
Word Processor	\$17.33	\$18.51	\$20.04

## Brunswick, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.85	\$15.87	\$17.18
Accounts Payable Clerk	\$15.48	\$16.35	\$17.47
Accounts Payable Supervisor	\$24.62	\$26.60	\$29.17
Accounts Receivable Clerk	\$15.93	\$16.83	\$17.99
Accounts Receivable Supervisor	\$22.61	\$24.43	\$26.79
Administrative Assistant	\$17.18	\$18.67	\$20.61
Administrative Assistant, CEO	\$29.19	\$31.90	\$35.43
Administrative Secretary	\$21.07	\$22.89	\$25.26
Assistant Buyer	\$16.45	\$17.67	\$19.25
Banking Loan Clerk	\$13.89	\$14.84	\$16.07
Banking Loan Processor	\$15.51	\$16.76	\$18.38
Banking Mortgage Clerk	\$14.69	\$15.87	\$17.41
Benefits Clerk	\$16.12	\$17.32	\$18.87
Bilingual Secretary	\$16.28	\$17.79	\$19.75
Billing Clerk	\$14.86	\$15.96	\$17.40
Bookkeeper	\$14.55	\$15.72	\$17.24
Call Center Representative (Complex Calls)	\$15.92	\$17.20	\$18.87
Call Center Representative (General Calls)	\$10.89	\$11.83	\$13.06
Call Center Representative (Specialized Calls)	\$12.96	\$13.93	\$15.18
Call Center Sales Representative	\$11.90	\$12.78	\$13.93
Call Center Supervisor	\$23.07	\$24.92	\$27.33
Cost Accounting Clerk	\$15.14	\$16.27	\$17.73
Credit & Collection Clerk	\$14.03	\$14.99	\$16.23
Customer Service Representative (General Calls)	\$14.58	\$15.75	\$17.27
Customer Service Representative (Specialized Calls)	\$21.48	\$23.20	\$25.45
Customer Service Representative Financial	\$14.26	\$15.50	\$17.10
Data Entry Operator	\$11.23	\$11.99	\$12.99
Data Entry Supervisor	\$19.53	\$20.98	\$22.87
Executive Assistant	\$26.45	\$29.08	\$32.49
Export/Import Clerk	\$14.97	\$16.08	\$17.52
File Clerk	\$12.18	\$13.00	\$14.08
Front Desk Receptionist	\$11.28	\$12.18	\$13.36
General Clerk	\$13.09	\$13.98	\$15.14
Help Desk Representative	\$18.75	\$20.49	\$22.76
Human Resources Assistant	\$15.60	\$16.75	\$18.26
Human Resources Clerk	\$15.60	\$16.75	\$18.26
Insurance Claims Clerk	\$13.30	\$14.20	\$15.38
Insurance Claims Processor	\$15.18	\$16.30	\$17.76
Insurance Customer Service Representative (Commercial)	\$17.14	\$18.52	\$20.31
Insurance Customer Service Representative (Personal)	\$14.00	\$15.12	\$16.58
Inventory Clerk	\$13.74	\$14.68	\$15.89
Inventory Control Clerk	\$13.74	\$14.68	\$15.89
Lead Data Entry Operator	\$14.43	\$15.50	\$16.90
Legal Secretary	\$21.14	\$23.10	\$25.65
Mailroom Clerk	\$11.81	\$12.54	\$13.49
Marketing Survey Worker	\$11.98	\$12.80	\$13.86
Medical Billing Clerk	\$14.76	\$15.86	\$17.28
Medical Receptionist	\$12.24	\$13.07	\$14.16
Medical Records Administrator	\$36.59	\$39.30	\$42.83
Medical Records Clerk	\$12.17	\$13.08	\$14.25
Medical Records Coding Technician	\$16.69	\$17.93	\$19.54
Medical Secretary	\$14.25	\$15.39	\$16.88
Medical Transcriptionist	\$14.27	\$15.33	\$16.70
Office Manager	\$20.99	\$22.94	\$25.48
Order Processing Clerk	\$14.29	\$15.26	\$16.52
Order Processing Supervisor	\$26.25	\$28.35	\$31.10
Payroll Clerk	\$17.37	\$18.66	\$20.33
Payroll Supervisor	\$25.90	\$28.15	\$31.06
Receptionist	\$12.50	\$13.42	\$14.63
Secretary	\$13.66	\$14.67	\$15.99
Telemarketing Representative	\$11.90	\$12.78	\$13.93
Word Processor	\$15.67	\$16.74	\$18.13

# Georgia

## Calhoun, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.53	\$15.51	\$16.80
Accounts Payable Clerk	\$15.12	\$15.97	\$17.07
Accounts Payable Supervisor	\$23.63	\$25.53	\$28.00
Accounts Receivable Clerk	\$15.55	\$16.42	\$17.56
Accounts Receivable Supervisor	\$21.90	\$23.66	\$25.95
Administrative Assistant	\$16.68	\$18.12	\$20.00
Administrative Assistant, CEO	\$27.78	\$30.36	\$33.71
Administrative Secretary	\$20.30	\$22.06	\$24.34
Assistant Buyer	\$16.02	\$17.21	\$18.76
Banking Loan Clerk	\$13.62	\$14.54	\$15.75
Banking Loan Processor	\$15.12	\$16.33	\$17.91
Banking Mortgage Clerk	\$14.34	\$15.49	\$16.99
Benefits Clerk	\$15.69	\$16.85	\$18.36
Bilingual Secretary	\$15.83	\$17.30	\$19.21
Billing Clerk	\$14.53	\$15.60	\$17.01
Bookkeeper	\$14.23	\$15.37	\$16.86
Call Center Representative (Complex Calls)	\$15.44	\$16.68	\$18.29
Call Center Representative (General Calls)	\$10.69	\$11.61	\$12.82
Call Center Representative (Specialized Calls)	\$12.66	\$13.60	\$14.82
Call Center Sales Representative	\$11.88	\$12.76	\$13.91
Call Center Supervisor	\$22.90	\$24.74	\$27.13
Cost Accounting Clerk	\$14.79	\$15.89	\$17.32
Credit & Collection Clerk	\$13.75	\$14.69	\$15.90
Customer Service Representative (General Calls)	\$14.23	\$15.38	\$16.86
Customer Service Representative (Specialized Calls)	\$20.69	\$22.35	\$24.51
Customer Service Representative Financial	\$13.93	\$15.14	\$16.71
Data Entry Operator	\$11.02	\$11.77	\$12.74
Data Entry Supervisor	\$18.83	\$20.23	\$22.05
Executive Assistant	\$25.25	\$27.76	\$31.02
Export/Import Clerk	\$14.63	\$15.72	\$17.13
File Clerk	\$11.95	\$12.77	\$13.83
Front Desk Receptionist	\$11.10	\$11.99	\$13.15
General Clerk	\$12.79	\$13.66	\$14.79
Help Desk Representative	\$18.80	\$20.55	\$22.82
Human Resources Assistant	\$15.19	\$16.32	\$17.79
Human Resources Clerk	\$15.19	\$16.32	\$17.79
Insurance Claims Clerk	\$12.98	\$13.87	\$15.01
Insurance Claims Processor	\$14.72	\$15.81	\$17.23
Insurance Customer Service Representative (Commercial)	\$17.11	\$18.48	\$20.27
Insurance Customer Service Representative (Personal)	\$14.07	\$15.20	\$16.67
Inventory Clerk	\$13.43	\$14.35	\$15.54
Inventory Control Clerk	\$13.43	\$14.35	\$15.54
Lead Data Entry Operator	\$14.06	\$15.10	\$16.45
Legal Secretary	\$20.36	\$22.25	\$24.71
Mailroom Clerk	\$11.57	\$12.29	\$13.22
Marketing Survey Worker	\$11.77	\$12.57	\$13.62
Medical Billing Clerk	\$14.44	\$15.51	\$16.90
Medical Receptionist	\$12.02	\$12.83	\$13.90
Medical Records Administrator	\$35.32	\$37.94	\$41.34
Medical Records Clerk	\$12.12	\$13.02	\$14.19
Medical Records Coding Technician	\$16.52	\$17.75	\$19.34
Medical Secretary	\$13.92	\$15.04	\$16.50
Medical Transcriptionist	\$13.94	\$14.98	\$16.32
Office Manager	\$20.25	\$22.13	\$24.57
Order Processing Clerk	\$13.96	\$14.91	\$16.15
Order Processing Supervisor	\$25.15	\$27.17	\$29.79
Payroll Clerk	\$16.89	\$18.14	\$19.77
Payroll Supervisor	\$24.82	\$26.97	\$29.76
Receptionist	\$12.26	\$13.17	\$14.35
Secretary	\$13.37	\$14.36	\$15.65
Telemarketing Representative	\$11.88	\$12.76	\$13.91
Word Processor	\$15.22	\$16.26	\$17.61

## Canton, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.10	\$17.20	\$18.62
Accounts Payable Clerk	\$16.75	\$17.69	\$18.91
Accounts Payable Supervisor	\$25.97	\$28.06	\$30.77
Accounts Receivable Clerk	\$17.22	\$18.18	\$19.44
Accounts Receivable Supervisor	\$24.07	\$26.01	\$28.52
Administrative Assistant	\$18.45	\$20.05	\$22.13
Administrative Assistant, CEO	\$30.26	\$33.07	\$36.73
Administrative Secretary	\$22.34	\$24.28	\$26.79
Assistant Buyer	\$17.72	\$19.04	\$20.75
Banking Loan Clerk	\$15.11	\$16.14	\$17.48
Banking Loan Processor	\$16.71	\$18.05	\$19.80
Banking Mortgage Clerk	\$15.87	\$17.15	\$18.81
Benefits Clerk	\$17.33	\$18.62	\$20.29
Bilingual Secretary	\$17.52	\$19.15	\$21.27
Billing Clerk	\$16.10	\$17.30	\$18.85
Bookkeeper	\$15.78	\$17.04	\$18.69
Call Center Representative (Complex Calls)	\$17.02	\$18.39	\$20.17
Call Center Representative (General Calls)	\$11.86	\$12.88	\$14.22
Call Center Representative (Specialized Calls)	\$14.02	\$15.06	\$16.41
Call Center Sales Representative	\$13.61	\$14.62	\$15.93
Call Center Supervisor	\$25.02	\$27.03	\$29.65
Cost Accounting Clerk	\$16.39	\$17.61	\$19.19
Credit & Collection Clerk	\$15.26	\$16.30	\$17.65
Customer Service Representative (General Calls)	\$15.75	\$17.02	\$18.67
Customer Service Representative (Specialized Calls)	\$22.70	\$24.52	\$26.90
Customer Service Representative Financial	\$15.43	\$16.77	\$18.50
Data Entry Operator	\$12.22	\$13.05	\$14.13
Data Entry Supervisor	\$20.72	\$22.26	\$24.26
Executive Assistant	\$27.59	\$30.33	\$33.89
Export/Import Clerk	\$16.21	\$17.42	\$18.98
File Clerk	\$13.26	\$14.16	\$15.34
Front Desk Receptionist	\$12.31	\$13.30	\$14.59
General Clerk	\$14.17	\$15.13	\$16.39
Help Desk Representative	\$20.78	\$22.71	\$25.22
Human Resources Assistant	\$16.80	\$18.05	\$19.67
Human Resources Clerk	\$16.80	\$18.05	\$19.67
Insurance Claims Clerk	\$14.38	\$15.36	\$16.64
Insurance Claims Processor	\$16.45	\$17.67	\$19.26
Insurance Customer Service Representative (Commercial)	\$19.20	\$20.75	\$22.75
Insurance Customer Service Representative (Personal)	\$15.86	\$17.13	\$18.79
Inventory Clerk	\$14.79	\$15.80	\$17.11
Inventory Control Clerk	\$14.79	\$15.80	\$17.11
Lead Data Entry Operator	\$15.56	\$16.71	\$18.21
Legal Secretary	\$22.40	\$24.48	\$27.18
Mailroom Clerk	\$12.83	\$13.62	\$14.66
Marketing Survey Worker	\$13.06	\$13.95	\$15.10
Medical Billing Clerk	\$16.00	\$17.19	\$18.73
Medical Receptionist	\$13.37	\$14.28	\$15.46
Medical Records Administrator	\$38.79	\$41.67	\$45.41
Medical Records Clerk	\$13.09	\$14.06	\$15.32
Medical Records Coding Technician	\$17.78	\$19.10	\$20.81
Medical Secretary	\$15.46	\$16.71	\$18.32
Medical Transcriptionist	\$15.19	\$16.32	\$17.78
Office Manager	\$22.35	\$24.42	\$27.12
Order Processing Clerk	\$15.47	\$16.52	\$17.89
Order Processing Supervisor	\$27.59	\$29.80	\$32.69
Payroll Clerk	\$18.66	\$20.04	\$21.84
Payroll Supervisor	\$27.24	\$29.60	\$32.66
Receptionist	\$13.60	\$14.61	\$15.92
Secretary	\$14.86	\$15.96	\$17.39
Telemarketing Representative	\$13.61	\$14.62	\$15.93
Word Processor	\$16.82	\$17.97	\$19.45

# Georgia

## Carrollton, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.10	\$17.20	\$18.62
Accounts Payable Clerk	\$16.75	\$17.69	\$18.91
Accounts Payable Supervisor	\$25.98	\$28.06	\$30.78
Accounts Receivable Clerk	\$17.22	\$18.18	\$19.44
Accounts Receivable Supervisor	\$24.07	\$26.01	\$28.52
Administrative Assistant	\$18.45	\$20.05	\$22.13
Administrative Assistant, CEO	\$30.26	\$33.07	\$36.73
Administrative Secretary	\$22.34	\$24.28	\$26.80
Assistant Buyer	\$17.73	\$19.04	\$20.75
Banking Loan Clerk	\$15.11	\$16.14	\$17.48
Banking Loan Processor	\$16.71	\$18.06	\$19.80
Banking Mortgage Clerk	\$15.87	\$17.15	\$18.81
Benefits Clerk	\$17.34	\$18.62	\$20.29
Bilingual Secretary	\$17.53	\$19.15	\$21.27
Billing Clerk	\$16.10	\$17.30	\$18.85
Bookkeeper	\$15.78	\$17.05	\$18.69
Call Center Representative (Complex Calls)	\$17.03	\$18.39	\$20.17
Call Center Representative (General Calls)	\$11.86	\$12.88	\$14.22
Call Center Representative (Specialized Calls)	\$14.02	\$15.06	\$16.41
Call Center Sales Representative	\$13.61	\$14.62	\$15.93
Call Center Supervisor	\$25.03	\$27.04	\$29.65
Cost Accounting Clerk	\$16.39	\$17.61	\$19.19
Credit & Collection Clerk	\$15.26	\$16.30	\$17.65
Customer Service Representative (General Calls)	\$15.76	\$17.02	\$18.67
Customer Service Representative (Specialized Calls)	\$22.70	\$24.53	\$26.90
Customer Service Representative Financial	\$15.43	\$16.77	\$18.50
Data Entry Operator	\$12.22	\$13.05	\$14.13
Data Entry Supervisor	\$20.72	\$22.26	\$24.26
Executive Assistant	\$27.59	\$30.33	\$33.89
Export/Import Clerk	\$16.22	\$17.42	\$18.98
File Clerk	\$13.26	\$14.16	\$15.34
Front Desk Receptionist	\$12.31	\$13.30	\$14.59
General Clerk	\$14.17	\$15.13	\$16.39
Help Desk Representative	\$20.78	\$22.71	\$25.22
Human Resources Assistant	\$16.80	\$18.05	\$19.67
Human Resources Clerk	\$16.80	\$18.05	\$19.67
Insurance Claims Clerk	\$14.39	\$15.36	\$16.64
Insurance Claims Processor	\$16.46	\$17.68	\$19.26
Insurance Customer Service Representative (Commercial)	\$19.21	\$20.75	\$22.76
Insurance Customer Service Representative (Personal)	\$15.86	\$17.13	\$18.79
Inventory Clerk	\$14.79	\$15.80	\$17.11
Inventory Control Clerk	\$14.79	\$15.80	\$17.11
Lead Data Entry Operator	\$15.56	\$16.71	\$18.21
Legal Secretary	\$22.40	\$24.48	\$27.19
Mailroom Clerk	\$12.83	\$13.62	\$14.66
Marketing Survey Worker	\$13.06	\$13.95	\$15.10
Medical Billing Clerk	\$16.00	\$17.19	\$18.74
Medical Receptionist	\$13.37	\$14.28	\$15.46
Medical Records Administrator	\$38.80	\$41.68	\$45.42
Medical Records Clerk	\$13.09	\$14.06	\$15.32
Medical Records Coding Technician	\$17.78	\$19.10	\$20.82
Medical Secretary	\$15.46	\$16.71	\$18.32
Medical Transcriptionist	\$15.19	\$16.32	\$17.79
Office Manager	\$22.35	\$24.43	\$27.13
Order Processing Clerk	\$15.47	\$16.52	\$17.89
Order Processing Supervisor	\$27.59	\$29.81	\$32.69
Payroll Clerk	\$18.66	\$20.05	\$21.85
Payroll Supervisor	\$27.24	\$29.60	\$32.66
Receptionist	\$13.60	\$14.61	\$15.92
Secretary	\$14.86	\$15.96	\$17.39
Telemarketing Representative	\$13.61	\$14.62	\$15.93
Word Processor	\$16.82	\$17.97	\$19.46

## Columbus, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.80	\$15.81	\$17.12
Accounts Payable Clerk	\$15.42	\$16.28	\$17.41
Accounts Payable Supervisor	\$24.52	\$26.50	\$29.06
Accounts Receivable Clerk	\$15.87	\$16.76	\$17.92
Accounts Receivable Supervisor	\$22.48	\$24.29	\$26.63
Administrative Assistant	\$17.08	\$18.56	\$20.48
Administrative Assistant, CEO	\$28.67	\$31.33	\$34.79
Administrative Secretary	\$20.87	\$22.67	\$25.02
Assistant Buyer	\$16.37	\$17.59	\$19.16
Banking Loan Clerk	\$13.85	\$14.79	\$16.02
Banking Loan Processor	\$15.40	\$16.64	\$18.25
Banking Mortgage Clerk	\$14.59	\$15.76	\$17.29
Benefits Clerk	\$16.00	\$17.18	\$18.73
Bilingual Secretary	\$16.19	\$17.69	\$19.65
Billing Clerk	\$14.80	\$15.90	\$17.33
Bookkeeper	\$14.49	\$15.66	\$17.17
Call Center Representative (Complex Calls)	\$15.78	\$17.05	\$18.70
Call Center Representative (General Calls)	\$10.83	\$11.76	\$12.98
Call Center Representative (Specialized Calls)	\$12.88	\$13.83	\$15.07
Call Center Sales Representative	\$12.31	\$13.22	\$14.41
Call Center Supervisor	\$23.36	\$25.24	\$27.68
Cost Accounting Clerk	\$15.08	\$16.20	\$17.66
Credit & Collection Clerk	\$13.99	\$14.94	\$16.18
Customer Service Representative (General Calls)	\$14.48	\$15.64	\$17.15
Customer Service Representative (Specialized Calls)	\$21.22	\$22.92	\$25.14
Customer Service Representative Financial	\$14.17	\$15.39	\$16.99
Data Entry Operator	\$11.19	\$11.95	\$12.94
Data Entry Supervisor	\$19.39	\$20.83	\$22.70
Executive Assistant	\$26.04	\$28.63	\$31.99
Export/Import Clerk	\$14.91	\$16.02	\$17.46
File Clerk	\$12.10	\$12.93	\$14.00
Front Desk Receptionist	\$11.21	\$12.11	\$13.29
General Clerk	\$13.04	\$13.93	\$15.09
Help Desk Representative	\$19.54	\$21.36	\$23.72
Human Resources Assistant	\$15.48	\$16.63	\$18.12
Human Resources Clerk	\$15.48	\$16.63	\$18.12
Insurance Claims Clerk	\$13.25	\$14.15	\$15.32
Insurance Claims Processor	\$15.09	\$16.21	\$17.66
Insurance Customer Service Representative (Commercial)	\$17.70	\$19.12	\$20.97
Insurance Customer Service Representative (Personal)	\$14.49	\$15.66	\$17.17
Inventory Clerk	\$13.62	\$14.54	\$15.75
Inventory Control Clerk	\$13.62	\$14.54	\$15.75
Lead Data Entry Operator	\$14.37	\$15.44	\$16.82
Legal Secretary	\$20.93	\$22.87	\$25.40
Mailroom Clerk	\$11.77	\$12.50	\$13.45
Marketing Survey Worker	\$11.91	\$12.72	\$13.78
Medical Billing Clerk	\$14.71	\$15.80	\$17.22
Medical Receptionist	\$12.20	\$13.03	\$14.11
Medical Records Administrator	\$36.53	\$39.24	\$42.76
Medical Records Clerk	\$12.25	\$13.16	\$14.35
Medical Records Coding Technician	\$16.83	\$18.08	\$19.71
Medical Secretary	\$14.19	\$15.33	\$16.81
Medical Transcriptionist	\$14.15	\$15.20	\$16.56
Office Manager	\$20.97	\$22.92	\$25.45
Order Processing Clerk	\$14.19	\$15.16	\$16.41
Order Processing Supervisor	\$26.11	\$28.21	\$30.94
Payroll Clerk	\$17.28	\$18.56	\$20.22
Payroll Supervisor	\$25.78	\$28.01	\$30.91
Receptionist	\$12.42	\$13.34	\$14.54
Secretary	\$13.61	\$14.62	\$15.93
Telemarketing Representative	\$12.31	\$13.22	\$14.41
Word Processor	\$15.59	\$16.66	\$18.04

# Georgia

## Conyers, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.09	\$17.18	\$18.61
Accounts Payable Clerk	\$16.73	\$17.67	\$18.89
Accounts Payable Supervisor	\$25.95	\$28.04	\$30.75
Accounts Receivable Clerk	\$17.20	\$18.17	\$19.42
Accounts Receivable Supervisor	\$24.05	\$25.99	\$28.50
Administrative Assistant	\$18.44	\$20.03	\$22.11
Administrative Assistant, CEO	\$30.24	\$33.05	\$36.70
Administrative Secretary	\$22.33	\$24.26	\$26.77
Assistant Buyer	\$17.71	\$19.02	\$20.73
Banking Loan Clerk	\$15.10	\$16.12	\$17.46
Banking Loan Processor	\$16.70	\$18.04	\$19.78
Banking Mortgage Clerk	\$15.86	\$17.13	\$18.79
Benefits Clerk	\$17.32	\$18.60	\$20.28
Bilingual Secretary	\$17.51	\$19.14	\$21.25
Billing Clerk	\$16.09	\$17.28	\$18.83
Bookkeeper	\$15.76	\$17.03	\$18.68
Call Center Representative (Complex Calls)	\$17.01	\$18.38	\$20.15
Call Center Representative (General Calls)	\$11.84	\$12.87	\$14.20
Call Center Representative (Specialized Calls)	\$14.01	\$15.05	\$16.40
Call Center Sales Representative	\$13.60	\$14.61	\$15.92
Call Center Supervisor	\$25.00	\$27.01	\$29.63
Cost Accounting Clerk	\$16.38	\$17.59	\$19.17
Credit & Collection Clerk	\$15.24	\$16.28	\$17.63
Customer Service Representative (General Calls)	\$15.74	\$17.01	\$18.65
Customer Service Representative (Specialized Calls)	\$22.68	\$24.51	\$26.88
Customer Service Representative Financial	\$15.42	\$16.75	\$18.49
Data Entry Operator	\$12.21	\$13.04	\$14.12
Data Entry Supervisor	\$20.70	\$22.24	\$24.24
Executive Assistant	\$27.57	\$30.30	\$33.86
Export/Import Clerk	\$16.20	\$17.40	\$18.96
File Clerk	\$13.25	\$14.15	\$15.32
Front Desk Receptionist	\$12.30	\$13.29	\$14.57
General Clerk	\$14.16	\$15.12	\$16.37
Help Desk Representative	\$20.76	\$22.69	\$25.20
Human Resources Assistant	\$16.79	\$18.03	\$19.65
Human Resources Clerk	\$16.79	\$18.03	\$19.65
Insurance Claims Clerk	\$14.37	\$15.35	\$16.62
Insurance Claims Processor	\$16.44	\$17.66	\$19.25
Insurance Customer Service Representative (Commercial)	\$19.19	\$20.73	\$22.74
Insurance Customer Service Representative (Personal)	\$15.84	\$17.12	\$18.77
Inventory Clerk	\$14.78	\$15.78	\$17.09
Inventory Control Clerk	\$14.78	\$15.78	\$17.09
Lead Data Entry Operator	\$15.54	\$16.70	\$18.20
Legal Secretary	\$22.38	\$24.46	\$27.16
Mailroom Clerk	\$12.82	\$13.61	\$14.65
Marketing Survey Worker	\$13.05	\$13.94	\$15.09
Medical Billing Clerk	\$15.99	\$17.18	\$18.72
Medical Receptionist	\$13.36	\$14.26	\$15.45
Medical Records Administrator	\$38.76	\$41.64	\$45.38
Medical Records Clerk	\$13.08	\$14.05	\$15.31
Medical Records Coding Technician	\$17.77	\$19.08	\$20.80
Medical Secretary	\$15.45	\$16.69	\$18.30
Medical Transcriptionist	\$15.18	\$16.30	\$17.77
Office Manager	\$22.33	\$24.41	\$27.10
Order Processing Clerk	\$15.45	\$16.51	\$17.87
Order Processing Supervisor	\$27.57	\$29.78	\$32.66
Payroll Clerk	\$18.65	\$20.03	\$21.83
Payroll Supervisor	\$27.22	\$29.57	\$32.64
Receptionist	\$13.58	\$14.59	\$15.90
Secretary	\$14.84	\$15.95	\$17.38
Telemarketing Representative	\$13.60	\$14.61	\$15.92
Word Processor	\$16.81	\$17.95	\$19.44

## Cumming, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.07	\$17.17	\$18.59
Accounts Payable Clerk	\$16.72	\$17.66	\$18.88
Accounts Payable Supervisor	\$25.93	\$28.02	\$30.73
Accounts Receivable Clerk	\$17.19	\$18.15	\$19.41
Accounts Receivable Supervisor	\$24.03	\$25.96	\$28.48
Administrative Assistant	\$18.42	\$20.01	\$22.09
Administrative Assistant, CEO	\$30.22	\$33.03	\$36.68
Administrative Secretary	\$22.30	\$24.24	\$26.75
Assistant Buyer	\$17.69	\$19.01	\$20.71
Banking Loan Clerk	\$15.09	\$16.11	\$17.45
Banking Loan Processor	\$16.68	\$18.03	\$19.77
Banking Mortgage Clerk	\$15.85	\$17.12	\$18.78
Benefits Clerk	\$17.30	\$18.59	\$20.26
Bilingual Secretary	\$17.49	\$19.12	\$21.23
Billing Clerk	\$16.08	\$17.27	\$18.82
Bookkeeper	\$15.75	\$17.02	\$18.66
Call Center Representative (Complex Calls)	\$16.99	\$18.36	\$20.14
Call Center Representative (General Calls)	\$11.84	\$12.86	\$14.19
Call Center Representative (Specialized Calls)	\$14.00	\$15.04	\$16.39
Call Center Sales Representative	\$13.59	\$14.60	\$15.91
Call Center Supervisor	\$24.99	\$26.99	\$29.60
Cost Accounting Clerk	\$16.36	\$17.58	\$19.16
Credit & Collection Clerk	\$15.23	\$16.27	\$17.62
Customer Service Representative (General Calls)	\$15.73	\$16.99	\$18.64
Customer Service Representative (Specialized Calls)	\$22.66	\$24.48	\$26.85
Customer Service Representative Financial	\$15.40	\$16.74	\$18.47
Data Entry Operator	\$12.20	\$13.03	\$14.11
Data Entry Supervisor	\$20.68	\$22.22	\$24.21
Executive Assistant	\$27.55	\$30.29	\$33.84
Export/Import Clerk	\$16.19	\$17.39	\$18.95
File Clerk	\$13.24	\$14.14	\$15.31
Front Desk Receptionist	\$12.29	\$13.28	\$14.56
General Clerk	\$14.15	\$15.11	\$16.36
Help Desk Representative	\$20.74	\$22.67	\$25.17
Human Resources Assistant	\$16.77	\$18.02	\$19.63
Human Resources Clerk	\$16.77	\$18.02	\$19.63
Insurance Claims Clerk	\$14.36	\$15.34	\$16.61
Insurance Claims Processor	\$16.43	\$17.65	\$19.23
Insurance Customer Service Representative (Commercial)	\$19.17	\$20.71	\$22.71
Insurance Customer Service Representative (Personal)	\$15.83	\$17.10	\$18.76
Inventory Clerk	\$14.77	\$15.77	\$17.08
Inventory Control Clerk	\$14.77	\$15.77	\$17.08
Lead Data Entry Operator	\$15.53	\$16.68	\$18.18
Legal Secretary	\$22.36	\$24.44	\$27.14
Mailroom Clerk	\$12.81	\$13.60	\$14.64
Marketing Survey Worker	\$13.04	\$13.93	\$15.08
Medical Billing Clerk	\$15.98	\$17.16	\$18.70
Medical Receptionist	\$13.35	\$14.26	\$15.44
Medical Records Administrator	\$38.75	\$41.62	\$45.36
Medical Records Clerk	\$13.07	\$14.04	\$15.30
Medical Records Coding Technician	\$17.75	\$19.07	\$20.78
Medical Secretary	\$15.44	\$16.68	\$18.29
Medical Transcriptionist	\$15.17	\$16.29	\$17.76
Office Manager	\$22.31	\$24.38	\$27.08
Order Processing Clerk	\$15.44	\$16.49	\$17.86
Order Processing Supervisor	\$27.55	\$29.76	\$32.64
Payroll Clerk	\$18.63	\$20.01	\$21.81
Payroll Supervisor	\$27.20	\$29.55	\$32.61
Receptionist	\$13.57	\$14.58	\$15.89
Secretary	\$14.83	\$15.93	\$17.36
Telemarketing Representative	\$13.59	\$14.60	\$15.91
Word Processor	\$16.79	\$17.94	\$19.42

# Georgia

## Dalton, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.01	\$16.03	\$17.36
Accounts Payable Clerk	\$15.62	\$16.49	\$17.63
Accounts Payable Supervisor	\$24.41	\$26.37	\$28.92
Accounts Receivable Clerk	\$16.06	\$16.96	\$18.13
Accounts Receivable Supervisor	\$22.31	\$24.11	\$26.44
Administrative Assistant	\$17.26	\$18.75	\$20.69
Administrative Assistant, CEO	\$28.70	\$31.36	\$34.83
Administrative Secretary	\$20.98	\$22.80	\$25.16
Assistant Buyer	\$16.54	\$17.77	\$19.37
Banking Loan Clerk	\$14.07	\$15.03	\$16.28
Banking Loan Processor	\$15.66	\$16.91	\$18.55
Banking Mortgage Clerk	\$14.86	\$16.05	\$17.61
Benefits Clerk	\$16.25	\$17.45	\$19.02
Bilingual Secretary	\$16.38	\$17.90	\$19.88
Billing Clerk	\$15.01	\$16.12	\$17.57
Bookkeeper	\$14.70	\$15.88	\$17.42
Call Center Representative (Complex Calls)	\$15.98	\$17.26	\$18.93
Call Center Representative (General Calls)	\$11.09	\$12.05	\$13.30
Call Center Representative (Specialized Calls)	\$13.12	\$14.10	\$15.36
Call Center Sales Representative	\$12.44	\$13.36	\$14.56
Call Center Supervisor	\$23.32	\$25.20	\$27.63
Cost Accounting Clerk	\$15.28	\$16.42	\$17.89
Credit & Collection Clerk	\$14.21	\$15.18	\$16.44
Customer Service Representative (General Calls)	\$14.75	\$15.93	\$17.47
Customer Service Representative (Specialized Calls)	\$21.39	\$23.11	\$25.35
Customer Service Representative Financial	\$14.44	\$15.69	\$17.32
Data Entry Operator	\$11.48	\$12.27	\$13.28
Data Entry Supervisor	\$19.56	\$21.02	\$22.90
Executive Assistant	\$26.09	\$28.69	\$32.05
Export/Import Clerk	\$15.11	\$16.24	\$17.69
File Clerk	\$12.40	\$13.25	\$14.35
Front Desk Receptionist	\$11.52	\$12.44	\$13.64
General Clerk	\$13.32	\$14.22	\$15.40
Help Desk Representative	\$18.86	\$20.61	\$22.89
Human Resources Assistant	\$15.74	\$16.90	\$18.42
Human Resources Clerk	\$15.74	\$16.90	\$18.42
Insurance Claims Clerk	\$13.52	\$14.44	\$15.64
Insurance Claims Processor	\$14.84	\$15.94	\$17.37
Insurance Customer Service Representative (Commercial)	\$17.55	\$18.96	\$20.79
Insurance Customer Service Representative (Personal)	\$14.43	\$15.59	\$17.09
Inventory Clerk	\$13.88	\$14.82	\$16.05
Inventory Control Clerk	\$13.88	\$14.82	\$16.05
Lead Data Entry Operator	\$14.63	\$15.71	\$17.13
Legal Secretary	\$21.04	\$23.00	\$25.54
Mailroom Clerk	\$12.06	\$12.80	\$13.78
Marketing Survey Worker	\$12.21	\$13.05	\$14.13
Medical Billing Clerk	\$14.92	\$16.02	\$17.46
Medical Receptionist	\$12.46	\$13.31	\$14.41
Medical Records Administrator	\$36.27	\$38.96	\$42.46
Medical Records Clerk	\$12.27	\$13.18	\$14.36
Medical Records Coding Technician	\$16.70	\$17.94	\$19.55
Medical Secretary	\$14.42	\$15.58	\$17.09
Medical Transcriptionist	\$14.32	\$15.38	\$16.77
Office Manager	\$20.92	\$22.87	\$25.40
Order Processing Clerk	\$14.47	\$15.46	\$16.74
Order Processing Supervisor	\$25.97	\$28.06	\$30.77
Payroll Clerk	\$17.43	\$18.72	\$20.41
Payroll Supervisor	\$25.64	\$27.86	\$30.74
Receptionist	\$12.72	\$13.66	\$14.89
Secretary	\$13.85	\$14.88	\$16.22
Telemarketing Representative	\$12.44	\$13.36	\$14.56
Word Processor	\$15.83	\$16.91	\$18.31

## Gainesville, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.25	\$16.28	\$17.63
Accounts Payable Clerk	\$15.86	\$16.75	\$17.91
Accounts Payable Supervisor	\$24.70	\$26.69	\$29.27
Accounts Receivable Clerk	\$16.30	\$17.22	\$18.41
Accounts Receivable Supervisor	\$22.30	\$24.10	\$26.43
Administrative Assistant	\$17.50	\$19.02	\$20.99
Administrative Assistant, CEO	\$28.80	\$31.48	\$34.95
Administrative Secretary	\$21.21	\$23.05	\$25.44
Assistant Buyer	\$16.79	\$18.03	\$19.65
Banking Loan Clerk	\$14.31	\$15.28	\$16.55
Banking Loan Processor	\$15.88	\$17.16	\$18.82
Banking Mortgage Clerk	\$15.08	\$16.30	\$17.87
Benefits Clerk	\$16.47	\$17.70	\$19.29
Bilingual Secretary	\$16.62	\$18.16	\$20.17
Billing Clerk	\$15.25	\$16.38	\$17.85
Bookkeeper	\$14.94	\$16.14	\$17.70
Call Center Representative (Complex Calls)	\$16.19	\$17.49	\$19.18
Call Center Representative (General Calls)	\$11.26	\$12.24	\$13.51
Call Center Representative (Specialized Calls)	\$13.32	\$14.31	\$15.60
Call Center Sales Representative	\$12.72	\$13.67	\$14.89
Call Center Supervisor	\$23.78	\$25.69	\$28.17
Cost Accounting Clerk	\$15.52	\$16.67	\$18.17
Credit & Collection Clerk	\$14.45	\$15.43	\$16.71
Customer Service Representative (General Calls)	\$14.97	\$16.17	\$17.74
Customer Service Representative (Specialized Calls)	\$21.60	\$23.34	\$25.59
Customer Service Representative Financial	\$14.66	\$15.93	\$17.58
Data Entry Operator	\$11.56	\$12.35	\$13.38
Data Entry Supervisor	\$19.72	\$21.19	\$23.09
Executive Assistant	\$26.23	\$28.84	\$32.22
Export/Import Clerk	\$15.35	\$16.49	\$17.97
File Clerk	\$12.60	\$13.46	\$14.57
Front Desk Receptionist	\$11.70	\$12.64	\$13.86
General Clerk	\$13.42	\$14.34	\$15.53
Help Desk Representative	\$18.87	\$20.63	\$22.91
Human Resources Assistant	\$15.96	\$17.15	\$18.69
Human Resources Clerk	\$15.96	\$17.15	\$18.69
Insurance Claims Clerk	\$13.63	\$14.56	\$15.77
Insurance Claims Processor	\$15.14	\$16.26	\$17.73
Insurance Customer Service Representative (Commercial)	\$17.73	\$19.16	\$21.01
Insurance Customer Service Representative (Personal)	\$14.61	\$15.79	\$17.31
Inventory Clerk	\$14.08	\$15.04	\$16.29
Inventory Control Clerk	\$14.08	\$15.04	\$16.29
Lead Data Entry Operator	\$14.76	\$15.85	\$17.27
Legal Secretary	\$21.26	\$23.24	\$25.81
Mailroom Clerk	\$12.14	\$12.90	\$13.88
Marketing Survey Worker	\$12.41	\$13.25	\$14.35
Medical Billing Clerk	\$15.15	\$16.28	\$17.74
Medical Receptionist	\$12.67	\$13.53	\$14.65
Medical Records Administrator	\$35.78	\$38.44	\$41.89
Medical Records Clerk	\$12.54	\$13.47	\$14.68
Medical Records Coding Technician	\$17.05	\$18.31	\$19.96
Medical Secretary	\$14.66	\$15.84	\$17.37
Medical Transcriptionist	\$14.58	\$15.67	\$17.07
Office Manager	\$21.24	\$23.21	\$25.78
Order Processing Clerk	\$14.70	\$15.70	\$17.00
Order Processing Supervisor	\$26.25	\$28.36	\$31.11
Payroll Clerk	\$17.68	\$18.99	\$20.69
Payroll Supervisor	\$25.92	\$28.16	\$31.08
Receptionist	\$12.92	\$13.88	\$15.12
Secretary	\$14.08	\$15.13	\$16.49
Telemarketing Representative	\$12.72	\$13.67	\$14.89
Word Processor	\$15.97	\$17.05	\$18.47

# Georgia

## Kennesaw, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.10	\$17.19	\$18.62
Accounts Payable Clerk	\$16.74	\$17.68	\$18.90
Accounts Payable Supervisor	\$25.97	\$28.05	\$30.77
Accounts Receivable Clerk	\$17.21	\$18.18	\$19.43
Accounts Receivable Supervisor	\$24.07	\$26.00	\$28.51
Administrative Assistant	\$18.45	\$20.04	\$22.12
Administrative Assistant, CEO	\$30.26	\$33.07	\$36.72
Administrative Secretary	\$22.34	\$24.27	\$26.79
Assistant Buyer	\$17.72	\$19.03	\$20.74
Banking Loan Clerk	\$15.11	\$16.14	\$17.47
Banking Loan Processor	\$16.71	\$18.05	\$19.80
Banking Mortgage Clerk	\$15.87	\$17.15	\$18.80
Benefits Clerk	\$17.33	\$18.62	\$20.29
Bilingual Secretary	\$17.52	\$19.15	\$21.26
Billing Clerk	\$16.10	\$17.29	\$18.85
Bookkeeper	\$15.77	\$17.04	\$18.69
Call Center Representative (Complex Calls)	\$17.02	\$18.39	\$20.17
Call Center Representative (General Calls)	\$11.85	\$12.88	\$14.21
Call Center Representative (Specialized Calls)	\$14.02	\$15.06	\$16.41
Call Center Sales Representative	\$13.61	\$14.62	\$15.93
Call Center Supervisor	\$25.02	\$27.03	\$29.64
Cost Accounting Clerk	\$16.39	\$17.60	\$19.18
Credit & Collection Clerk	\$15.25	\$16.29	\$17.64
Customer Service Representative (General Calls)	\$15.75	\$17.02	\$18.66
Customer Service Representative (Specialized Calls)	\$22.70	\$24.52	\$26.89
Customer Service Representative Financial	\$15.43	\$16.76	\$18.50
Data Entry Operator	\$12.21	\$13.05	\$14.13
Data Entry Supervisor	\$20.71	\$22.25	\$24.25
Executive Assistant	\$27.58	\$30.32	\$33.88
Export/Import Clerk	\$16.21	\$17.41	\$18.98
File Clerk	\$13.26	\$14.16	\$15.33
Front Desk Receptionist	\$12.31	\$13.30	\$14.58
General Clerk	\$14.17	\$15.13	\$16.38
Help Desk Representative	\$20.77	\$22.70	\$25.21
Human Resources Assistant	\$16.80	\$18.04	\$19.66
Human Resources Clerk	\$16.80	\$18.04	\$19.66
Insurance Claims Clerk	\$14.38	\$15.36	\$16.63
Insurance Claims Processor	\$16.45	\$17.67	\$19.26
Insurance Customer Service Representative (Commercial)	\$19.20	\$20.74	\$22.75
Insurance Customer Service Representative (Personal)	\$15.85	\$17.13	\$18.78
Inventory Clerk	\$14.79	\$15.79	\$17.10
Inventory Control Clerk	\$14.79	\$15.79	\$17.10
Lead Data Entry Operator	\$15.55	\$16.71	\$18.21
Legal Secretary	\$22.39	\$24.47	\$27.18
Mailroom Clerk	\$12.83	\$13.62	\$14.66
Marketing Survey Worker	\$13.06	\$13.95	\$15.10
Medical Billing Clerk	\$16.00	\$17.19	\$18.73
Medical Receptionist	\$13.36	\$14.28	\$15.46
Medical Records Administrator	\$38.79	\$41.67	\$45.41
Medical Records Clerk	\$13.08	\$14.06	\$15.32
Medical Records Coding Technician	\$17.78	\$19.09	\$20.81
Medical Secretary	\$15.46	\$16.70	\$18.32
Medical Transcriptionist	\$15.19	\$16.32	\$17.78
Office Manager	\$22.34	\$24.42	\$27.12
Order Processing Clerk	\$15.46	\$16.52	\$17.89
Order Processing Supervisor	\$27.58	\$29.80	\$32.68
Payroll Clerk	\$18.66	\$20.04	\$21.84
Payroll Supervisor	\$27.23	\$29.59	\$32.66
Receptionist	\$13.59	\$14.60	\$15.91
Secretary	\$14.85	\$15.96	\$17.39
Telemarketing Representative	\$13.61	\$14.62	\$15.93
Word Processor	\$16.82	\$17.96	\$19.45

## LaGrange, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.33	\$15.31	\$16.58
Accounts Payable Clerk	\$14.93	\$15.76	\$16.85
Accounts Payable Supervisor	\$23.41	\$25.29	\$27.73
Accounts Receivable Clerk	\$15.36	\$16.22	\$17.34
Accounts Receivable Supervisor	\$21.61	\$23.35	\$25.61
Administrative Assistant	\$16.51	\$17.94	\$19.80
Administrative Assistant, CEO	\$27.61	\$30.17	\$33.51
Administrative Secretary	\$20.14	\$21.88	\$24.15
Assistant Buyer	\$15.84	\$17.01	\$18.54
Banking Loan Clerk	\$13.42	\$14.34	\$15.53
Banking Loan Processor	\$14.91	\$16.10	\$17.66
Banking Mortgage Clerk	\$14.13	\$15.27	\$16.74
Benefits Clerk	\$15.48	\$16.63	\$18.12
Bilingual Secretary	\$15.65	\$17.11	\$19.00
Billing Clerk	\$14.34	\$15.40	\$16.78
Bookkeeper	\$14.04	\$15.17	\$16.64
Call Center Representative (Complex Calls)	\$15.26	\$16.48	\$18.08
Call Center Representative (General Calls)	\$10.50	\$11.41	\$12.59
Call Center Representative (Specialized Calls)	\$12.47	\$13.40	\$14.60
Call Center Sales Representative	\$12.03	\$12.92	\$14.08
Call Center Supervisor	\$22.63	\$24.45	\$26.82
Cost Accounting Clerk	\$14.61	\$15.69	\$17.10
Credit & Collection Clerk	\$13.56	\$14.48	\$15.68
Customer Service Representative (General Calls)	\$14.02	\$15.15	\$16.61
Customer Service Representative (Specialized Calls)	\$20.48	\$22.13	\$24.27
Customer Service Representative Financial	\$13.72	\$14.91	\$16.46
Data Entry Operator	\$10.85	\$11.59	\$12.55
Data Entry Supervisor	\$18.70	\$20.09	\$21.89
Executive Assistant	\$25.09	\$27.58	\$30.82
Export/Import Clerk	\$14.44	\$15.51	\$16.91
File Clerk	\$11.74	\$12.54	\$13.58
Front Desk Receptionist	\$10.89	\$11.76	\$12.90
General Clerk	\$12.62	\$13.48	\$14.60
Help Desk Representative	\$18.13	\$19.81	\$22.00
Human Resources Assistant	\$14.98	\$16.10	\$17.54
Human Resources Clerk	\$14.98	\$16.10	\$17.54
Insurance Claims Clerk	\$12.82	\$13.69	\$14.83
Insurance Claims Processor	\$14.58	\$15.66	\$17.07
Insurance Customer Service Representative (Commercial)	\$17.03	\$18.40	\$20.18
Insurance Customer Service Representative (Personal)	\$13.98	\$15.11	\$16.57
Inventory Clerk	\$13.20	\$14.10	\$15.27
Inventory Control Clerk	\$13.20	\$14.10	\$15.27
Lead Data Entry Operator	\$13.90	\$14.93	\$16.27
Legal Secretary	\$20.19	\$22.07	\$24.51
Mailroom Clerk	\$11.40	\$12.11	\$13.03
Marketing Survey Worker	\$11.56	\$12.35	\$13.37
Medical Billing Clerk	\$14.25	\$15.30	\$16.68
Medical Receptionist	\$11.83	\$12.63	\$13.68
Medical Records Administrator	\$35.23	\$37.84	\$41.24
Medical Records Clerk	\$11.85	\$12.73	\$13.87
Medical Records Coding Technician	\$16.21	\$17.41	\$18.98
Medical Secretary	\$13.74	\$14.84	\$16.28
Medical Transcriptionist	\$13.67	\$14.68	\$16.00
Office Manager	\$20.05	\$21.91	\$24.33
Order Processing Clerk	\$13.75	\$14.69	\$15.90
Order Processing Supervisor	\$24.91	\$26.91	\$29.51
Payroll Clerk	\$16.71	\$17.95	\$19.56
Payroll Supervisor	\$24.59	\$26.72	\$29.48
Receptionist	\$12.05	\$12.94	\$14.10
Secretary	\$13.18	\$14.16	\$15.43
Telemarketing Representative	\$12.03	\$12.92	\$14.08
Word Processor	\$15.07	\$16.09	\$17.43

# Georgia

## Lawrenceville, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.18	\$17.28	\$18.72
Accounts Payable Clerk	\$16.83	\$17.78	\$19.00
Accounts Payable Supervisor	\$26.10	\$28.20	\$30.93
Accounts Receivable Clerk	\$17.30	\$18.27	\$19.54
Accounts Receivable Supervisor	\$24.19	\$26.14	\$28.67
Administrative Assistant	\$18.55	\$20.15	\$22.24
Administrative Assistant, CEO	\$30.41	\$33.24	\$36.91
Administrative Secretary	\$22.46	\$24.40	\$26.93
Assistant Buyer	\$17.81	\$19.13	\$20.85
Banking Loan Clerk	\$15.18	\$16.22	\$17.56
Banking Loan Processor	\$16.80	\$18.15	\$19.90
Banking Mortgage Clerk	\$15.95	\$17.23	\$18.90
Benefits Clerk	\$17.42	\$18.71	\$20.39
Bilingual Secretary	\$17.61	\$19.25	\$21.38
Billing Clerk	\$16.18	\$17.38	\$18.94
Bookkeeper	\$15.85	\$17.13	\$18.79
Call Center Representative (Complex Calls)	\$17.11	\$18.49	\$20.27
Call Center Representative (General Calls)	\$11.91	\$12.94	\$14.29
Call Center Representative (Specialized Calls)	\$14.09	\$15.14	\$16.49
Call Center Sales Representative	\$13.68	\$14.69	\$16.01
Call Center Supervisor	\$25.15	\$27.17	\$29.80
Cost Accounting Clerk	\$16.47	\$17.70	\$19.29
Credit & Collection Clerk	\$15.33	\$16.38	\$17.73
Customer Service Representative (General Calls)	\$15.83	\$17.10	\$18.76
Customer Service Representative (Specialized Calls)	\$22.82	\$24.65	\$27.03
Customer Service Representative Financial	\$15.51	\$16.85	\$18.59
Data Entry Operator	\$12.27	\$13.11	\$14.20
Data Entry Supervisor	\$20.83	\$22.37	\$24.38
Executive Assistant	\$27.73	\$30.48	\$34.06
Export/Import Clerk	\$16.29	\$17.50	\$19.08
File Clerk	\$13.33	\$14.23	\$15.41
Front Desk Receptionist	\$12.37	\$13.36	\$14.66
General Clerk	\$14.24	\$15.21	\$16.47
Help Desk Representative	\$20.88	\$22.83	\$25.35
Human Resources Assistant	\$16.88	\$18.14	\$19.76
Human Resources Clerk	\$16.88	\$18.14	\$19.76
Insurance Claims Clerk	\$14.45	\$15.44	\$16.72
Insurance Claims Processor	\$16.54	\$17.76	\$19.36
Insurance Customer Service Representative (Commercial)	\$19.30	\$20.85	\$22.87
Insurance Customer Service Representative (Personal)	\$15.94	\$17.22	\$18.88
Inventory Clerk	\$14.86	\$15.87	\$17.19
Inventory Control Clerk	\$14.86	\$15.87	\$17.19
Lead Data Entry Operator	\$15.63	\$16.79	\$18.30
Legal Secretary	\$22.51	\$24.60	\$27.32
Mailroom Clerk	\$12.89	\$13.69	\$14.73
Marketing Survey Worker	\$13.12	\$14.01	\$15.18
Medical Billing Clerk	\$16.08	\$17.28	\$18.83
Medical Receptionist	\$13.43	\$14.35	\$15.54
Medical Records Administrator	\$38.98	\$41.88	\$45.64
Medical Records Clerk	\$13.15	\$14.13	\$15.40
Medical Records Coding Technician	\$17.87	\$19.20	\$20.92
Medical Secretary	\$15.54	\$16.79	\$18.41
Medical Transcriptionist	\$15.27	\$16.40	\$17.87
Office Manager	\$22.46	\$24.55	\$27.26
Order Processing Clerk	\$15.54	\$16.60	\$17.98
Order Processing Supervisor	\$27.73	\$29.95	\$32.85
Payroll Clerk	\$18.75	\$20.15	\$21.96
Payroll Supervisor	\$27.37	\$29.74	\$32.83
Receptionist	\$13.66	\$14.68	\$15.99
Secretary	\$14.93	\$16.04	\$17.48
Telemarketing Representative	\$13.68	\$14.69	\$16.01
Word Processor	\$16.91	\$18.06	\$19.55

## Lithia Springs, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.77	\$17.91	\$19.39
Accounts Payable Clerk	\$17.45	\$18.43	\$19.70
Accounts Payable Supervisor	\$27.34	\$29.54	\$32.40
Accounts Receivable Clerk	\$17.94	\$18.95	\$20.26
Accounts Receivable Supervisor	\$25.30	\$27.33	\$29.97
Administrative Assistant	\$19.26	\$20.92	\$23.09
Administrative Assistant, CEO	\$32.00	\$34.97	\$38.83
Administrative Secretary	\$23.42	\$25.44	\$28.08
Assistant Buyer	\$18.48	\$19.85	\$21.64
Banking Loan Clerk	\$15.72	\$16.79	\$18.19
Banking Loan Processor	\$17.42	\$18.81	\$20.63
Banking Mortgage Clerk	\$16.53	\$17.86	\$19.58
Benefits Clerk	\$18.07	\$19.41	\$21.15
Bilingual Secretary	\$18.28	\$19.98	\$22.18
Billing Clerk	\$16.77	\$18.01	\$19.63
Bookkeeper	\$16.43	\$17.75	\$19.46
Call Center Representative (Complex Calls)	\$17.77	\$19.20	\$21.06
Call Center Representative (General Calls)	\$12.33	\$13.40	\$14.79
Call Center Representative (Specialized Calls)	\$14.60	\$15.68	\$17.09
Call Center Sales Representative	\$14.17	\$15.22	\$16.58
Call Center Supervisor	\$26.37	\$28.49	\$31.25
Cost Accounting Clerk	\$17.08	\$18.34	\$19.99
Credit & Collection Clerk	\$15.88	\$16.96	\$18.36
Customer Service Representative (General Calls)	\$16.40	\$17.72	\$19.43
Customer Service Representative (Specialized Calls)	\$23.80	\$25.71	\$28.19
Customer Service Representative Financial	\$16.06	\$17.45	\$19.26
Data Entry Operator	\$12.70	\$13.57	\$14.69
Data Entry Supervisor	\$21.65	\$23.26	\$25.34
Executive Assistant	\$29.11	\$32.00	\$35.76
Export/Import Clerk	\$16.89	\$18.14	\$19.77
File Clerk	\$13.79	\$14.73	\$15.95
Front Desk Receptionist	\$12.80	\$13.83	\$15.17
General Clerk	\$14.74	\$15.74	\$17.05
Help Desk Representative	\$21.74	\$23.76	\$26.38
Human Resources Assistant	\$17.51	\$18.81	\$20.49
Human Resources Clerk	\$17.51	\$18.81	\$20.49
Insurance Claims Clerk	\$14.97	\$15.99	\$17.31
Insurance Claims Processor	\$17.15	\$18.42	\$20.07
Insurance Customer Service Representative (Commercial)	\$20.05	\$21.66	\$23.76
Insurance Customer Service Representative (Personal)	\$16.52	\$17.84	\$19.57
Inventory Clerk	\$15.39	\$16.44	\$17.80
Inventory Control Clerk	\$15.39	\$16.44	\$17.80
Lead Data Entry Operator	\$16.19	\$17.40	\$18.96
Legal Secretary	\$23.48	\$25.66	\$28.50
Mailroom Clerk	\$13.34	\$14.17	\$15.24
Marketing Survey Worker	\$13.58	\$14.51	\$15.71
Medical Billing Clerk	\$16.66	\$17.90	\$19.51
Medical Receptionist	\$13.90	\$14.85	\$16.08
Medical Records Administrator	\$40.97	\$44.01	\$47.97
Medical Records Clerk	\$13.62	\$14.63	\$15.94
Medical Records Coding Technician	\$18.55	\$19.93	\$21.72
Medical Secretary	\$16.10	\$17.39	\$19.07
Medical Transcriptionist	\$15.81	\$16.98	\$18.51
Office Manager	\$23.43	\$25.60	\$28.43
Order Processing Clerk	\$16.10	\$17.19	\$18.62
Order Processing Supervisor	\$29.09	\$31.43	\$34.47
Payroll Clerk	\$19.47	\$20.92	\$22.79
Payroll Supervisor	\$28.72	\$31.20	\$34.44
Receptionist	\$14.14	\$15.19	\$16.56
Secretary	\$15.46	\$16.61	\$18.10
Telemarketing Representative	\$14.17	\$15.22	\$16.58
Word Processor	\$17.53	\$18.72	\$20.27

# Georgia

## Macon, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.09	\$16.12	\$17.46
Accounts Payable Clerk	\$15.72	\$16.60	\$17.75
Accounts Payable Supervisor	\$24.84	\$26.84	\$29.43
Accounts Receivable Clerk	\$16.17	\$17.08	\$18.26
Accounts Receivable Supervisor	\$22.66	\$24.48	\$26.85
Administrative Assistant	\$17.41	\$18.92	\$20.88
Administrative Assistant, CEO	\$29.23	\$31.94	\$35.47
Administrative Secretary	\$21.28	\$23.12	\$25.51
Assistant Buyer	\$16.68	\$17.91	\$19.52
Banking Loan Clerk	\$14.13	\$15.09	\$16.35
Banking Loan Processor	\$15.76	\$17.02	\$18.67
Banking Mortgage Clerk	\$14.93	\$16.13	\$17.69
Benefits Clerk	\$16.37	\$17.58	\$19.16
Bilingual Secretary	\$16.50	\$18.04	\$20.03
Billing Clerk	\$15.10	\$16.22	\$17.67
Bookkeeper	\$14.78	\$15.97	\$17.52
Call Center Representative (Complex Calls)	\$16.15	\$17.45	\$19.13
Call Center Representative (General Calls)	\$11.07	\$12.03	\$13.27
Call Center Representative (Specialized Calls)	\$13.18	\$14.15	\$15.42
Call Center Sales Representative	\$12.58	\$13.51	\$14.73
Call Center Supervisor	\$23.78	\$25.70	\$28.18
Cost Accounting Clerk	\$15.38	\$16.52	\$18.00
Credit & Collection Clerk	\$14.27	\$15.24	\$16.51
Customer Service Representative (General Calls)	\$14.81	\$16.00	\$17.55
Customer Service Representative (Specialized Calls)	\$21.71	\$23.45	\$25.72
Customer Service Representative Financial	\$14.50	\$15.75	\$17.38
Data Entry Operator	\$11.40	\$12.18	\$13.19
Data Entry Supervisor	\$19.79	\$21.25	\$23.16
Executive Assistant	\$26.55	\$29.18	\$32.61
Export/Import Clerk	\$15.21	\$16.33	\$17.80
File Clerk	\$12.38	\$13.22	\$14.31
Front Desk Receptionist	\$11.46	\$12.38	\$13.58
General Clerk	\$13.30	\$14.20	\$15.38
Help Desk Representative	\$18.86	\$20.62	\$22.89
Human Resources Assistant	\$15.84	\$17.01	\$18.54
Human Resources Clerk	\$15.84	\$17.01	\$18.54
Insurance Claims Clerk	\$13.51	\$14.43	\$15.63
Insurance Claims Processor	\$15.21	\$16.34	\$17.81
Insurance Customer Service Representative (Commercial)	\$17.58	\$18.99	\$20.82
Insurance Customer Service Representative (Personal)	\$14.40	\$15.56	\$17.06
Inventory Clerk	\$13.90	\$14.85	\$16.08
Inventory Control Clerk	\$13.90	\$14.85	\$16.08
Lead Data Entry Operator	\$14.66	\$15.75	\$17.16
Legal Secretary	\$21.34	\$23.32	\$25.90
Mailroom Clerk	\$11.99	\$12.74	\$13.70
Marketing Survey Worker	\$12.18	\$13.01	\$14.09
Medical Billing Clerk	\$15.00	\$16.11	\$17.56
Medical Receptionist	\$12.43	\$13.27	\$14.37
Medical Records Administrator	\$36.66	\$39.38	\$42.92
Medical Records Clerk	\$12.50	\$13.43	\$14.64
Medical Records Coding Technician	\$17.16	\$18.43	\$20.09
Medical Secretary	\$14.47	\$15.63	\$17.14
Medical Transcriptionist	\$14.34	\$15.41	\$16.79
Office Manager	\$21.26	\$23.24	\$25.80
Order Processing Clerk	\$14.52	\$15.51	\$16.80
Order Processing Supervisor	\$26.44	\$28.57	\$31.33
Payroll Clerk	\$17.59	\$18.90	\$20.59
Payroll Supervisor	\$26.10	\$28.36	\$31.30
Receptionist	\$12.70	\$13.65	\$14.87
Secretary	\$13.87	\$14.90	\$16.24
Telemarketing Representative	\$12.58	\$13.51	\$14.73
Word Processor	\$15.91	\$16.99	\$18.40

## Milledgeville, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.43	\$15.41	\$16.68
Accounts Payable Clerk	\$15.02	\$15.86	\$16.96
Accounts Payable Supervisor	\$23.52	\$25.41	\$27.86
Accounts Receivable Clerk	\$15.45	\$16.32	\$17.45
Accounts Receivable Supervisor	\$21.72	\$23.46	\$25.73
Administrative Assistant	\$16.60	\$18.04	\$19.91
Administrative Assistant, CEO	\$27.73	\$30.31	\$33.65
Administrative Secretary	\$20.24	\$21.99	\$24.27
Assistant Buyer	\$15.93	\$17.11	\$18.65
Banking Loan Clerk	\$13.51	\$14.43	\$15.63
Banking Loan Processor	\$15.00	\$16.20	\$17.77
Banking Mortgage Clerk	\$14.22	\$15.36	\$16.85
Benefits Clerk	\$15.57	\$16.73	\$18.23
Bilingual Secretary	\$15.74	\$17.21	\$19.11
Billing Clerk	\$14.43	\$15.50	\$16.89
Bookkeeper	\$14.13	\$15.26	\$16.74
Call Center Representative (Complex Calls)	\$15.34	\$16.58	\$18.18
Call Center Representative (General Calls)	\$10.57	\$11.49	\$12.68
Call Center Representative (Specialized Calls)	\$12.55	\$13.48	\$14.69
Call Center Sales Representative	\$12.11	\$13.01	\$14.17
Call Center Supervisor	\$22.74	\$24.56	\$26.94
Cost Accounting Clerk	\$14.70	\$15.79	\$17.20
Credit & Collection Clerk	\$13.64	\$14.57	\$15.78
Customer Service Representative (General Calls)	\$14.11	\$15.24	\$16.72
Customer Service Representative (Specialized Calls)	\$20.58	\$22.24	\$24.39
Customer Service Representative Financial	\$13.81	\$15.01	\$16.56
Data Entry Operator	\$10.92	\$11.67	\$12.63
Data Entry Supervisor	\$18.80	\$20.19	\$22.00
Executive Assistant	\$25.20	\$27.71	\$30.96
Export/Import Clerk	\$14.53	\$15.61	\$17.01
File Clerk	\$11.82	\$12.63	\$13.67
Front Desk Receptionist	\$10.96	\$11.84	\$12.99
General Clerk	\$12.71	\$13.57	\$14.70
Help Desk Representative	\$18.22	\$19.91	\$22.11
Human Resources Assistant	\$15.08	\$16.19	\$17.65
Human Resources Clerk	\$15.08	\$16.19	\$17.65
Insurance Claims Clerk	\$12.90	\$13.78	\$14.92
Insurance Claims Processor	\$14.67	\$15.76	\$17.17
Insurance Customer Service Representative (Commercial)	\$17.13	\$18.50	\$20.29
Insurance Customer Service Representative (Personal)	\$14.07	\$15.20	\$16.67
Inventory Clerk	\$13.28	\$14.19	\$15.37
Inventory Control Clerk	\$13.28	\$14.19	\$15.37
Lead Data Entry Operator	\$13.99	\$15.02	\$16.37
Legal Secretary	\$20.29	\$22.18	\$24.63
Mailroom Clerk	\$11.48	\$12.19	\$13.12
Marketing Survey Worker	\$11.64	\$12.43	\$13.46
Medical Billing Clerk	\$14.34	\$15.40	\$16.78
Medical Receptionist	\$11.91	\$12.72	\$13.77
Medical Records Administrator	\$35.38	\$38.00	\$41.41
Medical Records Clerk	\$11.93	\$12.81	\$13.96
Medical Records Coding Technician	\$16.30	\$17.51	\$19.08
Medical Secretary	\$13.83	\$14.94	\$16.38
Medical Transcriptionist	\$13.76	\$14.78	\$16.10
Office Manager	\$20.15	\$22.02	\$24.45
Order Processing Clerk	\$13.84	\$14.78	\$16.01
Order Processing Supervisor	\$25.02	\$27.03	\$29.65
Payroll Clerk	\$16.80	\$18.05	\$19.67
Payroll Supervisor	\$24.70	\$26.84	\$29.62
Receptionist	\$12.13	\$13.03	\$14.20
Secretary	\$13.27	\$14.25	\$15.53
Telemarketing Representative	\$12.11	\$13.01	\$14.17
Word Processor	\$15.16	\$16.19	\$17.53

# Georgia

## Newnan, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.97	\$17.06	\$18.47
Accounts Payable Clerk	\$16.61	\$17.54	\$18.75
Accounts Payable Supervisor	\$25.77	\$27.84	\$30.53
Accounts Receivable Clerk	\$17.08	\$18.03	\$19.28
Accounts Receivable Supervisor	\$23.88	\$25.80	\$28.30
Administrative Assistant	\$18.30	\$19.89	\$21.95
Administrative Assistant, CEO	\$30.03	\$32.81	\$36.44
Administrative Secretary	\$22.16	\$24.08	\$26.58
Assistant Buyer	\$17.58	\$18.88	\$20.58
Banking Loan Clerk	\$14.98	\$16.01	\$17.33
Banking Loan Processor	\$16.58	\$17.91	\$19.64
Banking Mortgage Clerk	\$15.74	\$17.01	\$18.65
Benefits Clerk	\$17.19	\$18.47	\$20.13
Bilingual Secretary	\$17.38	\$19.00	\$21.09
Billing Clerk	\$15.97	\$17.15	\$18.69
Bookkeeper	\$15.65	\$16.90	\$18.54
Call Center Representative (Complex Calls)	\$16.89	\$18.24	\$20.01
Call Center Representative (General Calls)	\$11.76	\$12.77	\$14.10
Call Center Representative (Specialized Calls)	\$13.90	\$14.94	\$16.28
Call Center Sales Representative	\$13.50	\$14.50	\$15.80
Call Center Supervisor	\$24.83	\$26.82	\$29.42
Cost Accounting Clerk	\$16.26	\$17.46	\$19.03
Credit & Collection Clerk	\$15.13	\$16.16	\$17.50
Customer Service Representative (General Calls)	\$15.62	\$16.88	\$18.51
Customer Service Representative (Specialized Calls)	\$22.52	\$24.33	\$26.68
Customer Service Representative Financial	\$15.30	\$16.63	\$18.35
Data Entry Operator	\$12.11	\$12.94	\$14.01
Data Entry Supervisor	\$20.55	\$22.08	\$24.06
Executive Assistant	\$27.37	\$30.09	\$33.63
Export/Import Clerk	\$16.08	\$17.27	\$18.82
File Clerk	\$13.15	\$14.05	\$15.21
Front Desk Receptionist	\$12.21	\$13.19	\$14.47
General Clerk	\$14.05	\$15.01	\$16.25
Help Desk Representative	\$20.61	\$22.53	\$25.02
Human Resources Assistant	\$16.66	\$17.90	\$19.51
Human Resources Clerk	\$16.66	\$17.90	\$19.51
Insurance Claims Clerk	\$14.26	\$15.24	\$16.50
Insurance Claims Processor	\$16.32	\$17.53	\$19.10
Insurance Customer Service Representative (Commercial)	\$19.05	\$20.58	\$22.57
Insurance Customer Service Representative (Personal)	\$15.73	\$16.99	\$18.63
Inventory Clerk	\$14.67	\$15.67	\$16.96
Inventory Control Clerk	\$14.67	\$15.67	\$16.96
Lead Data Entry Operator	\$15.43	\$16.57	\$18.06
Legal Secretary	\$22.22	\$24.28	\$26.97
Mailroom Clerk	\$12.72	\$13.51	\$14.54
Marketing Survey Worker	\$12.95	\$13.83	\$14.98
Medical Billing Clerk	\$15.87	\$17.05	\$18.58
Medical Receptionist	\$13.26	\$14.16	\$15.33
Medical Records Administrator	\$38.50	\$41.35	\$45.07
Medical Records Clerk	\$12.98	\$13.94	\$15.19
Medical Records Coding Technician	\$17.64	\$18.94	\$20.64
Medical Secretary	\$15.34	\$16.57	\$18.17
Medical Transcriptionist	\$15.07	\$16.18	\$17.64
Office Manager	\$22.17	\$24.23	\$26.91
Order Processing Clerk	\$15.34	\$16.38	\$17.74
Order Processing Supervisor	\$27.37	\$29.57	\$32.43
Payroll Clerk	\$18.51	\$19.88	\$21.67
Payroll Supervisor	\$27.02	\$29.36	\$32.41
Receptionist	\$13.48	\$14.48	\$15.78
Secretary	\$14.73	\$15.83	\$17.25
Telemarketing Representative	\$13.50	\$14.50	\$15.80
Word Processor	\$16.68	\$17.82	\$19.30

## Norcross, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.04	\$17.13	\$18.55
Accounts Payable Clerk	\$16.69	\$17.62	\$18.84
Accounts Payable Supervisor	\$25.87	\$27.95	\$30.66
Accounts Receivable Clerk	\$17.15	\$18.11	\$19.37
Accounts Receivable Supervisor	\$23.98	\$25.91	\$28.41
Administrative Assistant	\$18.38	\$19.97	\$22.04
Administrative Assistant, CEO	\$30.15	\$32.95	\$36.59
Administrative Secretary	\$22.26	\$24.18	\$26.69
Assistant Buyer	\$17.66	\$18.97	\$20.67
Banking Loan Clerk	\$15.05	\$16.08	\$17.41
Banking Loan Processor	\$16.65	\$17.99	\$19.73
Banking Mortgage Clerk	\$15.81	\$17.09	\$18.74
Benefits Clerk	\$17.27	\$18.55	\$20.22
Bilingual Secretary	\$17.46	\$19.08	\$21.19
Billing Clerk	\$16.04	\$17.23	\$18.78
Bookkeeper	\$15.72	\$16.98	\$18.62
Call Center Representative (Complex Calls)	\$16.96	\$18.32	\$20.09
Call Center Representative (General Calls)	\$11.81	\$12.84	\$14.16
Call Center Representative (Specialized Calls)	\$13.97	\$15.00	\$16.35
Call Center Sales Representative	\$13.56	\$14.57	\$15.88
Call Center Supervisor	\$24.93	\$26.93	\$29.54
Cost Accounting Clerk	\$16.33	\$17.54	\$19.12
Credit & Collection Clerk	\$15.20	\$16.24	\$17.58
Customer Service Representative (General Calls)	\$15.70	\$16.96	\$18.60
Customer Service Representative (Specialized Calls)	\$22.61	\$24.43	\$26.79
Customer Service Representative Financial	\$15.37	\$16.70	\$18.43
Data Entry Operator	\$12.17	\$13.00	\$14.08
Data Entry Supervisor	\$20.64	\$22.17	\$24.16
Executive Assistant	\$27.48	\$30.21	\$33.76
Export/Import Clerk	\$16.15	\$17.35	\$18.91
File Clerk	\$13.21	\$14.11	\$15.28
Front Desk Receptionist	\$12.27	\$13.25	\$14.53
General Clerk	\$14.12	\$15.08	\$16.33
Help Desk Representative	\$20.70	\$22.62	\$25.12
Human Resources Assistant	\$16.74	\$17.98	\$19.59
Human Resources Clerk	\$16.74	\$17.98	\$19.59
Insurance Claims Clerk	\$14.33	\$15.31	\$16.58
Insurance Claims Processor	\$16.39	\$17.61	\$19.19
Insurance Customer Service Representative (Commercial)	\$19.13	\$20.67	\$22.67
Insurance Customer Service Representative (Personal)	\$15.80	\$17.07	\$18.72
Inventory Clerk	\$14.74	\$15.74	\$17.04
Inventory Control Clerk	\$14.74	\$15.74	\$17.04
Lead Data Entry Operator	\$15.50	\$16.65	\$18.15
Legal Secretary	\$22.31	\$24.39	\$27.08
Mailroom Clerk	\$12.78	\$13.58	\$14.61
Marketing Survey Worker	\$13.01	\$13.90	\$15.05
Medical Billing Clerk	\$15.94	\$17.13	\$18.66
Medical Receptionist	\$13.32	\$14.23	\$15.41
Medical Records Administrator	\$38.65	\$41.52	\$45.24
Medical Records Clerk	\$13.04	\$14.01	\$15.27
Medical Records Coding Technician	\$17.71	\$19.03	\$20.74
Medical Secretary	\$15.41	\$16.64	\$18.25
Medical Transcriptionist	\$15.14	\$16.26	\$17.72
Office Manager	\$22.26	\$24.33	\$27.02
Order Processing Clerk	\$15.41	\$16.46	\$17.82
Order Processing Supervisor	\$27.48	\$29.69	\$32.56
Payroll Clerk	\$18.59	\$19.97	\$21.76
Payroll Supervisor	\$27.13	\$29.48	\$32.54
Receptionist	\$13.55	\$14.55	\$15.86
Secretary	\$14.80	\$15.90	\$17.33
Telemarketing Representative	\$13.56	\$14.57	\$15.88
Word Processor	\$16.76	\$17.90	\$19.38

# Georgia

## Peachtree City, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.76	\$17.90	\$19.39
Accounts Payable Clerk	\$17.44	\$18.42	\$19.69
Accounts Payable Supervisor	\$27.34	\$29.54	\$32.40
Accounts Receivable Clerk	\$17.94	\$18.94	\$20.25
Accounts Receivable Supervisor	\$25.29	\$27.32	\$29.97
Administrative Assistant	\$19.25	\$20.92	\$23.08
Administrative Assistant, CEO	\$32.00	\$34.97	\$38.83
Administrative Secretary	\$23.41	\$25.44	\$28.08
Assistant Buyer	\$18.48	\$19.85	\$21.63
Banking Loan Clerk	\$15.72	\$16.79	\$18.18
Banking Loan Processor	\$17.41	\$18.81	\$20.63
Banking Mortgage Clerk	\$16.52	\$17.85	\$19.58
Benefits Clerk	\$18.06	\$19.41	\$21.15
Bilingual Secretary	\$18.27	\$19.97	\$22.18
Billing Clerk	\$16.76	\$18.01	\$19.62
Bookkeeper	\$16.42	\$17.74	\$19.45
Call Center Representative (Complex Calls)	\$17.77	\$19.20	\$21.05
Call Center Representative (General Calls)	\$12.33	\$13.39	\$14.78
Call Center Representative (Specialized Calls)	\$14.59	\$15.67	\$17.08
Call Center Sales Representative	\$14.16	\$15.21	\$16.58
Call Center Supervisor	\$26.37	\$28.49	\$31.24
Cost Accounting Clerk	\$17.07	\$18.34	\$19.98
Credit & Collection Clerk	\$15.87	\$16.95	\$18.36
Customer Service Representative (General Calls)	\$16.40	\$17.71	\$19.43
Customer Service Representative (Specialized Calls)	\$23.79	\$25.70	\$28.19
Customer Service Representative Financial	\$16.05	\$17.45	\$19.25
Data Entry Operator	\$12.70	\$13.56	\$14.69
Data Entry Supervisor	\$21.65	\$23.25	\$25.34
Executive Assistant	\$29.11	\$32.00	\$35.76
Export/Import Clerk	\$16.88	\$18.13	\$19.76
File Clerk	\$13.79	\$14.73	\$15.95
Front Desk Receptionist	\$12.80	\$13.83	\$15.16
General Clerk	\$14.74	\$15.74	\$17.04
Help Desk Representative	\$21.73	\$23.75	\$26.38
Human Resources Assistant	\$17.50	\$18.80	\$20.49
Human Resources Clerk	\$17.50	\$18.80	\$20.49
Insurance Claims Clerk	\$14.96	\$15.98	\$17.30
Insurance Claims Processor	\$17.14	\$18.41	\$20.06
Insurance Customer Service Representative (Commercial)	\$20.05	\$21.66	\$23.75
Insurance Customer Service Representative (Personal)	\$16.51	\$17.84	\$19.56
Inventory Clerk	\$15.38	\$16.43	\$17.79
Inventory Control Clerk	\$15.38	\$16.43	\$17.79
Lead Data Entry Operator	\$16.19	\$17.39	\$18.95
Legal Secretary	\$23.48	\$25.66	\$28.49
Mailroom Clerk	\$13.33	\$14.16	\$15.24
Marketing Survey Worker	\$13.58	\$14.50	\$15.70
Medical Billing Clerk	\$16.66	\$17.89	\$19.50
Medical Receptionist	\$13.90	\$14.85	\$16.08
Medical Records Administrator	\$40.97	\$44.01	\$47.97
Medical Records Clerk	\$13.61	\$14.62	\$15.93
Medical Records Coding Technician	\$18.55	\$19.92	\$21.71
Medical Secretary	\$16.09	\$17.38	\$19.06
Medical Transcriptionist	\$15.80	\$16.98	\$18.50
Office Manager	\$23.42	\$25.60	\$28.43
Order Processing Clerk	\$16.09	\$17.19	\$18.61
Order Processing Supervisor	\$29.09	\$31.43	\$34.47
Payroll Clerk	\$19.47	\$20.91	\$22.79
Payroll Supervisor	\$28.72	\$31.20	\$34.44
Receptionist	\$14.14	\$15.19	\$16.55
Secretary	\$15.45	\$16.60	\$18.09
Telemarketing Representative	\$14.16	\$15.21	\$16.58
Word Processor	\$17.52	\$18.72	\$20.27

## Rome, GA

Job Title	Low	Mid	High
Accounting Clerk	\$14.81	\$15.81	\$17.12
Accounts Payable Clerk	\$15.42	\$16.29	\$17.41
Accounts Payable Supervisor	\$24.24	\$26.19	\$28.72
Accounts Receivable Clerk	\$15.88	\$16.77	\$17.92
Accounts Receivable Supervisor	\$22.76	\$24.59	\$26.97
Administrative Assistant	\$17.09	\$18.57	\$20.49
Administrative Assistant, CEO	\$28.66	\$31.32	\$34.78
Administrative Secretary	\$20.88	\$22.68	\$25.03
Assistant Buyer	\$16.38	\$17.59	\$19.17
Banking Loan Clerk	\$13.86	\$14.80	\$16.03
Banking Loan Processor	\$15.46	\$16.70	\$18.31
Banking Mortgage Clerk	\$14.64	\$15.82	\$17.35
Benefits Clerk	\$16.06	\$17.25	\$18.80
Bilingual Secretary	\$16.19	\$17.70	\$19.65
Billing Clerk	\$14.81	\$15.91	\$17.34
Bookkeeper	\$14.50	\$15.67	\$17.18
Call Center Representative (Complex Calls)	\$15.85	\$17.12	\$18.78
Call Center Representative (General Calls)	\$10.87	\$11.82	\$13.04
Call Center Representative (Specialized Calls)	\$12.92	\$13.88	\$15.13
Call Center Sales Representative	\$12.06	\$12.95	\$14.11
Call Center Supervisor	\$22.93	\$24.77	\$27.17
Cost Accounting Clerk	\$15.09	\$16.21	\$17.67
Credit & Collection Clerk	\$13.99	\$14.95	\$16.19
Customer Service Representative (General Calls)	\$14.53	\$15.70	\$17.21
Customer Service Representative (Specialized Calls)	\$21.30	\$23.01	\$25.24
Customer Service Representative Financial	\$14.22	\$15.45	\$17.05
Data Entry Operator	\$11.18	\$11.94	\$12.93
Data Entry Supervisor	\$19.35	\$20.79	\$22.66
Executive Assistant	\$26.04	\$28.62	\$31.98
Export/Import Clerk	\$14.92	\$16.03	\$17.46
File Clerk	\$12.16	\$12.99	\$14.06
Front Desk Receptionist	\$11.27	\$12.18	\$13.35
General Clerk	\$13.01	\$13.90	\$15.05
Help Desk Representative	\$18.32	\$20.02	\$22.23
Human Resources Assistant	\$15.54	\$16.69	\$18.19
Human Resources Clerk	\$15.54	\$16.69	\$18.19
Insurance Claims Clerk	\$13.21	\$14.11	\$15.28
Insurance Claims Processor	\$15.07	\$16.19	\$17.64
Insurance Customer Service Representative (Commercial)	\$17.15	\$18.53	\$20.32
Insurance Customer Service Representative (Personal)	\$14.03	\$15.16	\$16.63
Inventory Clerk	\$13.68	\$14.61	\$15.83
Inventory Control Clerk	\$13.68	\$14.61	\$15.83
Lead Data Entry Operator	\$14.33	\$15.40	\$16.78
Legal Secretary	\$20.94	\$22.88	\$25.41
Mailroom Clerk	\$11.75	\$12.48	\$13.43
Marketing Survey Worker	\$11.97	\$12.78	\$13.84
Medical Billing Clerk	\$14.71	\$15.81	\$17.23
Medical Receptionist	\$12.21	\$13.04	\$14.12
Medical Records Administrator	\$36.09	\$38.77	\$42.25
Medical Records Clerk	\$12.32	\$13.23	\$14.42
Medical Records Coding Technician	\$16.89	\$18.15	\$19.78
Medical Secretary	\$14.19	\$15.33	\$16.81
Medical Transcriptionist	\$14.21	\$15.27	\$16.64
Office Manager	\$20.75	\$22.68	\$25.19
Order Processing Clerk	\$14.24	\$15.21	\$16.47
Order Processing Supervisor	\$25.80	\$27.87	\$30.57
Payroll Clerk	\$17.29	\$18.57	\$20.24
Payroll Supervisor	\$25.47	\$27.67	\$30.54
Receptionist	\$12.48	\$13.40	\$14.61
Secretary	\$13.61	\$14.62	\$15.93
Telemarketing Representative	\$12.06	\$12.95	\$14.11
Word Processor	\$15.55	\$16.61	\$17.99

# Georgia

## Savannah, GA

Job Title	Low	Mid	High
Accounting Clerk	\$15.50	\$16.55	\$17.92
Accounts Payable Clerk	\$16.13	\$17.04	\$18.21
Accounts Payable Supervisor	\$25.17	\$27.19	\$29.82
Accounts Receivable Clerk	\$16.60	\$17.53	\$18.74
Accounts Receivable Supervisor	\$23.06	\$24.92	\$27.33
Administrative Assistant	\$17.79	\$19.33	\$21.33
Administrative Assistant, CEO	\$29.66	\$32.42	\$36.00
Administrative Secretary	\$21.67	\$23.54	\$25.98
Assistant Buyer	\$17.11	\$18.38	\$20.03
Banking Loan Clerk	\$14.51	\$15.50	\$16.79
Banking Loan Processor	\$16.08	\$17.37	\$19.05
Banking Mortgage Clerk	\$15.25	\$16.47	\$18.07
Benefits Clerk	\$16.69	\$17.93	\$19.54
Bilingual Secretary	\$16.87	\$18.44	\$20.48
Billing Clerk	\$15.50	\$16.65	\$18.14
Bookkeeper	\$15.18	\$16.40	\$17.98
Call Center Representative (Complex Calls)	\$16.44	\$17.77	\$19.48
Call Center Representative (General Calls)	\$11.33	\$12.31	\$13.58
Call Center Representative (Specialized Calls)	\$13.46	\$14.46	\$15.76
Call Center Sales Representative	\$12.65	\$13.58	\$14.80
Call Center Supervisor	\$23.98	\$25.91	\$28.41
Cost Accounting Clerk	\$15.79	\$16.96	\$18.48
Credit & Collection Clerk	\$14.66	\$15.66	\$16.95
Customer Service Representative (General Calls)	\$15.13	\$16.35	\$17.93
Customer Service Representative (Specialized Calls)	\$22.04	\$23.82	\$26.12
Customer Service Representative Financial	\$14.81	\$16.09	\$17.76
Data Entry Operator	\$11.67	\$12.47	\$13.50
Data Entry Supervisor	\$20.16	\$21.66	\$23.60
Executive Assistant	\$26.96	\$29.64	\$33.11
Export/Import Clerk	\$15.61	\$16.77	\$18.27
File Clerk	\$12.66	\$13.53	\$14.65
Front Desk Receptionist	\$11.74	\$12.68	\$13.91
General Clerk	\$13.60	\$14.53	\$15.73
Help Desk Representative	\$19.01	\$20.77	\$23.07
Human Resources Assistant	\$16.16	\$17.36	\$18.92
Human Resources Clerk	\$16.16	\$17.36	\$18.92
Insurance Claims Clerk	\$13.82	\$14.76	\$15.98
Insurance Claims Processor	\$15.64	\$16.80	\$18.31
Insurance Customer Service Representative (Commercial)	\$18.11	\$19.57	\$21.46
Insurance Customer Service Representative (Personal)	\$14.89	\$16.09	\$17.64
Inventory Clerk	\$14.37	\$15.35	\$16.62
Inventory Control Clerk	\$14.37	\$15.35	\$16.62
Lead Data Entry Operator	\$14.99	\$16.10	\$17.55
Legal Secretary	\$21.73	\$23.75	\$26.37
Mailroom Clerk	\$12.27	\$13.03	\$14.02
Marketing Survey Worker	\$12.47	\$13.31	\$14.42
Medical Billing Clerk	\$15.40	\$16.54	\$18.03
Medical Receptionist	\$12.75	\$13.62	\$14.75
Medical Records Administrator	\$37.07	\$39.82	\$43.40
Medical Records Clerk	\$12.67	\$13.61	\$14.84
Medical Records Coding Technician	\$17.33	\$18.61	\$20.28
Medical Secretary	\$14.83	\$16.02	\$17.57
Medical Transcriptionist	\$14.55	\$15.63	\$17.04
Office Manager	\$21.59	\$23.59	\$26.20
Order Processing Clerk	\$14.84	\$15.85	\$17.17
Order Processing Supervisor	\$26.78	\$28.93	\$31.72
Payroll Clerk	\$18.04	\$19.38	\$21.12
Payroll Supervisor	\$26.43	\$28.72	\$31.70
Receptionist	\$13.00	\$13.96	\$15.21
Secretary	\$14.22	\$15.28	\$16.65
Telemarketing Representative	\$12.65	\$13.58	\$14.80
Word Processor	\$16.25	\$17.35	\$18.79

## Stockbridge/Morrow, GA

Job Title	Low	Mid	High
Accounting Clerk	\$16.76	\$17.90	\$19.39
Accounts Payable Clerk	\$17.44	\$18.42	\$19.69
Accounts Payable Supervisor	\$27.34	\$29.54	\$32.40
Accounts Receivable Clerk	\$17.94	\$18.94	\$20.25
Accounts Receivable Supervisor	\$25.29	\$27.32	\$29.97
Administrative Assistant	\$19.25	\$20.92	\$23.09
Administrative Assistant, CEO	\$32.00	\$34.97	\$38.83
Administrative Secretary	\$23.41	\$25.44	\$28.08
Assistant Buyer	\$18.48	\$19.85	\$21.63
Banking Loan Clerk	\$15.72	\$16.79	\$18.18
Banking Loan Processor	\$17.41	\$18.81	\$20.63
Banking Mortgage Clerk	\$16.52	\$17.85	\$19.58
Benefits Clerk	\$18.07	\$19.41	\$21.15
Bilingual Secretary	\$18.27	\$19.97	\$22.18
Billing Clerk	\$16.76	\$18.01	\$19.62
Bookkeeper	\$16.42	\$17.74	\$19.46
Call Center Representative (Complex Calls)	\$17.77	\$19.20	\$21.05
Call Center Representative (General Calls)	\$12.33	\$13.40	\$14.78
Call Center Representative (Specialized Calls)	\$14.59	\$15.67	\$17.08
Call Center Sales Representative	\$14.16	\$15.21	\$16.58
Call Center Supervisor	\$26.37	\$28.49	\$31.24
Cost Accounting Clerk	\$17.07	\$18.34	\$19.98
Credit & Collection Clerk	\$15.87	\$16.95	\$18.36
Customer Service Representative (General Calls)	\$16.40	\$17.72	\$19.43
Customer Service Representative (Specialized Calls)	\$23.79	\$25.70	\$28.19
Customer Service Representative Financial	\$16.06	\$17.45	\$19.25
Data Entry Operator	\$12.70	\$13.56	\$14.69
Data Entry Supervisor	\$21.65	\$23.25	\$25.34
Executive Assistant	\$29.11	\$32.00	\$35.76
Export/Import Clerk	\$16.88	\$18.13	\$19.76
File Clerk	\$13.79	\$14.73	\$15.95
Front Desk Receptionist	\$12.80	\$13.83	\$15.16
General Clerk	\$14.74	\$15.74	\$17.04
Help Desk Representative	\$21.73	\$23.75	\$26.38
Human Resources Assistant	\$17.50	\$18.80	\$20.49
Human Resources Clerk	\$17.50	\$18.80	\$20.49
Insurance Claims Clerk	\$14.96	\$15.98	\$17.31
Insurance Claims Processor	\$17.14	\$18.41	\$20.07
Insurance Customer Service Representative (Commercial)	\$20.05	\$21.66	\$23.75
Insurance Customer Service Representative (Personal)	\$16.51	\$17.84	\$19.56
Inventory Clerk	\$15.39	\$16.43	\$17.79
Inventory Control Clerk	\$15.39	\$16.43	\$17.79
Lead Data Entry Operator	\$16.19	\$17.39	\$18.95
Legal Secretary	\$23.48	\$25.66	\$28.49
Mailroom Clerk	\$13.34	\$14.16	\$15.24
Marketing Survey Worker	\$13.58	\$14.50	\$15.70
Medical Billing Clerk	\$16.66	\$17.90	\$19.50
Medical Receptionist	\$13.90	\$14.85	\$16.08
Medical Records Administrator	\$40.97	\$44.01	\$47.97
Medical Records Clerk	\$13.61	\$14.62	\$15.94
Medical Records Coding Technician	\$18.55	\$19.92	\$21.71
Medical Secretary	\$16.09	\$17.38	\$19.07
Medical Transcriptionist	\$15.81	\$16.98	\$18.50
Office Manager	\$23.42	\$25.60	\$28.43
Order Processing Clerk	\$16.09	\$17.19	\$18.61
Order Processing Supervisor	\$29.09	\$31.43	\$34.47
Payroll Clerk	\$19.47	\$20.91	\$22.79
Payroll Supervisor	\$28.72	\$31.20	\$34.44
Receptionist	\$14.14	\$15.19	\$16.55
Secretary	\$15.46	\$16.60	\$18.09
Telemarketing Representative	\$14.16	\$15.21	\$16.58
Word Processor	\$17.52	\$18.72	\$20.27

# Illinois

## Bloomington, IL

Job Title	Low	Mid	High
Accounting Clerk	\$16.33	\$17.44	\$18.89
Accounts Payable Clerk	\$17.00	\$17.96	\$19.20
Accounts Payable Supervisor	\$26.67	\$28.81	\$31.59
Accounts Receivable Clerk	\$17.50	\$18.48	\$19.75
Accounts Receivable Supervisor	\$23.60	\$25.50	\$27.96
Administrative Assistant	\$18.90	\$20.54	\$22.66
Administrative Assistant, CEO	\$31.78	\$34.73	\$38.57
Administrative Secretary	\$23.08	\$25.07	\$27.67
Assistant Buyer	\$18.04	\$19.38	\$21.12
Banking Loan Clerk	\$15.29	\$16.33	\$17.68
Banking Loan Processor	\$16.94	\$18.30	\$20.07
Banking Mortgage Clerk	\$16.06	\$17.35	\$19.03
Benefits Clerk	\$17.59	\$18.90	\$20.59
Bilingual Secretary	\$17.92	\$19.58	\$21.75
Billing Clerk	\$16.33	\$17.55	\$19.12
Bookkeeper	\$15.99	\$17.28	\$18.95
Call Center Representative (Complex Calls)	\$17.35	\$18.74	\$20.55
Call Center Representative (General Calls)	\$11.92	\$12.95	\$14.29
Call Center Representative (Specialized Calls)	\$14.18	\$15.23	\$16.60
Call Center Sales Representative	\$13.63	\$14.64	\$15.95
Call Center Supervisor	\$25.91	\$28.00	\$30.70
Cost Accounting Clerk	\$16.64	\$17.87	\$19.48
Credit & Collection Clerk	\$15.44	\$16.49	\$17.86
Customer Service Representative (General Calls)	\$15.94	\$17.22	\$18.88
Customer Service Representative (Specialized Calls)	\$23.31	\$25.18	\$27.61
Customer Service Representative Financial	\$15.60	\$16.95	\$18.70
Data Entry Operator	\$12.38	\$13.22	\$14.32
Data Entry Supervisor	\$21.40	\$22.99	\$25.06
Executive Assistant	\$28.83	\$31.69	\$35.41
Export/Import Clerk	\$16.45	\$17.67	\$19.26
File Clerk	\$13.32	\$14.23	\$15.41
Front Desk Receptionist	\$12.35	\$13.34	\$14.63
General Clerk	\$14.42	\$15.40	\$16.68
Help Desk Representative	\$20.92	\$22.86	\$25.39
Human Resources Assistant	\$17.03	\$18.29	\$19.93
Human Resources Clerk	\$17.03	\$18.29	\$19.93
Insurance Claims Clerk	\$14.65	\$15.65	\$16.94
Insurance Claims Processor	\$15.95	\$17.14	\$18.68
Insurance Customer Service Representative (Commercial)	\$19.41	\$20.97	\$23.00
Insurance Customer Service Representative (Personal)	\$15.94	\$17.22	\$18.88
Inventory Clerk	\$15.03	\$16.05	\$17.38
Inventory Control Clerk	\$15.03	\$16.05	\$17.38
Lead Data Entry Operator	\$15.89	\$17.07	\$18.60
Legal Secretary	\$23.14	\$25.29	\$28.09
Mailroom Clerk	\$13.01	\$13.82	\$14.87
Marketing Survey Worker	\$13.11	\$14.01	\$15.17
Medical Billing Clerk	\$16.23	\$17.43	\$19.00
Medical Receptionist	\$13.52	\$14.44	\$15.64
Medical Records Administrator	\$38.58	\$41.44	\$45.16
Medical Records Clerk	\$13.12	\$14.10	\$15.36
Medical Records Coding Technician	\$17.95	\$19.28	\$21.01
Medical Secretary	\$15.73	\$16.99	\$18.64
Medical Transcriptionist	\$15.79	\$16.96	\$18.48
Office Manager	\$22.80	\$24.92	\$27.67
Order Processing Clerk	\$15.63	\$16.69	\$18.08
Order Processing Supervisor	\$28.41	\$30.69	\$33.66
Payroll Clerk	\$19.03	\$20.45	\$22.28
Payroll Supervisor	\$28.04	\$30.47	\$33.62
Receptionist	\$13.68	\$14.69	\$16.01
Secretary	\$15.09	\$16.21	\$17.66
Telemarketing Representative	\$13.63	\$14.64	\$15.95
Word Processor	\$17.23	\$18.40	\$19.93

## Chicago, IL

Job Title	Low	Mid	High
Accounting Clerk	\$17.57	\$18.77	\$20.32
Accounts Payable Clerk	\$18.27	\$19.30	\$20.63
Accounts Payable Supervisor	\$28.10	\$30.36	\$33.30
Accounts Receivable Clerk	\$18.78	\$19.83	\$21.20
Accounts Receivable Supervisor	\$25.36	\$27.40	\$30.05
Administrative Assistant	\$20.14	\$21.88	\$24.15
Administrative Assistant, CEO	\$32.98	\$36.05	\$40.03
Administrative Secretary	\$24.35	\$26.46	\$29.20
Assistant Buyer	\$19.32	\$20.76	\$22.62
Banking Loan Clerk	\$16.49	\$17.62	\$19.08
Banking Loan Processor	\$18.19	\$19.65	\$21.55
Banking Mortgage Clerk	\$17.28	\$18.67	\$20.48
Benefits Clerk	\$18.86	\$20.26	\$22.08
Bilingual Secretary	\$19.13	\$20.91	\$23.22
Billing Clerk	\$17.57	\$18.87	\$20.57
Bookkeeper	\$17.22	\$18.60	\$20.40
Call Center Representative (Complex Calls)	\$18.52	\$20.00	\$21.94
Call Center Representative (General Calls)	\$12.90	\$14.02	\$15.47
Call Center Representative (Specialized Calls)	\$15.27	\$16.40	\$17.88
Call Center Sales Representative	\$14.50	\$15.58	\$16.98
Call Center Supervisor	\$27.01	\$29.18	\$32.01
Cost Accounting Clerk	\$17.88	\$19.21	\$20.93
Credit & Collection Clerk	\$16.65	\$17.79	\$19.26
Customer Service Representative (General Calls)	\$17.16	\$18.53	\$20.33
Customer Service Representative (Specialized Calls)	\$24.66	\$26.64	\$29.21
Customer Service Representative Financial	\$16.80	\$18.26	\$20.15
Data Entry Operator	\$13.40	\$14.31	\$15.50
Data Entry Supervisor	\$22.72	\$24.41	\$26.60
Executive Assistant	\$30.05	\$33.03	\$36.91
Export/Import Clerk	\$17.69	\$19.00	\$20.71
File Clerk	\$14.43	\$15.41	\$16.69
Front Desk Receptionist	\$13.39	\$14.47	\$15.87
General Clerk	\$15.55	\$16.61	\$17.99
Help Desk Representative	\$21.69	\$23.70	\$26.32
Human Resources Assistant	\$18.28	\$19.64	\$21.40
Human Resources Clerk	\$18.28	\$19.64	\$21.40
Insurance Claims Clerk	\$15.79	\$16.87	\$18.26
Insurance Claims Processor	\$17.33	\$18.61	\$20.29
Insurance Customer Service Representative (Commercial)	\$20.50	\$22.15	\$24.29
Insurance Customer Service Representative (Personal)	\$16.95	\$18.31	\$20.08
Inventory Clerk	\$16.15	\$17.25	\$18.68
Inventory Control Clerk	\$16.15	\$17.25	\$18.68
Lead Data Entry Operator	\$17.08	\$18.35	\$20.00
Legal Secretary	\$24.41	\$26.68	\$29.63
Mailroom Clerk	\$14.07	\$14.94	\$16.08
Marketing Survey Worker	\$14.21	\$15.17	\$16.43
Medical Billing Clerk	\$17.46	\$18.76	\$20.44
Medical Receptionist	\$14.60	\$15.59	\$16.88
Medical Records Administrator	\$41.05	\$44.09	\$48.05
Medical Records Clerk	\$14.29	\$15.35	\$16.73
Medical Records Coding Technician	\$19.39	\$20.83	\$22.70
Medical Secretary	\$16.90	\$18.26	\$20.02
Medical Transcriptionist	\$16.59	\$17.83	\$19.43
Office Manager	\$24.20	\$26.45	\$29.37
Order Processing Clerk	\$16.85	\$18.00	\$19.49
Order Processing Supervisor	\$29.85	\$32.25	\$35.37
Payroll Clerk	\$20.34	\$21.85	\$23.81
Payroll Supervisor	\$29.47	\$32.03	\$35.34
Receptionist	\$14.80	\$15.89	\$17.32
Secretary	\$16.24	\$17.44	\$19.01
Telemarketing Representative	\$14.50	\$15.58	\$16.98
Word Processor	\$18.46	\$19.71	\$21.35

## Chicago – West, IL

Job Title	Low	Mid	High
Accounting Clerk	\$17.77	\$18.98	\$20.56
Accounts Payable Clerk	\$18.49	\$19.52	\$20.87
Accounts Payable Supervisor	\$28.65	\$30.95	\$33.94
Accounts Receivable Clerk	\$19.00	\$20.07	\$21.45
Accounts Receivable Supervisor	\$26.18	\$28.29	\$31.02
Administrative Assistant	\$20.51	\$22.28	\$24.59
Administrative Assistant, CEO	\$33.40	\$36.51	\$40.54
Administrative Secretary	\$24.78	\$26.92	\$29.71
Assistant Buyer	\$19.56	\$21.02	\$22.90
Banking Loan Clerk	\$16.67	\$17.81	\$19.28
Banking Loan Processor	\$18.51	\$20.00	\$21.94
Banking Mortgage Clerk	\$17.58	\$19.00	\$20.83
Benefits Clerk	\$19.20	\$20.63	\$22.48
Bilingual Secretary	\$19.47	\$21.28	\$23.63
Billing Clerk	\$17.77	\$19.09	\$20.81
Bookkeeper	\$17.41	\$18.81	\$20.63
Call Center Representative (Complex Calls)	\$18.87	\$20.38	\$22.36
Call Center Representative (General Calls)	\$13.10	\$14.24	\$15.71
Call Center Representative (Specialized Calls)	\$15.53	\$16.69	\$18.18
Call Center Sales Representative	\$14.80	\$15.90	\$17.33
Call Center Supervisor	\$27.37	\$29.57	\$32.43
Cost Accounting Clerk	\$18.09	\$19.44	\$21.18
Credit & Collection Clerk	\$16.84	\$17.98	\$19.47
Customer Service Representative (General Calls)	\$17.45	\$18.86	\$20.68
Customer Service Representative (Specialized Calls)	\$25.09	\$27.11	\$29.73
Customer Service Representative Financial	\$17.09	\$18.57	\$20.50
Data Entry Operator	\$13.52	\$14.45	\$15.64
Data Entry Supervisor	\$23.06	\$24.77	\$26.99
Executive Assistant	\$30.46	\$33.49	\$37.42
Export/Import Clerk	\$17.90	\$19.22	\$20.95
File Clerk	\$14.65	\$15.65	\$16.94
Front Desk Receptionist	\$13.58	\$14.68	\$16.09
General Clerk	\$15.73	\$16.80	\$18.19
Help Desk Representative	\$22.43	\$24.51	\$27.22
Human Resources Assistant	\$18.61	\$19.99	\$21.79
Human Resources Clerk	\$18.61	\$19.99	\$21.79
Insurance Claims Clerk	\$15.97	\$17.06	\$18.47
Insurance Claims Processor	\$17.87	\$19.20	\$20.92
Insurance Customer Service Representative (Commercial)	\$21.08	\$22.77	\$24.97
Insurance Customer Service Representative (Personal)	\$17.40	\$18.79	\$20.61
Inventory Clerk	\$16.35	\$17.47	\$18.92
Inventory Control Clerk	\$16.35	\$17.47	\$18.92
Lead Data Entry Operator	\$17.30	\$18.58	\$20.25
Legal Secretary	\$24.83	\$27.14	\$30.14
Mailroom Clerk	\$14.21	\$15.09	\$16.24
Marketing Survey Worker	\$14.42	\$15.40	\$16.68
Medical Billing Clerk	\$17.66	\$18.97	\$20.68
Medical Receptionist	\$14.82	\$15.83	\$17.14
Medical Records Administrator	\$42.00	\$45.12	\$49.17
Medical Records Clerk	\$14.38	\$15.44	\$16.83
Medical Records Coding Technician	\$19.56	\$21.02	\$22.90
Medical Secretary	\$17.18	\$18.56	\$20.36
Medical Transcriptionist	\$16.79	\$18.03	\$19.65
Office Manager	\$24.73	\$27.03	\$30.01
Order Processing Clerk	\$17.14	\$18.30	\$19.82
Order Processing Supervisor	\$30.40	\$32.84	\$36.02
Payroll Clerk	\$20.60	\$22.13	\$24.12
Payroll Supervisor	\$30.02	\$32.62	\$36.00
Receptionist	\$15.03	\$16.14	\$17.59
Secretary	\$16.50	\$17.73	\$19.32
Telemarketing Representative	\$14.80	\$15.90	\$17.33
Word Processor	\$18.70	\$19.97	\$21.63

## Chicago – North, IL

Job Title	Low	Mid	High
Accounting Clerk	\$18.17	\$19.41	\$21.02
Accounts Payable Clerk	\$18.89	\$19.95	\$21.33
Accounts Payable Supervisor	\$29.09	\$31.43	\$34.47
Accounts Receivable Clerk	\$19.41	\$20.50	\$21.91
Accounts Receivable Supervisor	\$26.61	\$28.75	\$31.52
Administrative Assistant	\$20.91	\$22.72	\$25.07
Administrative Assistant, CEO	\$33.88	\$37.03	\$41.12
Administrative Secretary	\$25.20	\$27.38	\$30.22
Assistant Buyer	\$19.97	\$21.45	\$23.37
Banking Loan Clerk	\$17.06	\$18.23	\$19.74
Banking Loan Processor	\$18.91	\$20.43	\$22.41
Banking Mortgage Clerk	\$17.98	\$19.43	\$21.30
Benefits Clerk	\$19.61	\$21.06	\$22.95
Bilingual Secretary	\$19.87	\$21.72	\$24.12
Billing Clerk	\$18.17	\$19.52	\$21.27
Bookkeeper	\$17.81	\$19.24	\$21.10
Call Center Representative (Complex Calls)	\$19.23	\$20.77	\$22.78
Call Center Representative (General Calls)	\$13.43	\$14.59	\$16.10
Call Center Representative (Specialized Calls)	\$15.89	\$17.07	\$18.60
Call Center Sales Representative	\$15.14	\$16.27	\$17.73
Call Center Supervisor	\$27.79	\$30.02	\$32.92
Cost Accounting Clerk	\$18.49	\$19.86	\$21.65
Credit & Collection Clerk	\$17.23	\$18.40	\$19.93
Customer Service Representative (General Calls)	\$17.85	\$19.28	\$21.15
Customer Service Representative (Specialized Calls)	\$25.52	\$27.57	\$30.23
Customer Service Representative Financial	\$17.49	\$19.00	\$20.97
Data Entry Operator	\$13.88	\$14.82	\$16.05
Data Entry Supervisor	\$23.47	\$25.21	\$27.47
Executive Assistant	\$30.92	\$33.99	\$37.98
Export/Import Clerk	\$18.30	\$19.65	\$21.42
File Clerk	\$15.02	\$16.04	\$17.37
Front Desk Receptionist	\$13.94	\$15.06	\$16.51
General Clerk	\$16.11	\$17.21	\$18.63
Help Desk Representative	\$22.82	\$24.94	\$27.70
Human Resources Assistant	\$19.01	\$20.42	\$22.25
Human Resources Clerk	\$19.01	\$20.42	\$22.25
Insurance Claims Clerk	\$16.36	\$17.47	\$18.92
Insurance Claims Processor	\$18.26	\$19.61	\$21.38
Insurance Customer Service Representative (Commercial)	\$21.48	\$23.20	\$25.44
Insurance Customer Service Representative (Personal)	\$17.79	\$19.22	\$21.07
Inventory Clerk	\$16.74	\$17.88	\$19.36
Inventory Control Clerk	\$16.74	\$17.88	\$19.36
Lead Data Entry Operator	\$17.69	\$19.01	\$20.71
Legal Secretary	\$25.25	\$27.60	\$30.65
Mailroom Clerk	\$14.58	\$15.48	\$16.66
Marketing Survey Worker	\$14.79	\$15.79	\$17.10
Medical Billing Clerk	\$18.06	\$19.40	\$21.14
Medical Receptionist	\$15.19	\$16.22	\$17.56
Medical Records Administrator	\$42.59	\$45.75	\$49.86
Medical Records Clerk	\$14.73	\$15.83	\$17.25
Medical Records Coding Technician	\$19.95	\$21.43	\$23.36
Medical Secretary	\$17.58	\$18.99	\$20.83
Medical Transcriptionist	\$17.18	\$18.45	\$20.11
Office Manager	\$25.15	\$27.48	\$30.52
Order Processing Clerk	\$17.53	\$18.73	\$20.28
Order Processing Supervisor	\$30.86	\$33.34	\$36.56
Payroll Clerk	\$21.01	\$22.57	\$24.59
Payroll Supervisor	\$30.47	\$33.11	\$36.54
Receptionist	\$15.40	\$16.54	\$18.03
Secretary	\$16.89	\$18.14	\$19.77
Telemarketing Representative	\$15.14	\$16.27	\$17.73
Word Processor	\$19.10	\$20.40	\$22.09

# Indiana

## Indianapolis, IN

Job Title	Low	Mid	High
Accounting Clerk	\$16.42	\$17.54	\$18.99
Accounts Payable Clerk	\$17.06	\$18.01	\$19.26
Accounts Payable Supervisor	\$26.09	\$28.19	\$30.92
Accounts Receivable Clerk	\$17.51	\$18.49	\$19.77
Accounts Receivable Supervisor	\$23.65	\$25.55	\$28.02
Administrative Assistant	\$18.73	\$20.35	\$22.46
Administrative Assistant, CEO	\$30.33	\$33.15	\$36.81
Administrative Secretary	\$22.53	\$24.49	\$27.02
Assistant Buyer	\$17.99	\$19.33	\$21.06
Banking Loan Clerk	\$15.45	\$16.50	\$17.87
Banking Loan Processor	\$17.01	\$18.38	\$20.15
Banking Mortgage Clerk	\$16.20	\$17.50	\$19.19
Benefits Clerk	\$17.62	\$18.92	\$20.62
Bilingual Secretary	\$17.82	\$19.48	\$21.63
Billing Clerk	\$16.42	\$17.64	\$19.22
Bookkeeper	\$16.10	\$17.39	\$19.07
Call Center Representative (Complex Calls)	\$17.23	\$18.62	\$20.42
Call Center Representative (General Calls)	\$12.16	\$13.22	\$14.59
Call Center Representative (Specialized Calls)	\$14.32	\$15.38	\$16.76
Call Center Sales Representative	\$13.78	\$14.80	\$16.13
Call Center Supervisor	\$25.27	\$27.30	\$29.94
Cost Accounting Clerk	\$16.70	\$17.94	\$19.55
Credit & Collection Clerk	\$15.60	\$16.66	\$18.04
Customer Service Representative (General Calls)	\$16.08	\$17.37	\$19.05
Customer Service Representative (Specialized Calls)	\$22.85	\$24.68	\$27.07
Customer Service Representative Financial	\$15.76	\$17.13	\$18.90
Data Entry Operator	\$12.63	\$13.49	\$14.61
Data Entry Supervisor	\$21.01	\$22.57	\$24.60
Executive Assistant	\$27.69	\$30.44	\$34.01
Export/Import Clerk	\$16.53	\$17.75	\$19.35
File Clerk	\$13.61	\$14.54	\$15.74
Front Desk Receptionist	\$12.66	\$13.68	\$15.00
General Clerk	\$14.58	\$15.58	\$16.87
Help Desk Representative	\$20.12	\$21.99	\$24.42
Human Resources Assistant	\$17.10	\$18.37	\$20.02
Human Resources Clerk	\$17.10	\$18.37	\$20.02
Insurance Claims Clerk	\$14.80	\$15.81	\$17.12
Insurance Claims Processor	\$16.30	\$17.51	\$19.09
Insurance Customer Service Representative (Commercial)	\$19.45	\$21.01	\$23.04
Insurance Customer Service Representative (Personal)	\$16.19	\$17.49	\$19.18
Inventory Clerk	\$15.23	\$16.26	\$17.61
Inventory Control Clerk	\$15.23	\$16.26	\$17.61
Lead Data Entry Operator	\$15.96	\$17.15	\$18.69
Legal Secretary	\$22.59	\$24.68	\$27.41
Mailroom Clerk	\$13.24	\$14.07	\$15.13
Marketing Survey Worker	\$13.41	\$14.32	\$15.51
Medical Billing Clerk	\$16.32	\$17.53	\$19.11
Medical Receptionist	\$13.74	\$14.68	\$15.89
Medical Records Administrator	\$37.88	\$40.69	\$44.34
Medical Records Clerk	\$13.53	\$14.54	\$15.84
Medical Records Coding Technician	\$18.17	\$19.52	\$21.27
Medical Secretary	\$15.82	\$17.10	\$18.75
Medical Transcriptionist	\$15.74	\$16.91	\$18.43
Office Manager	\$22.53	\$24.62	\$27.34
Order Processing Clerk	\$15.81	\$16.89	\$18.29
Order Processing Supervisor	\$27.68	\$29.91	\$32.80
Payroll Clerk	\$18.90	\$20.30	\$22.13
Payroll Supervisor	\$27.34	\$29.70	\$32.78
Receptionist	\$13.94	\$14.98	\$16.32
Secretary	\$15.23	\$16.36	\$17.83
Telemarketing Representative	\$13.78	\$14.80	\$16.13
Word Processor	\$17.20	\$18.37	\$19.89

# Iowa

## Cedar Rapids, IA

Job Title	Low	Mid	High
Accounting Clerk	\$15.77	\$16.84	\$18.24
Accounts Payable Clerk	\$16.39	\$17.31	\$18.51
Accounts Payable Supervisor	\$25.41	\$27.46	\$30.11
Accounts Receivable Clerk	\$16.84	\$17.79	\$19.01
Accounts Receivable Supervisor	\$22.74	\$24.56	\$26.94
Administrative Assistant	\$18.00	\$19.56	\$21.59
Administrative Assistant, CEO	\$29.55	\$32.29	\$35.86
Administrative Secretary	\$21.77	\$23.66	\$26.11
Assistant Buyer	\$17.32	\$18.61	\$20.28
Banking Loan Clerk	\$14.81	\$15.82	\$17.13
Banking Loan Processor	\$16.36	\$17.67	\$19.38
Banking Mortgage Clerk	\$15.55	\$16.80	\$18.43
Benefits Clerk	\$16.96	\$18.22	\$19.85
Bilingual Secretary	\$17.11	\$18.70	\$20.76
Billing Clerk	\$15.76	\$16.93	\$18.45
Bookkeeper	\$15.45	\$16.69	\$18.31
Call Center Representative (Complex Calls)	\$16.63	\$17.97	\$19.71
Call Center Representative (General Calls)	\$11.65	\$12.66	\$13.97
Call Center Representative (Specialized Calls)	\$13.74	\$14.76	\$16.09
Call Center Sales Representative	\$13.26	\$14.25	\$15.53
Call Center Supervisor	\$24.68	\$26.66	\$29.24
Cost Accounting Clerk	\$16.04	\$17.23	\$18.78
Credit & Collection Clerk	\$14.95	\$15.97	\$17.30
Customer Service Representative (General Calls)	\$15.44	\$16.68	\$18.29
Customer Service Representative (Specialized Calls)	\$22.16	\$23.94	\$26.25
Customer Service Representative Financial	\$15.13	\$16.44	\$18.14
Data Entry Operator	\$12.15	\$12.98	\$14.06
Data Entry Supervisor	\$20.42	\$21.93	\$23.90
Executive Assistant	\$26.92	\$29.59	\$33.06
Export/Import Clerk	\$15.87	\$17.05	\$18.58
File Clerk	\$13.04	\$13.93	\$15.08
Front Desk Receptionist	\$12.12	\$13.10	\$14.36
General Clerk	\$14.05	\$15.00	\$16.25
Help Desk Representative	\$19.61	\$21.44	\$23.80
Human Resources Assistant	\$16.45	\$17.67	\$19.25
Human Resources Clerk	\$16.45	\$17.67	\$19.25
Insurance Claims Clerk	\$14.26	\$15.23	\$16.49
Insurance Claims Processor	\$15.54	\$16.70	\$18.20
Insurance Customer Service Representative (Commercial)	\$18.90	\$20.42	\$22.40
Insurance Customer Service Representative (Personal)	\$15.66	\$16.91	\$18.55
Inventory Clerk	\$14.59	\$15.59	\$16.88
Inventory Control Clerk	\$14.59	\$15.59	\$16.88
Lead Data Entry Operator	\$15.40	\$16.54	\$18.02
Legal Secretary	\$21.83	\$23.85	\$26.49
Mailroom Clerk	\$12.75	\$13.54	\$14.57
Marketing Survey Worker	\$12.84	\$13.72	\$14.86
Medical Billing Clerk	\$15.67	\$16.83	\$18.34
Medical Receptionist	\$13.11	\$14.01	\$15.17
Medical Records Administrator	\$37.94	\$40.75	\$44.41
Medical Records Clerk	\$12.69	\$13.63	\$14.86
Medical Records Coding Technician	\$17.17	\$18.45	\$20.10
Medical Secretary	\$15.13	\$16.35	\$17.93
Medical Transcriptionist	\$15.36	\$16.50	\$17.98
Office Manager	\$21.85	\$23.89	\$26.52
Order Processing Clerk	\$15.17	\$16.20	\$17.54
Order Processing Supervisor	\$27.00	\$29.18	\$32.00
Payroll Clerk	\$18.23	\$19.58	\$21.33
Payroll Supervisor	\$26.66	\$28.97	\$31.97
Receptionist	\$13.36	\$14.35	\$15.64
Secretary	\$14.55	\$15.63	\$17.03
Telemarketing Representative	\$13.26	\$14.25	\$15.53
Word Processor	\$16.62	\$17.75	\$19.23

# Iowa

## Des Moines, IA

Job Title	Low	Mid	High
Accounting Clerk	\$16.21	\$17.32	\$18.75
Accounts Payable Clerk	\$16.83	\$17.78	\$19.01
Accounts Payable Supervisor	\$25.62	\$27.68	\$30.36
Accounts Receivable Clerk	\$17.27	\$18.24	\$19.50
Accounts Receivable Supervisor	\$22.68	\$24.50	\$26.87
Administrative Assistant	\$18.46	\$20.06	\$22.14
Administrative Assistant, CEO	\$29.77	\$32.54	\$36.13
Administrative Secretary	\$22.17	\$24.09	\$26.58
Assistant Buyer	\$17.73	\$19.05	\$20.76
Banking Loan Clerk	\$15.27	\$16.31	\$17.66
Banking Loan Processor	\$16.75	\$18.10	\$19.85
Banking Mortgage Clerk	\$15.97	\$17.25	\$18.92
Benefits Clerk	\$17.35	\$18.63	\$20.31
Bilingual Secretary	\$17.58	\$19.21	\$21.34
Billing Clerk	\$16.21	\$17.41	\$18.97
Bookkeeper	\$15.89	\$17.17	\$18.83
Call Center Representative (Complex Calls)	\$16.94	\$18.30	\$20.07
Call Center Representative (General Calls)	\$12.02	\$13.06	\$14.42
Call Center Representative (Specialized Calls)	\$14.12	\$15.16	\$16.52
Call Center Sales Representative	\$13.69	\$14.71	\$16.03
Call Center Supervisor	\$24.95	\$26.96	\$29.56
Cost Accounting Clerk	\$16.48	\$17.70	\$19.29
Credit & Collection Clerk	\$15.41	\$16.46	\$17.82
Customer Service Representative (General Calls)	\$15.85	\$17.13	\$18.78
Customer Service Representative (Specialized Calls)	\$22.42	\$24.22	\$26.57
Customer Service Representative Financial	\$15.54	\$16.89	\$18.64
Data Entry Operator	\$12.56	\$13.42	\$14.53
Data Entry Supervisor	\$20.72	\$22.26	\$24.26
Executive Assistant	\$27.20	\$29.90	\$33.41
Export/Import Clerk	\$16.31	\$17.52	\$19.09
File Clerk	\$13.46	\$14.37	\$15.57
Front Desk Receptionist	\$12.53	\$13.54	\$14.85
General Clerk	\$14.47	\$15.45	\$16.73
Help Desk Representative	\$19.89	\$21.74	\$24.14
Human Resources Assistant	\$16.84	\$18.09	\$19.72
Human Resources Clerk	\$16.84	\$18.09	\$19.72
Insurance Claims Clerk	\$14.68	\$15.68	\$16.98
Insurance Claims Processor	\$15.72	\$16.89	\$18.40
Insurance Customer Service Representative (Commercial)	\$19.06	\$20.59	\$22.59
Insurance Customer Service Representative (Personal)	\$15.91	\$17.19	\$18.85
Inventory Clerk	\$15.07	\$16.10	\$17.43
Inventory Control Clerk	\$15.07	\$16.10	\$17.43
Lead Data Entry Operator	\$15.81	\$16.99	\$18.51
Legal Secretary	\$22.22	\$24.28	\$26.97
Mailroom Clerk	\$13.16	\$13.98	\$15.04
Marketing Survey Worker	\$13.26	\$14.17	\$15.34
Medical Billing Clerk	\$16.11	\$17.31	\$18.86
Medical Receptionist	\$13.62	\$14.55	\$15.75
Medical Records Administrator	\$37.33	\$40.10	\$43.70
Medical Records Clerk	\$13.13	\$14.10	\$15.37
Medical Records Coding Technician	\$17.56	\$18.87	\$20.56
Medical Secretary	\$15.64	\$16.90	\$18.53
Medical Transcriptionist	\$15.66	\$16.82	\$18.33
Office Manager	\$22.14	\$24.20	\$26.88
Order Processing Clerk	\$15.60	\$16.66	\$18.04
Order Processing Supervisor	\$27.17	\$29.36	\$32.20
Payroll Clerk	\$18.62	\$20.00	\$21.80
Payroll Supervisor	\$26.83	\$29.16	\$32.18
Receptionist	\$13.78	\$14.80	\$16.13
Secretary	\$15.06	\$16.18	\$17.63
Telemarketing Representative	\$13.69	\$14.71	\$16.03
Word Processor	\$17.02	\$18.18	\$19.68

# Kansas

## Overland Park, KS

Job Title	Low	Mid	High
Accounting Clerk	\$16.39	\$17.51	\$18.96
Accounts Payable Clerk	\$17.03	\$17.98	\$19.23
Accounts Payable Supervisor	\$26.04	\$28.14	\$30.86
Accounts Receivable Clerk	\$17.49	\$18.47	\$19.74
Accounts Receivable Supervisor	\$23.82	\$25.74	\$28.23
Administrative Assistant	\$18.72	\$20.34	\$22.45
Administrative Assistant, CEO	\$30.24	\$33.05	\$36.71
Administrative Secretary	\$22.53	\$24.48	\$27.01
Assistant Buyer	\$17.97	\$19.30	\$21.04
Banking Loan Clerk	\$15.41	\$16.46	\$17.83
Banking Loan Processor	\$16.99	\$18.35	\$20.12
Banking Mortgage Clerk	\$16.16	\$17.46	\$19.15
Benefits Clerk	\$17.60	\$18.90	\$20.60
Bilingual Secretary	\$17.81	\$19.46	\$21.61
Billing Clerk	\$16.39	\$17.60	\$19.18
Bookkeeper	\$16.06	\$17.35	\$19.03
Call Center Representative (Complex Calls)	\$17.22	\$18.61	\$20.41
Call Center Representative (General Calls)	\$12.13	\$13.18	\$14.54
Call Center Representative (Specialized Calls)	\$14.29	\$15.35	\$16.72
Call Center Sales Representative	\$13.81	\$14.84	\$16.17
Call Center Supervisor	\$25.38	\$27.41	\$30.07
Cost Accounting Clerk	\$16.67	\$17.91	\$19.51
Credit & Collection Clerk	\$15.56	\$16.62	\$18.00
Customer Service Representative (General Calls)	\$16.05	\$17.34	\$19.01
Customer Service Representative (Specialized Calls)	\$22.83	\$24.67	\$27.05
Customer Service Representative Financial	\$15.73	\$17.09	\$18.86
Data Entry Operator	\$12.66	\$13.53	\$14.65
Data Entry Supervisor	\$21.13	\$22.70	\$24.74
Executive Assistant	\$27.63	\$30.37	\$33.94
Export/Import Clerk	\$16.49	\$17.72	\$19.31
File Clerk	\$13.57	\$14.50	\$15.70
Front Desk Receptionist	\$12.62	\$13.64	\$14.95
General Clerk	\$14.63	\$15.62	\$16.92
Help Desk Representative	\$20.64	\$22.56	\$25.05
Human Resources Assistant	\$17.07	\$18.34	\$19.99
Human Resources Clerk	\$17.07	\$18.34	\$19.99
Insurance Claims Clerk	\$14.85	\$15.86	\$17.17
Insurance Claims Processor	\$16.56	\$17.79	\$19.38
Insurance Customer Service Representative (Commercial)	\$19.61	\$21.19	\$23.23
Insurance Customer Service Representative (Personal)	\$16.30	\$17.61	\$19.32
Inventory Clerk	\$15.19	\$16.22	\$17.57
Inventory Control Clerk	\$15.19	\$16.22	\$17.57
Lead Data Entry Operator	\$16.02	\$17.21	\$18.76
Legal Secretary	\$22.58	\$24.67	\$27.40
Mailroom Clerk	\$13.28	\$14.10	\$15.18
Marketing Survey Worker	\$13.37	\$14.28	\$15.46
Medical Billing Clerk	\$16.29	\$17.50	\$19.07
Medical Receptionist	\$13.71	\$14.64	\$15.85
Medical Records Administrator	\$38.46	\$41.31	\$45.02
Medical Records Clerk	\$13.49	\$14.49	\$15.79
Medical Records Coding Technician	\$18.15	\$19.49	\$21.24
Medical Secretary	\$15.79	\$17.06	\$18.71
Medical Transcriptionist	\$15.67	\$16.84	\$18.35
Office Manager	\$22.51	\$24.60	\$27.32
Order Processing Clerk	\$15.78	\$16.85	\$18.25
Order Processing Supervisor	\$27.62	\$29.84	\$32.72
Payroll Clerk	\$18.89	\$20.29	\$22.11
Payroll Supervisor	\$27.27	\$29.63	\$32.70
Receptionist	\$13.90	\$14.94	\$16.28
Secretary	\$15.20	\$16.32	\$17.79
Telemarketing Representative	\$13.81	\$14.84	\$16.17
Word Processor	\$17.27	\$18.45	\$19.98

# Kansas

## Wichita, KS

Job Title	Low	Mid	High
Accounting Clerk	\$15.34	\$16.39	\$17.74
Accounts Payable Clerk	\$15.95	\$16.84	\$18.01
Accounts Payable Supervisor	\$24.51	\$26.48	\$29.04
Accounts Receivable Clerk	\$16.39	\$17.30	\$18.50
Accounts Receivable Supervisor	\$22.44	\$24.24	\$26.59
Administrative Assistant	\$17.55	\$19.07	\$21.05
Administrative Assistant, CEO	\$28.60	\$31.26	\$34.71
Administrative Secretary	\$21.19	\$23.03	\$25.41
Assistant Buyer	\$16.85	\$18.10	\$19.73
Banking Loan Clerk	\$14.41	\$15.39	\$16.67
Banking Loan Processor	\$15.88	\$17.15	\$18.81
Banking Mortgage Clerk	\$15.10	\$16.31	\$17.89
Benefits Clerk	\$16.46	\$17.68	\$19.27
Bilingual Secretary	\$16.68	\$18.23	\$20.25
Billing Clerk	\$15.34	\$16.48	\$17.96
Bookkeeper	\$15.03	\$16.24	\$17.81
Call Center Representative (Complex Calls)	\$16.14	\$17.44	\$19.12
Call Center Representative (General Calls)	\$11.29	\$12.27	\$13.54
Call Center Representative (Specialized Calls)	\$13.34	\$14.33	\$15.61
Call Center Sales Representative	\$12.89	\$13.84	\$15.09
Call Center Supervisor	\$23.78	\$25.69	\$28.17
Cost Accounting Clerk	\$15.61	\$16.77	\$18.27
Credit & Collection Clerk	\$14.55	\$15.54	\$16.83
Customer Service Representative (General Calls)	\$14.99	\$16.19	\$17.76
Customer Service Representative (Specialized Calls)	\$21.46	\$23.19	\$25.43
Customer Service Representative Financial	\$14.68	\$15.95	\$17.61
Data Entry Operator	\$11.80	\$12.60	\$13.65
Data Entry Supervisor	\$19.87	\$21.34	\$23.26
Executive Assistant	\$26.09	\$28.68	\$32.05
Export/Import Clerk	\$15.44	\$16.59	\$18.08
File Clerk	\$12.64	\$13.50	\$14.61
Front Desk Receptionist	\$11.74	\$12.68	\$13.91
General Clerk	\$13.66	\$14.59	\$15.80
Help Desk Representative	\$19.19	\$20.98	\$23.29
Human Resources Assistant	\$15.96	\$17.15	\$18.69
Human Resources Clerk	\$15.96	\$17.15	\$18.69
Insurance Claims Clerk	\$13.87	\$14.81	\$16.04
Insurance Claims Processor	\$15.46	\$16.60	\$18.10
Insurance Customer Service Representative (Commercial)	\$18.23	\$19.69	\$21.60
Insurance Customer Service Representative (Personal)	\$15.10	\$16.31	\$17.89
Inventory Clerk	\$14.28	\$15.25	\$16.52
Inventory Control Clerk	\$14.28	\$15.25	\$16.52
Lead Data Entry Operator	\$14.99	\$16.10	\$17.54
Legal Secretary	\$21.24	\$23.22	\$25.78
Mailroom Clerk	\$12.38	\$13.15	\$14.15
Marketing Survey Worker	\$12.44	\$13.29	\$14.39
Medical Billing Clerk	\$15.25	\$16.38	\$17.85
Medical Receptionist	\$12.77	\$13.64	\$14.78
Medical Records Administrator	\$35.85	\$38.51	\$41.97
Medical Records Clerk	\$12.63	\$13.57	\$14.79
Medical Records Coding Technician	\$17.09	\$18.36	\$20.01
Medical Secretary	\$14.76	\$15.94	\$17.48
Medical Transcriptionist	\$14.61	\$15.70	\$17.11
Office Manager	\$21.13	\$23.09	\$25.65
Order Processing Clerk	\$14.72	\$15.72	\$17.03
Order Processing Supervisor	\$26.01	\$28.10	\$30.82
Payroll Clerk	\$17.73	\$19.05	\$20.76
Payroll Supervisor	\$25.69	\$27.91	\$30.80
Receptionist	\$12.95	\$13.91	\$15.16
Secretary	\$14.19	\$15.24	\$16.61
Telemarketing Representative	\$12.89	\$13.84	\$15.09
Word Processor	\$16.18	\$17.28	\$18.71

# Kentucky

## Bowling Green/Franklin, KY

Job Title	Low	Mid	High
Accounting Clerk	\$14.54	\$15.53	\$16.82
Accounts Payable Clerk	\$15.12	\$15.96	\$17.07
Accounts Payable Supervisor	\$23.21	\$25.08	\$27.50
Accounts Receivable Clerk	\$15.53	\$16.40	\$17.53
Accounts Receivable Supervisor	\$21.23	\$22.94	\$25.16
Administrative Assistant	\$16.54	\$17.97	\$19.83
Administrative Assistant, CEO	\$27.32	\$29.86	\$33.16
Administrative Secretary	\$20.02	\$21.75	\$24.01
Assistant Buyer	\$15.97	\$17.15	\$18.69
Banking Loan Clerk	\$13.67	\$14.60	\$15.81
Banking Loan Processor	\$15.07	\$16.28	\$17.85
Banking Mortgage Clerk	\$14.33	\$15.49	\$16.98
Benefits Clerk	\$15.62	\$16.78	\$18.28
Bilingual Secretary	\$15.72	\$17.18	\$19.08
Billing Clerk	\$14.54	\$15.62	\$17.02
Bookkeeper	\$14.25	\$15.40	\$16.89
Call Center Representative (Complex Calls)	\$15.30	\$16.53	\$18.13
Call Center Representative (General Calls)	\$10.76	\$11.69	\$12.90
Call Center Representative (Specialized Calls)	\$12.66	\$13.60	\$14.83
Call Center Sales Representative	\$11.98	\$12.87	\$14.03
Call Center Supervisor	\$22.21	\$23.99	\$26.31
Cost Accounting Clerk	\$14.80	\$15.89	\$17.32
Credit & Collection Clerk	\$13.80	\$14.74	\$15.96
Customer Service Representative (General Calls)	\$14.23	\$15.37	\$16.86
Customer Service Representative (Specialized Calls)	\$20.41	\$22.05	\$24.19
Customer Service Representative Financial	\$13.94	\$15.15	\$16.72
Data Entry Operator	\$11.17	\$11.93	\$12.92
Data Entry Supervisor	\$18.68	\$20.06	\$21.86
Executive Assistant	\$24.85	\$27.32	\$30.53
Export/Import Clerk	\$14.64	\$15.73	\$17.14
File Clerk	\$12.04	\$12.86	\$13.92
Front Desk Receptionist	\$11.20	\$12.10	\$13.27
General Clerk	\$12.89	\$13.77	\$14.91
Help Desk Representative	\$17.85	\$19.51	\$21.67
Human Resources Assistant	\$15.15	\$16.27	\$17.73
Human Resources Clerk	\$15.15	\$16.27	\$17.73
Insurance Claims Clerk	\$13.08	\$13.97	\$15.13
Insurance Claims Processor	\$14.58	\$15.66	\$17.06
Insurance Customer Service Representative (Commercial)	\$16.92	\$18.28	\$20.05
Insurance Customer Service Representative (Personal)	\$14.04	\$15.17	\$16.63
Inventory Clerk	\$13.54	\$14.46	\$15.66
Inventory Control Clerk	\$13.54	\$14.46	\$15.66
Lead Data Entry Operator	\$14.12	\$15.16	\$16.53
Legal Secretary	\$20.08	\$21.94	\$24.36
Mailroom Clerk	\$11.71	\$12.44	\$13.38
Marketing Survey Worker	\$11.86	\$12.67	\$13.72
Medical Billing Clerk	\$14.46	\$15.53	\$16.92
Medical Receptionist	\$12.08	\$12.91	\$13.98
Medical Records Administrator	\$34.68	\$37.26	\$40.60
Medical Records Clerk	\$12.32	\$13.23	\$14.42
Medical Records Coding Technician	\$16.57	\$17.80	\$19.39
Medical Secretary	\$13.92	\$15.04	\$16.49
Medical Transcriptionist	\$14.03	\$15.07	\$16.43
Office Manager	\$19.92	\$21.77	\$24.18
Order Processing Clerk	\$13.98	\$14.94	\$16.17
Order Processing Supervisor	\$24.68	\$26.67	\$29.25
Payroll Clerk	\$16.79	\$18.04	\$19.66
Payroll Supervisor	\$24.37	\$26.48	\$29.22
Receptionist	\$12.33	\$13.25	\$14.43
Secretary	\$13.39	\$14.38	\$15.68
Telemarketing Representative	\$11.98	\$12.87	\$14.03
Word Processor	\$15.23	\$16.27	\$17.62

# Kentucky

## Hebron, KY

Job Title	Low	Mid	High
Accounting Clerk	\$16.58	\$17.71	\$19.18
Accounts Payable Clerk	\$17.23	\$18.20	\$19.46
Accounts Payable Supervisor	\$26.64	\$28.78	\$31.57
Accounts Receivable Clerk	\$17.70	\$18.70	\$19.99
Accounts Receivable Supervisor	\$24.30	\$26.25	\$28.79
Administrative Assistant	\$19.01	\$20.66	\$22.80
Administrative Assistant, CEO	\$31.16	\$34.05	\$37.81
Administrative Secretary	\$22.98	\$24.97	\$27.56
Assistant Buyer	\$18.21	\$19.56	\$21.31
Banking Loan Clerk	\$15.58	\$16.64	\$18.02
Banking Loan Processor	\$17.20	\$18.58	\$20.38
Banking Mortgage Clerk	\$16.35	\$17.67	\$19.38
Benefits Clerk	\$17.82	\$19.15	\$20.87
Bilingual Secretary	\$18.07	\$19.75	\$21.94
Billing Clerk	\$16.58	\$17.81	\$19.41
Bookkeeper	\$16.25	\$17.56	\$19.25
Call Center Representative (Complex Calls)	\$17.47	\$18.87	\$20.70
Call Center Representative (General Calls)	\$12.26	\$13.32	\$14.70
Call Center Representative (Specialized Calls)	\$14.45	\$15.52	\$16.92
Call Center Sales Representative	\$13.99	\$15.03	\$16.38
Call Center Supervisor	\$25.94	\$28.02	\$30.73
Cost Accounting Clerk	\$16.87	\$18.12	\$19.75
Credit & Collection Clerk	\$15.73	\$16.80	\$18.19
Customer Service Representative (General Calls)	\$16.24	\$17.54	\$19.24
Customer Service Representative (Specialized Calls)	\$23.26	\$25.13	\$27.56
Customer Service Representative Financial	\$15.91	\$17.28	\$19.08
Data Entry Operator	\$12.80	\$13.67	\$14.80
Data Entry Supervisor	\$21.45	\$23.05	\$25.12
Executive Assistant	\$28.40	\$31.22	\$34.88
Export/Import Clerk	\$16.69	\$17.93	\$19.54
File Clerk	\$13.72	\$14.65	\$15.86
Front Desk Receptionist	\$12.75	\$13.78	\$15.11
General Clerk	\$14.79	\$15.80	\$17.11
Help Desk Representative	\$20.94	\$22.89	\$25.42
Human Resources Assistant	\$17.29	\$18.57	\$20.24
Human Resources Clerk	\$17.29	\$18.57	\$20.24
Insurance Claims Clerk	\$15.01	\$16.04	\$17.36
Insurance Claims Processor	\$16.68	\$17.91	\$19.52
Insurance Customer Service Representative (Commercial)	\$19.58	\$21.15	\$23.20
Insurance Customer Service Representative (Personal)	\$16.24	\$17.54	\$19.24
Inventory Clerk	\$15.37	\$16.42	\$17.78
Inventory Control Clerk	\$15.37	\$16.42	\$17.78
Lead Data Entry Operator	\$16.21	\$17.41	\$18.97
Legal Secretary	\$23.04	\$25.18	\$27.96
Mailroom Clerk	\$13.42	\$14.26	\$15.34
Marketing Survey Worker	\$13.51	\$14.43	\$15.63
Medical Billing Clerk	\$16.48	\$17.70	\$19.29
Medical Receptionist	\$13.88	\$14.82	\$16.05
Medical Records Administrator	\$40.62	\$43.63	\$47.55
Medical Records Clerk	\$13.74	\$14.76	\$16.08
Medical Records Coding Technician	\$18.53	\$19.91	\$21.69
Medical Secretary	\$16.00	\$17.29	\$18.96
Medical Transcriptionist	\$15.82	\$16.99	\$18.52
Office Manager	\$22.91	\$25.04	\$27.81
Order Processing Clerk	\$15.95	\$17.04	\$18.45
Order Processing Supervisor	\$28.30	\$30.58	\$33.53
Payroll Clerk	\$19.15	\$20.57	\$22.42
Payroll Supervisor	\$27.94	\$30.36	\$33.51
Receptionist	\$14.05	\$15.10	\$16.45
Secretary	\$15.39	\$16.53	\$18.01
Telemarketing Representative	\$13.99	\$15.03	\$16.38
Word Processor	\$17.49	\$18.68	\$20.23

## Lexington, KY

Job Title	Low	Mid	High
Accounting Clerk	\$15.42	\$16.46	\$17.83
Accounts Payable Clerk	\$16.01	\$16.91	\$18.08
Accounts Payable Supervisor	\$24.34	\$26.29	\$28.83
Accounts Receivable Clerk	\$16.44	\$17.37	\$18.56
Accounts Receivable Supervisor	\$21.65	\$23.39	\$25.65
Administrative Assistant	\$17.52	\$19.04	\$21.02
Administrative Assistant, CEO	\$28.45	\$31.09	\$34.53
Administrative Secretary	\$21.10	\$22.93	\$25.31
Assistant Buyer	\$16.90	\$18.15	\$19.78
Banking Loan Clerk	\$14.50	\$15.49	\$16.77
Banking Loan Processor	\$15.96	\$17.25	\$18.91
Banking Mortgage Clerk	\$15.20	\$16.42	\$18.01
Benefits Clerk	\$16.54	\$17.76	\$19.36
Bilingual Secretary	\$16.67	\$18.22	\$20.23
Billing Clerk	\$15.41	\$16.55	\$18.04
Bookkeeper	\$15.11	\$16.32	\$17.90
Call Center Representative (Complex Calls)	\$16.18	\$17.48	\$19.17
Call Center Representative (General Calls)	\$11.42	\$12.40	\$13.69
Call Center Representative (Specialized Calls)	\$13.43	\$14.43	\$15.72
Call Center Sales Representative	\$12.81	\$13.76	\$14.99
Call Center Supervisor	\$23.53	\$25.42	\$27.88
Cost Accounting Clerk	\$15.68	\$16.84	\$18.35
Credit & Collection Clerk	\$14.64	\$15.64	\$16.93
Customer Service Representative (General Calls)	\$15.09	\$16.30	\$17.88
Customer Service Representative (Specialized Calls)	\$21.47	\$23.20	\$25.44
Customer Service Representative Financial	\$14.79	\$16.07	\$17.73
Data Entry Operator	\$11.89	\$12.70	\$13.75
Data Entry Supervisor	\$19.78	\$21.24	\$23.15
Executive Assistant	\$25.96	\$28.54	\$31.89
Export/Import Clerk	\$15.51	\$16.66	\$18.16
File Clerk	\$12.78	\$13.65	\$14.78
Front Desk Receptionist	\$11.89	\$12.85	\$14.09
General Clerk	\$13.71	\$14.65	\$15.86
Help Desk Representative	\$19.03	\$20.80	\$23.10
Human Resources Assistant	\$16.05	\$17.24	\$18.79
Human Resources Clerk	\$16.05	\$17.24	\$18.79
Insurance Claims Clerk	\$13.92	\$14.86	\$16.09
Insurance Claims Processor	\$15.22	\$16.35	\$17.82
Insurance Customer Service Representative (Commercial)	\$17.83	\$19.26	\$21.12
Insurance Customer Service Representative (Personal)	\$14.82	\$16.01	\$17.56
Inventory Clerk	\$14.33	\$15.31	\$16.58
Inventory Control Clerk	\$14.33	\$15.31	\$16.58
Lead Data Entry Operator	\$15.01	\$16.12	\$17.57
Legal Secretary	\$21.15	\$23.12	\$25.67
Mailroom Clerk	\$12.46	\$13.23	\$14.24
Marketing Survey Worker	\$12.59	\$13.45	\$14.56
Medical Billing Clerk	\$15.32	\$16.46	\$17.94
Medical Receptionist	\$12.85	\$13.73	\$14.86
Medical Records Administrator	\$35.42	\$38.05	\$41.46
Medical Records Clerk	\$12.78	\$13.73	\$14.96
Medical Records Coding Technician	\$17.17	\$18.44	\$20.10
Medical Secretary	\$14.79	\$15.98	\$17.53
Medical Transcriptionist	\$14.86	\$15.96	\$17.39
Office Manager	\$20.99	\$22.94	\$25.48
Order Processing Clerk	\$14.83	\$15.84	\$17.16
Order Processing Supervisor	\$25.83	\$27.90	\$30.60
Payroll Clerk	\$17.76	\$19.07	\$20.79
Payroll Supervisor	\$25.50	\$27.71	\$30.58
Receptionist	\$13.09	\$14.06	\$15.32
Secretary	\$14.24	\$15.29	\$16.66
Telemarketing Representative	\$12.81	\$13.76	\$14.99
Word Processor	\$16.18	\$17.28	\$18.71

# Kentucky

## Louisville, KY

Job Title	Low	Mid	High
Accounting Clerk	\$15.75	\$16.82	\$18.21
Accounts Payable Clerk	\$16.36	\$17.28	\$18.47
Accounts Payable Supervisor	\$24.90	\$26.90	\$29.50
Accounts Receivable Clerk	\$16.80	\$17.74	\$18.97
Accounts Receivable Supervisor	\$22.63	\$24.45	\$26.81
Administrative Assistant	\$17.88	\$19.43	\$21.44
Administrative Assistant, CEO	\$29.02	\$31.72	\$35.22
Administrative Secretary	\$21.53	\$23.39	\$25.82
Assistant Buyer	\$17.26	\$18.54	\$20.21
Banking Loan Clerk	\$14.82	\$15.83	\$17.14
Banking Loan Processor	\$16.29	\$17.60	\$19.30
Banking Mortgage Clerk	\$15.50	\$16.75	\$18.37
Benefits Clerk	\$16.87	\$18.12	\$19.75
Bilingual Secretary	\$17.01	\$18.59	\$20.64
Billing Clerk	\$15.74	\$16.91	\$18.43
Bookkeeper	\$15.44	\$16.68	\$18.29
Call Center Representative (Complex Calls)	\$16.51	\$17.83	\$19.56
Call Center Representative (General Calls)	\$11.66	\$12.66	\$13.98
Call Center Representative (Specialized Calls)	\$13.70	\$14.72	\$16.04
Call Center Sales Representative	\$12.96	\$13.93	\$15.18
Call Center Supervisor	\$23.99	\$25.92	\$28.42
Cost Accounting Clerk	\$16.01	\$17.20	\$18.75
Credit & Collection Clerk	\$14.96	\$15.97	\$17.30
Customer Service Representative (General Calls)	\$15.39	\$16.63	\$18.24
Customer Service Representative (Specialized Calls)	\$21.91	\$23.67	\$25.96
Customer Service Representative Financial	\$15.09	\$16.39	\$18.09
Data Entry Operator	\$12.17	\$13.00	\$14.08
Data Entry Supervisor	\$20.22	\$21.72	\$23.67
Executive Assistant	\$26.48	\$29.11	\$32.53
Export/Import Clerk	\$15.85	\$17.02	\$18.55
File Clerk	\$13.05	\$13.93	\$15.09
Front Desk Receptionist	\$12.14	\$13.12	\$14.39
General Clerk	\$14.03	\$14.98	\$16.22
Help Desk Representative	\$19.57	\$21.39	\$23.75
Human Resources Assistant	\$16.37	\$17.59	\$19.17
Human Resources Clerk	\$16.37	\$17.59	\$19.17
Insurance Claims Clerk	\$14.23	\$15.20	\$16.46
Insurance Claims Processor	\$15.67	\$16.83	\$18.34
Insurance Customer Service Representative (Commercial)	\$18.54	\$20.03	\$21.97
Insurance Customer Service Representative (Personal)	\$15.42	\$16.66	\$18.27
Inventory Clerk	\$14.62	\$15.61	\$16.90
Inventory Control Clerk	\$14.62	\$15.61	\$16.90
Lead Data Entry Operator	\$15.35	\$16.49	\$17.97
Legal Secretary	\$21.58	\$23.59	\$26.19
Mailroom Clerk	\$12.75	\$13.54	\$14.57
Marketing Survey Worker	\$12.85	\$13.73	\$14.87
Medical Billing Clerk	\$15.65	\$16.81	\$18.32
Medical Receptionist	\$13.12	\$14.01	\$15.18
Medical Records Administrator	\$37.13	\$39.88	\$43.46
Medical Records Clerk	\$13.02	\$13.99	\$15.25
Medical Records Coding Technician	\$17.48	\$18.78	\$20.47
Medical Secretary	\$15.09	\$16.31	\$17.88
Medical Transcriptionist	\$15.24	\$16.37	\$17.84
Office Manager	\$21.48	\$23.47	\$26.07
Order Processing Clerk	\$15.13	\$16.16	\$17.50
Order Processing Supervisor	\$26.42	\$28.54	\$31.30
Payroll Clerk	\$18.14	\$19.48	\$21.23
Payroll Supervisor	\$26.09	\$28.35	\$31.28
Receptionist	\$13.36	\$14.35	\$15.64
Secretary	\$14.53	\$15.60	\$17.00
Telemarketing Representative	\$12.96	\$13.93	\$15.18
Word Processor	\$16.54	\$17.67	\$19.13

# Louisiana

## Kenner, LA

Job Title	Low	Mid	High
Accounting Clerk	\$16.28	\$17.39	\$18.83
Accounts Payable Clerk	\$16.92	\$17.87	\$19.11
Accounts Payable Supervisor	\$25.91	\$27.99	\$30.69
Accounts Receivable Clerk	\$17.39	\$18.36	\$19.63
Accounts Receivable Supervisor	\$23.49	\$25.38	\$27.83
Administrative Assistant	\$18.57	\$20.18	\$22.27
Administrative Assistant, CEO	\$30.42	\$33.25	\$36.92
Administrative Secretary	\$22.45	\$24.39	\$26.92
Assistant Buyer	\$17.88	\$19.21	\$20.93
Banking Loan Clerk	\$15.30	\$16.35	\$17.70
Banking Loan Processor	\$16.83	\$18.18	\$19.94
Banking Mortgage Clerk	\$16.00	\$17.29	\$18.96
Benefits Clerk	\$17.44	\$18.74	\$20.42
Bilingual Secretary	\$17.65	\$19.29	\$21.42
Billing Clerk	\$16.28	\$17.49	\$19.06
Bookkeeper	\$15.96	\$17.24	\$18.90
Call Center Representative (Complex Calls)	\$17.10	\$18.48	\$20.26
Call Center Representative (General Calls)	\$12.02	\$13.06	\$14.42
Call Center Representative (Specialized Calls)	\$14.14	\$15.19	\$16.55
Call Center Sales Representative	\$13.48	\$14.48	\$15.78
Call Center Supervisor	\$24.98	\$26.99	\$29.60
Cost Accounting Clerk	\$16.57	\$17.79	\$19.39
Credit & Collection Clerk	\$15.45	\$16.50	\$17.87
Customer Service Representative (General Calls)	\$15.89	\$17.16	\$18.82
Customer Service Representative (Specialized Calls)	\$22.77	\$24.60	\$26.98
Customer Service Representative Financial	\$15.56	\$16.91	\$18.66
Data Entry Operator	\$12.52	\$13.37	\$14.48
Data Entry Supervisor	\$20.92	\$22.47	\$24.49
Executive Assistant	\$27.72	\$30.48	\$34.06
Export/Import Clerk	\$16.39	\$17.61	\$19.19
File Clerk	\$13.46	\$14.37	\$15.56
Front Desk Receptionist	\$12.53	\$13.53	\$14.84
General Clerk	\$14.43	\$15.41	\$16.69
Help Desk Representative	\$20.17	\$22.04	\$24.48
Human Resources Assistant	\$16.92	\$18.17	\$19.80
Human Resources Clerk	\$16.92	\$18.17	\$19.80
Insurance Claims Clerk	\$14.64	\$15.63	\$16.93
Insurance Claims Processor	\$16.14	\$17.33	\$18.89
Insurance Customer Service Representative (Commercial)	\$18.92	\$20.44	\$22.42
Insurance Customer Service Representative (Personal)	\$15.68	\$16.94	\$18.58
Inventory Clerk	\$15.10	\$16.12	\$17.46
Inventory Control Clerk	\$15.10	\$16.12	\$17.46
Lead Data Entry Operator	\$15.79	\$16.96	\$18.48
Legal Secretary	\$22.50	\$24.59	\$27.31
Mailroom Clerk	\$13.12	\$13.93	\$14.99
Marketing Survey Worker	\$13.26	\$14.16	\$15.34
Medical Billing Clerk	\$16.18	\$17.38	\$18.94
Medical Receptionist	\$13.58	\$14.50	\$15.70
Medical Records Administrator	\$37.93	\$40.74	\$44.40
Medical Records Clerk	\$13.66	\$14.68	\$16.00
Medical Records Coding Technician	\$18.40	\$19.76	\$21.54
Medical Secretary	\$15.62	\$16.88	\$18.51
Medical Transcriptionist	\$15.35	\$16.49	\$17.97
Office Manager	\$22.29	\$24.36	\$27.05
Order Processing Clerk	\$15.61	\$16.67	\$18.05
Order Processing Supervisor	\$27.52	\$29.73	\$32.61
Payroll Clerk	\$18.81	\$20.20	\$22.02
Payroll Supervisor	\$27.17	\$29.52	\$32.58
Receptionist	\$13.78	\$14.80	\$16.13
Secretary	\$15.03	\$16.14	\$17.59
Telemarketing Representative	\$13.48	\$14.48	\$15.78
Word Processor	\$17.04	\$18.20	\$19.71

# Maryland

## Baltimore, MD

Job Title	Low	Mid	High
Accounting Clerk	\$17.64	\$18.84	\$20.40
Accounts Payable Clerk	\$18.32	\$19.35	\$20.68
Accounts Payable Supervisor	\$27.74	\$29.97	\$32.87
Accounts Receivable Clerk	\$18.81	\$19.86	\$21.24
Accounts Receivable Supervisor	\$25.52	\$27.57	\$30.24
Administrative Assistant	\$20.20	\$21.95	\$24.23
Administrative Assistant, CEO	\$32.43	\$35.45	\$39.36
Administrative Secretary	\$24.26	\$26.36	\$29.09
Assistant Buyer	\$19.32	\$20.76	\$22.62
Banking Loan Clerk	\$16.59	\$17.72	\$19.19
Banking Loan Processor	\$18.27	\$19.74	\$21.65
Banking Mortgage Clerk	\$17.40	\$18.80	\$20.62
Benefits Clerk	\$18.93	\$20.33	\$22.16
Bilingual Secretary	\$19.22	\$21.01	\$23.33
Billing Clerk	\$17.63	\$18.94	\$20.64
Bookkeeper	\$17.29	\$18.68	\$20.48
Call Center Representative (Complex Calls)	\$18.51	\$20.00	\$21.94
Call Center Representative (General Calls)	\$13.06	\$14.19	\$15.66
Call Center Representative (Specialized Calls)	\$15.38	\$16.52	\$18.01
Call Center Sales Representative	\$14.66	\$15.75	\$17.17
Call Center Supervisor	\$26.70	\$28.85	\$31.64
Cost Accounting Clerk	\$17.93	\$19.26	\$20.99
Credit & Collection Clerk	\$16.75	\$17.89	\$19.37
Customer Service Representative (General Calls)	\$17.28	\$18.66	\$20.47
Customer Service Representative (Specialized Calls)	\$24.50	\$26.47	\$29.03
Customer Service Representative Financial	\$16.93	\$18.40	\$20.30
Data Entry Operator	\$13.56	\$14.48	\$15.68
Data Entry Supervisor	\$22.58	\$24.26	\$26.44
Executive Assistant	\$29.66	\$32.61	\$36.44
Export/Import Clerk	\$17.75	\$19.06	\$20.78
File Clerk	\$14.61	\$15.61	\$16.90
Front Desk Receptionist	\$13.59	\$14.68	\$16.10
General Clerk	\$15.67	\$16.74	\$18.12
Help Desk Representative	\$22.74	\$24.85	\$27.60
Human Resources Assistant	\$18.37	\$19.73	\$21.50
Human Resources Clerk	\$18.37	\$19.73	\$21.50
Insurance Claims Clerk	\$15.90	\$16.98	\$18.39
Insurance Claims Processor	\$17.73	\$19.05	\$20.76
Insurance Customer Service Representative (Commercial)	\$20.74	\$22.41	\$24.57
Insurance Customer Service Representative (Personal)	\$17.27	\$18.65	\$20.46
Inventory Clerk	\$16.29	\$17.40	\$18.84
Inventory Control Clerk	\$16.29	\$17.40	\$18.84
Lead Data Entry Operator	\$17.16	\$18.43	\$20.09
Legal Secretary	\$24.31	\$26.57	\$29.51
Mailroom Clerk	\$14.22	\$15.10	\$16.25
Marketing Survey Worker	\$14.39	\$15.37	\$16.65
Medical Billing Clerk	\$17.53	\$18.83	\$20.52
Medical Receptionist	\$14.81	\$15.82	\$17.13
Medical Records Administrator	\$40.78	\$43.80	\$47.74
Medical Records Clerk	\$14.96	\$16.07	\$17.51
Medical Records Coding Technician	\$20.08	\$21.57	\$23.51
Medical Secretary	\$17.07	\$18.44	\$20.22
Medical Transcriptionist	\$16.97	\$18.23	\$19.87
Office Manager	\$24.02	\$26.25	\$29.15
Order Processing Clerk	\$16.98	\$18.14	\$19.64
Order Processing Supervisor	\$29.39	\$31.75	\$34.82
Payroll Clerk	\$20.30	\$21.81	\$23.77
Payroll Supervisor	\$29.03	\$31.54	\$34.81
Receptionist	\$14.97	\$16.08	\$17.52
Secretary	\$16.42	\$17.64	\$19.23
Telemarketing Representative	\$14.66	\$15.75	\$17.17
Word Processor	\$18.49	\$19.75	\$21.39

## Bel Air, MD

Job Title	Low	Mid	High
Accounting Clerk	\$17.29	\$18.47	\$20.00
Accounts Payable Clerk	\$17.96	\$18.97	\$20.28
Accounts Payable Supervisor	\$27.23	\$29.42	\$32.26
Accounts Receivable Clerk	\$18.44	\$19.48	\$20.82
Accounts Receivable Supervisor	\$25.05	\$27.06	\$29.68
Administrative Assistant	\$19.82	\$21.53	\$23.76
Administrative Assistant, CEO	\$31.85	\$34.81	\$38.65
Administrative Secretary	\$23.81	\$25.87	\$28.55
Assistant Buyer	\$18.95	\$20.36	\$22.18
Banking Loan Clerk	\$16.26	\$17.37	\$18.81
Banking Loan Processor	\$17.92	\$19.36	\$21.23
Banking Mortgage Clerk	\$17.06	\$18.43	\$20.21
Benefits Clerk	\$18.56	\$19.94	\$21.73
Bilingual Secretary	\$18.85	\$20.60	\$22.88
Billing Clerk	\$17.29	\$18.57	\$20.24
Bookkeeper	\$16.95	\$18.31	\$20.08
Call Center Representative (Complex Calls)	\$18.16	\$19.62	\$21.52
Call Center Representative (General Calls)	\$12.80	\$13.91	\$15.35
Call Center Representative (Specialized Calls)	\$15.08	\$16.20	\$17.65
Call Center Sales Representative	\$14.38	\$15.44	\$16.83
Call Center Supervisor	\$26.21	\$28.32	\$31.06
Cost Accounting Clerk	\$17.59	\$18.89	\$20.59
Credit & Collection Clerk	\$16.42	\$17.54	\$18.99
Customer Service Representative (General Calls)	\$16.94	\$18.30	\$20.07
Customer Service Representative (Specialized Calls)	\$24.04	\$25.97	\$28.48
Customer Service Representative Financial	\$16.60	\$18.04	\$19.91
Data Entry Operator	\$13.29	\$14.19	\$15.37
Data Entry Supervisor	\$22.15	\$23.80	\$25.94
Executive Assistant	\$29.13	\$32.02	\$35.78
Export/Import Clerk	\$17.40	\$18.69	\$20.37
File Clerk	\$14.32	\$15.30	\$16.56
Front Desk Receptionist	\$13.32	\$14.39	\$15.78
General Clerk	\$15.36	\$16.41	\$17.77
Help Desk Representative	\$22.31	\$24.38	\$27.08
Human Resources Assistant	\$18.01	\$19.35	\$21.09
Human Resources Clerk	\$18.01	\$19.35	\$21.09
Insurance Claims Clerk	\$15.59	\$16.65	\$18.03
Insurance Claims Processor	\$17.39	\$18.68	\$20.35
Insurance Customer Service Representative (Commercial)	\$20.34	\$21.98	\$24.11
Insurance Customer Service Representative (Personal)	\$16.93	\$18.29	\$20.06
Inventory Clerk	\$15.97	\$17.05	\$18.47
Inventory Control Clerk	\$15.97	\$17.05	\$18.47
Lead Data Entry Operator	\$16.82	\$18.07	\$19.69
Legal Secretary	\$23.86	\$26.07	\$28.95
Mailroom Clerk	\$13.94	\$14.80	\$15.93
Marketing Survey Worker	\$14.11	\$15.07	\$16.32
Medical Billing Clerk	\$17.19	\$18.46	\$20.12
Medical Receptionist	\$14.52	\$15.51	\$16.80
Medical Records Administrator	\$40.04	\$43.02	\$46.88
Medical Records Clerk	\$14.66	\$15.75	\$17.17
Medical Records Coding Technician	\$19.70	\$21.16	\$23.06
Medical Secretary	\$16.74	\$18.08	\$19.83
Medical Transcriptionist	\$16.64	\$17.88	\$19.48
Office Manager	\$23.57	\$25.76	\$28.61
Order Processing Clerk	\$16.65	\$17.79	\$19.26
Order Processing Supervisor	\$28.85	\$31.17	\$34.19
Payroll Clerk	\$19.91	\$21.39	\$23.31
Payroll Supervisor	\$28.50	\$30.96	\$34.17
Receptionist	\$14.68	\$15.76	\$17.18
Secretary	\$16.10	\$17.30	\$18.85
Telemarketing Representative	\$14.38	\$15.44	\$16.83
Word Processor	\$18.13	\$19.37	\$20.97

# Maryland

## Bowie, MD

Job Title	Low	Mid	High
Accounting Clerk	\$18.69	\$19.96	\$21.61
Accounts Payable Clerk	\$19.43	\$20.52	\$21.94
Accounts Payable Supervisor	\$29.79	\$32.19	\$35.30
Accounts Receivable Clerk	\$19.96	\$21.08	\$22.54
Accounts Receivable Supervisor	\$27.46	\$29.67	\$32.53
Administrative Assistant	\$21.59	\$23.46	\$25.89
Administrative Assistant, CEO	\$35.06	\$38.32	\$42.55
Administrative Secretary	\$26.04	\$28.30	\$31.23
Assistant Buyer	\$20.53	\$22.06	\$24.04
Banking Loan Clerk	\$17.55	\$18.75	\$20.30
Banking Loan Processor	\$19.31	\$20.86	\$22.87
Banking Mortgage Clerk	\$18.35	\$19.83	\$21.75
Benefits Clerk	\$20.01	\$21.50	\$23.43
Bilingual Secretary	\$20.52	\$22.43	\$24.90
Billing Clerk	\$18.69	\$20.07	\$21.88
Bookkeeper	\$18.31	\$19.79	\$21.70
Call Center Representative (Complex Calls)	\$19.62	\$21.20	\$23.25
Call Center Representative (General Calls)	\$13.72	\$14.91	\$16.46
Call Center Representative (Specialized Calls)	\$16.22	\$17.42	\$18.99
Call Center Sales Representative	\$15.35	\$16.49	\$17.97
Call Center Supervisor	\$28.27	\$30.54	\$33.49
Cost Accounting Clerk	\$19.02	\$20.43	\$22.26
Credit & Collection Clerk	\$17.72	\$18.93	\$20.50
Customer Service Representative (General Calls)	\$18.22	\$19.68	\$21.59
Customer Service Representative (Specialized Calls)	\$26.07	\$28.16	\$30.89
Customer Service Representative Financial	\$17.85	\$19.39	\$21.40
Data Entry Operator	\$14.25	\$15.22	\$16.48
Data Entry Supervisor	\$24.04	\$25.82	\$28.14
Executive Assistant	\$32.00	\$35.18	\$39.31
Export/Import Clerk	\$18.81	\$20.21	\$22.02
File Clerk	\$15.35	\$16.39	\$17.75
Front Desk Receptionist	\$14.25	\$15.39	\$16.88
General Clerk	\$16.53	\$17.65	\$19.12
Help Desk Representative	\$23.76	\$25.97	\$28.84
Human Resources Assistant	\$19.41	\$20.85	\$22.72
Human Resources Clerk	\$19.41	\$20.85	\$22.72
Insurance Claims Clerk	\$16.78	\$17.92	\$19.41
Insurance Claims Processor	\$19.02	\$20.43	\$22.27
Insurance Customer Service Representative (Commercial)	\$21.72	\$23.46	\$25.73
Insurance Customer Service Representative (Personal)	\$18.00	\$19.44	\$21.32
Inventory Clerk	\$17.09	\$18.26	\$19.77
Inventory Control Clerk	\$17.09	\$18.26	\$19.77
Lead Data Entry Operator	\$18.14	\$19.48	\$21.23
Legal Secretary	\$26.10	\$28.53	\$31.68
Mailroom Clerk	\$14.96	\$15.89	\$17.10
Marketing Survey Worker	\$15.11	\$16.14	\$17.48
Medical Billing Clerk	\$18.57	\$19.95	\$21.74
Medical Receptionist	\$15.70	\$16.77	\$18.16
Medical Records Administrator	\$44.04	\$47.30	\$51.55
Medical Records Clerk	\$15.20	\$16.33	\$17.80
Medical Records Coding Technician	\$20.56	\$22.09	\$24.07
Medical Secretary	\$18.15	\$19.61	\$21.51
Medical Transcriptionist	\$17.38	\$18.67	\$20.34
Office Manager	\$25.72	\$28.11	\$31.21
Order Processing Clerk	\$17.90	\$19.12	\$20.70
Order Processing Supervisor	\$31.61	\$34.15	\$37.45
Payroll Clerk	\$21.60	\$23.20	\$25.28
Payroll Supervisor	\$31.21	\$33.92	\$37.43
Receptionist	\$15.74	\$16.90	\$18.42
Secretary	\$17.45	\$18.74	\$20.43
Telemarketing Representative	\$15.35	\$16.49	\$17.97
Word Processor	\$19.58	\$20.92	\$22.65

## Rockville, MD

Job Title	Low	Mid	High
Accounting Clerk	\$18.56	\$19.83	\$21.47
Accounts Payable Clerk	\$19.29	\$20.38	\$21.78
Accounts Payable Supervisor	\$29.42	\$31.79	\$34.86
Accounts Receivable Clerk	\$19.82	\$20.93	\$22.38
Accounts Receivable Supervisor	\$27.24	\$29.43	\$32.27
Administrative Assistant	\$21.26	\$23.10	\$25.49
Administrative Assistant, CEO	\$34.51	\$37.72	\$41.89
Administrative Secretary	\$25.62	\$27.84	\$30.72
Assistant Buyer	\$20.38	\$21.89	\$23.85
Banking Loan Clerk	\$17.44	\$18.63	\$20.18
Banking Loan Processor	\$19.13	\$20.67	\$22.67
Banking Mortgage Clerk	\$18.20	\$19.66	\$21.56
Benefits Clerk	\$19.82	\$21.30	\$23.21
Bilingual Secretary	\$20.21	\$22.09	\$24.53
Billing Clerk	\$18.56	\$19.94	\$21.73
Bookkeeper	\$18.19	\$19.66	\$21.56
Call Center Representative (Complex Calls)	\$19.42	\$20.98	\$23.01
Call Center Representative (General Calls)	\$13.62	\$14.80	\$16.33
Call Center Representative (Specialized Calls)	\$16.08	\$17.27	\$18.82
Call Center Sales Representative	\$15.41	\$16.55	\$18.04
Call Center Supervisor	\$28.13	\$30.39	\$33.32
Cost Accounting Clerk	\$18.89	\$20.29	\$22.11
Credit & Collection Clerk	\$17.61	\$18.81	\$20.37
Customer Service Representative (General Calls)	\$18.06	\$19.51	\$21.40
Customer Service Representative (Specialized Calls)	\$25.79	\$27.86	\$30.56
Customer Service Representative Financial	\$17.70	\$19.23	\$21.22
Data Entry Operator	\$14.18	\$15.14	\$16.40
Data Entry Supervisor	\$23.82	\$25.58	\$27.88
Executive Assistant	\$31.50	\$34.63	\$38.70
Export/Import Clerk	\$18.69	\$20.07	\$21.88
File Clerk	\$15.23	\$16.27	\$17.62
Front Desk Receptionist	\$14.15	\$15.28	\$16.76
General Clerk	\$16.42	\$17.54	\$19.00
Help Desk Representative	\$23.50	\$25.68	\$28.52
Human Resources Assistant	\$19.23	\$20.66	\$22.51
Human Resources Clerk	\$19.23	\$20.66	\$22.51
Insurance Claims Clerk	\$16.67	\$17.81	\$19.28
Insurance Claims Processor	\$18.79	\$20.19	\$22.00
Insurance Customer Service Representative (Commercial)	\$21.58	\$23.32	\$25.57
Insurance Customer Service Representative (Personal)	\$17.91	\$19.35	\$21.22
Inventory Clerk	\$16.95	\$18.10	\$19.61
Inventory Control Clerk	\$16.95	\$18.10	\$19.61
Lead Data Entry Operator	\$18.01	\$19.35	\$21.09
Legal Secretary	\$25.68	\$28.07	\$31.17
Mailroom Clerk	\$14.88	\$15.80	\$17.00
Marketing Survey Worker	\$15.00	\$16.02	\$17.35
Medical Billing Clerk	\$18.45	\$19.82	\$21.60
Medical Receptionist	\$15.50	\$16.55	\$17.93
Medical Records Administrator	\$44.25	\$47.54	\$51.81
Medical Records Clerk	\$15.54	\$16.70	\$18.20
Medical Records Coding Technician	\$20.97	\$22.53	\$24.55
Medical Secretary	\$17.90	\$19.34	\$21.21
Medical Transcriptionist	\$17.70	\$19.01	\$20.71
Office Manager	\$25.39	\$27.75	\$30.81
Order Processing Clerk	\$17.75	\$18.96	\$20.53
Order Processing Supervisor	\$31.22	\$33.73	\$36.99
Payroll Clerk	\$21.43	\$23.02	\$25.08
Payroll Supervisor	\$30.83	\$33.50	\$36.97
Receptionist	\$15.62	\$16.77	\$18.28
Secretary	\$17.21	\$18.49	\$20.15
Telemarketing Representative	\$15.41	\$16.55	\$18.04
Word Processor	\$19.44	\$20.76	\$22.48

# Massachusetts

## Metro Boston, MA

Job Title	Low	Mid	High
Accounting Clerk	\$19.64	\$20.97	\$22.71
Accounts Payable Clerk	\$20.40	\$21.54	\$23.03
Accounts Payable Supervisor	\$31.08	\$33.58	\$36.83
Accounts Receivable Clerk	\$20.95	\$22.12	\$23.65
Accounts Receivable Supervisor	\$28.79	\$31.10	\$34.11
Administrative Assistant	\$22.61	\$24.57	\$27.12
Administrative Assistant, CEO	\$36.49	\$39.88	\$44.29
Administrative Secretary	\$27.20	\$29.55	\$32.61
Assistant Buyer	\$21.53	\$23.12	\$25.20
Banking Loan Clerk	\$18.47	\$19.72	\$21.36
Banking Loan Processor	\$20.41	\$22.05	\$24.18
Banking Mortgage Clerk	\$19.43	\$20.99	\$23.02
Benefits Clerk	\$21.14	\$22.71	\$24.75
Bilingual Secretary	\$21.51	\$23.51	\$26.11
Billing Clerk	\$19.63	\$21.09	\$22.98
Bookkeeper	\$19.25	\$20.79	\$22.80
Call Center Representative (Complex Calls)	\$20.69	\$22.35	\$24.52
Call Center Representative (General Calls)	\$14.58	\$15.84	\$17.48
Call Center Representative (Specialized Calls)	\$17.17	\$18.45	\$20.10
Call Center Sales Representative	\$16.62	\$17.85	\$19.46
Call Center Supervisor	\$29.79	\$32.19	\$35.30
Cost Accounting Clerk	\$19.97	\$21.45	\$23.38
Credit & Collection Clerk	\$18.64	\$19.91	\$21.56
Customer Service Representative (General Calls)	\$19.29	\$20.84	\$22.85
Customer Service Representative (Specialized Calls)	\$27.42	\$29.62	\$32.49
Customer Service Representative Financial	\$18.90	\$20.54	\$22.67
Data Entry Operator	\$15.12	\$16.15	\$17.49
Data Entry Supervisor	\$25.25	\$27.12	\$29.56
Executive Assistant	\$33.34	\$36.65	\$40.95
Export/Import Clerk	\$19.76	\$21.23	\$23.13
File Clerk	\$16.30	\$17.41	\$18.86
Front Desk Receptionist	\$15.16	\$16.38	\$17.96
General Clerk	\$17.48	\$18.67	\$20.22
Help Desk Representative	\$24.69	\$26.99	\$29.97
Human Resources Assistant	\$20.52	\$22.04	\$24.02
Human Resources Clerk	\$20.52	\$22.04	\$24.02
Insurance Claims Clerk	\$17.75	\$18.95	\$20.53
Insurance Claims Processor	\$19.89	\$21.36	\$23.28
Insurance Customer Service Representative (Commercial)	\$23.11	\$24.97	\$27.38
Insurance Customer Service Representative (Personal)	\$19.22	\$20.76	\$22.77
Inventory Clerk	\$18.13	\$19.36	\$20.97
Inventory Control Clerk	\$18.13	\$19.36	\$20.97
Lead Data Entry Operator	\$19.15	\$20.57	\$22.42
Legal Secretary	\$27.26	\$29.79	\$33.08
Mailroom Clerk	\$15.86	\$16.85	\$18.13
Marketing Survey Worker	\$16.06	\$17.16	\$18.58
Medical Billing Clerk	\$19.52	\$20.96	\$22.85
Medical Receptionist	\$16.56	\$17.69	\$19.15
Medical Records Administrator	\$46.35	\$49.79	\$54.26
Medical Records Clerk	\$16.23	\$17.43	\$19.00
Medical Records Coding Technician	\$21.81	\$23.43	\$25.54
Medical Secretary	\$19.09	\$20.62	\$22.61
Medical Transcriptionist	\$18.90	\$20.30	\$22.13
Office Manager	\$26.88	\$29.37	\$32.62
Order Processing Clerk	\$18.96	\$20.25	\$21.93
Order Processing Supervisor	\$32.96	\$35.61	\$39.05
Payroll Clerk	\$22.62	\$24.30	\$26.48
Payroll Supervisor	\$32.55	\$35.37	\$39.03
Receptionist	\$16.71	\$17.95	\$19.56
Secretary	\$18.36	\$19.72	\$21.50
Telemarketing Representative	\$16.62	\$17.85	\$19.46
Word Processor	\$20.64	\$22.05	\$23.88

## Milford, MA

Job Title	Low	Mid	High
Accounting Clerk	\$17.61	\$18.81	\$20.37
Accounts Payable Clerk	\$18.31	\$19.33	\$20.67
Accounts Payable Supervisor	\$27.78	\$30.01	\$32.91
Accounts Receivable Clerk	\$18.81	\$19.86	\$21.23
Accounts Receivable Supervisor	\$25.40	\$27.44	\$30.09
Administrative Assistant	\$20.11	\$21.85	\$24.11
Administrative Assistant, CEO	\$32.65	\$35.68	\$39.62
Administrative Secretary	\$24.24	\$26.34	\$29.06
Assistant Buyer	\$19.34	\$20.77	\$22.64
Banking Loan Clerk	\$16.55	\$17.68	\$19.14
Banking Loan Processor	\$18.23	\$19.70	\$21.60
Banking Mortgage Clerk	\$17.34	\$18.73	\$20.55
Benefits Clerk	\$18.90	\$20.30	\$22.12
Bilingual Secretary	\$19.11	\$20.89	\$23.20
Billing Clerk	\$17.61	\$18.92	\$20.62
Bookkeeper	\$17.26	\$18.65	\$20.45
Call Center Representative (Complex Calls)	\$18.53	\$20.01	\$21.95
Call Center Representative (General Calls)	\$12.98	\$14.10	\$15.56
Call Center Representative (Specialized Calls)	\$15.32	\$16.46	\$17.94
Call Center Sales Representative	\$14.48	\$15.56	\$16.96
Call Center Supervisor	\$26.45	\$28.58	\$31.34
Cost Accounting Clerk	\$17.92	\$19.25	\$20.98
Credit & Collection Clerk	\$16.71	\$17.85	\$19.33
Customer Service Representative (General Calls)	\$17.21	\$18.60	\$20.40
Customer Service Representative (Specialized Calls)	\$24.59	\$26.57	\$29.14
Customer Service Representative Financial	\$16.87	\$18.33	\$20.23
Data Entry Operator	\$13.49	\$14.41	\$15.61
Data Entry Supervisor	\$22.71	\$24.39	\$26.58
Executive Assistant	\$29.78	\$32.74	\$36.58
Export/Import Clerk	\$17.73	\$19.05	\$20.76
File Clerk	\$14.51	\$15.50	\$16.79
Front Desk Receptionist	\$13.48	\$14.57	\$15.98
General Clerk	\$15.63	\$16.69	\$18.08
Help Desk Representative	\$21.95	\$23.99	\$26.64
Human Resources Assistant	\$18.33	\$19.69	\$21.46
Human Resources Clerk	\$18.33	\$19.69	\$21.46
Insurance Claims Clerk	\$15.87	\$16.95	\$18.35
Insurance Claims Processor	\$17.73	\$19.05	\$20.76
Insurance Customer Service Representative (Commercial)	\$20.34	\$21.98	\$24.10
Insurance Customer Service Representative (Personal)	\$16.86	\$18.22	\$19.98
Inventory Clerk	\$16.20	\$17.31	\$18.74
Inventory Control Clerk	\$16.20	\$17.31	\$18.74
Lead Data Entry Operator	\$17.15	\$18.42	\$20.07
Legal Secretary	\$24.29	\$26.55	\$29.48
Mailroom Clerk	\$14.16	\$15.04	\$16.18
Marketing Survey Worker	\$14.29	\$15.27	\$16.53
Medical Billing Clerk	\$17.51	\$18.81	\$20.49
Medical Receptionist	\$14.65	\$15.64	\$16.94
Medical Records Administrator	\$39.74	\$42.69	\$46.53
Medical Records Clerk	\$14.71	\$15.80	\$17.21
Medical Records Coding Technician	\$19.83	\$21.30	\$23.21
Medical Secretary	\$16.92	\$18.28	\$20.05
Medical Transcriptionist	\$16.96	\$18.22	\$19.86
Office Manager	\$23.99	\$26.22	\$29.11
Order Processing Clerk	\$16.91	\$18.07	\$19.56
Order Processing Supervisor	\$29.48	\$31.85	\$34.92
Payroll Clerk	\$20.34	\$21.85	\$23.81
Payroll Supervisor	\$29.11	\$31.63	\$34.90
Receptionist	\$14.88	\$15.98	\$17.42
Secretary	\$16.27	\$17.48	\$19.05
Telemarketing Representative	\$14.48	\$15.56	\$16.96
Word Processor	\$18.50	\$19.76	\$21.40

# Massachusetts

## North Andover, MA

Job Title	Low	Mid	High
Accounting Clerk	\$17.73	\$18.94	\$20.51
Accounts Payable Clerk	\$18.44	\$19.47	\$20.82
Accounts Payable Supervisor	\$28.20	\$30.46	\$33.41
Accounts Receivable Clerk	\$18.94	\$20.01	\$21.39
Accounts Receivable Supervisor	\$25.21	\$27.24	\$29.87
Administrative Assistant	\$20.22	\$21.97	\$24.25
Administrative Assistant, CEO	\$33.08	\$36.15	\$40.14
Administrative Secretary	\$24.44	\$26.55	\$29.30
Assistant Buyer	\$19.49	\$20.93	\$22.81
Banking Loan Clerk	\$16.66	\$17.79	\$19.27
Banking Loan Processor	\$18.41	\$19.89	\$21.81
Banking Mortgage Clerk	\$17.50	\$18.91	\$20.74
Benefits Clerk	\$19.09	\$20.50	\$22.34
Bilingual Secretary	\$19.21	\$21.00	\$23.32
Billing Clerk	\$17.73	\$19.05	\$20.76
Bookkeeper	\$17.38	\$18.78	\$20.59
Call Center Representative (Complex Calls)	\$18.72	\$20.22	\$22.18
Call Center Representative (General Calls)	\$13.09	\$14.23	\$15.70
Call Center Representative (Specialized Calls)	\$15.46	\$16.61	\$18.10
Call Center Sales Representative	\$14.83	\$15.93	\$17.36
Call Center Supervisor	\$27.28	\$29.48	\$32.33
Cost Accounting Clerk	\$18.05	\$19.39	\$21.13
Credit & Collection Clerk	\$16.82	\$17.96	\$19.45
Customer Service Representative (General Calls)	\$17.37	\$18.77	\$20.58
Customer Service Representative (Specialized Calls)	\$24.92	\$26.92	\$29.52
Customer Service Representative Financial	\$17.02	\$18.49	\$20.41
Data Entry Operator	\$13.56	\$14.49	\$15.69
Data Entry Supervisor	\$22.87	\$24.57	\$26.78
Executive Assistant	\$30.15	\$33.14	\$37.03
Export/Import Clerk	\$17.85	\$19.18	\$20.90
File Clerk	\$14.64	\$15.64	\$16.94
Front Desk Receptionist	\$13.60	\$14.69	\$16.12
General Clerk	\$15.71	\$16.78	\$18.17
Help Desk Representative	\$22.19	\$24.25	\$26.93
Human Resources Assistant	\$18.51	\$19.88	\$21.66
Human Resources Clerk	\$18.51	\$19.88	\$21.66
Insurance Claims Clerk	\$15.95	\$17.04	\$18.45
Insurance Claims Processor	\$17.32	\$18.60	\$20.27
Insurance Customer Service Representative (Commercial)	\$20.70	\$22.36	\$24.52
Insurance Customer Service Representative (Personal)	\$17.14	\$18.51	\$20.31
Inventory Clerk	\$16.36	\$17.47	\$18.92
Inventory Control Clerk	\$16.36	\$17.47	\$18.92
Lead Data Entry Operator	\$17.24	\$18.52	\$20.18
Legal Secretary	\$24.50	\$26.77	\$29.73
Mailroom Clerk	\$14.23	\$15.12	\$16.27
Marketing Survey Worker	\$14.42	\$15.40	\$16.68
Medical Billing Clerk	\$17.63	\$18.93	\$20.63
Medical Receptionist	\$14.70	\$15.71	\$17.01
Medical Records Administrator	\$42.20	\$45.34	\$49.41
Medical Records Clerk	\$14.78	\$15.87	\$17.30
Medical Records Coding Technician	\$19.99	\$21.47	\$23.40
Medical Secretary	\$16.99	\$18.36	\$20.14
Medical Transcriptionist	\$17.43	\$18.72	\$20.40
Office Manager	\$24.28	\$26.54	\$29.47
Order Processing Clerk	\$17.07	\$18.23	\$19.74
Order Processing Supervisor	\$29.95	\$32.35	\$35.48
Payroll Clerk	\$20.50	\$22.03	\$24.00
Payroll Supervisor	\$29.57	\$32.13	\$35.46
Receptionist	\$15.01	\$16.13	\$17.57
Secretary	\$16.34	\$17.55	\$19.12
Telemarketing Representative	\$14.83	\$15.93	\$17.36
Word Processor	\$18.62	\$19.88	\$21.53

## Stoughton, MA

Job Title	Low	Mid	High
Accounting Clerk	\$19.07	\$20.37	\$22.06
Accounts Payable Clerk	\$19.81	\$20.92	\$22.37
Accounts Payable Supervisor	\$30.21	\$32.64	\$35.80
Accounts Receivable Clerk	\$20.34	\$21.48	\$22.97
Accounts Receivable Supervisor	\$27.97	\$30.22	\$33.14
Administrative Assistant	\$21.96	\$23.86	\$26.33
Administrative Assistant, CEO	\$35.50	\$38.80	\$43.09
Administrative Secretary	\$26.41	\$28.70	\$31.67
Assistant Buyer	\$20.90	\$22.45	\$24.47
Banking Loan Clerk	\$17.94	\$19.16	\$20.75
Banking Loan Processor	\$19.82	\$21.41	\$23.48
Banking Mortgage Clerk	\$18.87	\$20.38	\$22.35
Benefits Clerk	\$20.53	\$22.05	\$24.03
Bilingual Secretary	\$20.89	\$22.83	\$25.35
Billing Clerk	\$19.07	\$20.48	\$22.32
Bookkeeper	\$18.69	\$20.20	\$22.15
Call Center Representative (Complex Calls)	\$20.09	\$21.70	\$23.80
Call Center Representative (General Calls)	\$14.16	\$15.38	\$16.98
Call Center Representative (Specialized Calls)	\$16.68	\$17.92	\$19.52
Call Center Sales Representative	\$16.14	\$17.34	\$18.90
Call Center Supervisor	\$28.96	\$31.29	\$34.31
Cost Accounting Clerk	\$19.39	\$20.83	\$22.70
Credit & Collection Clerk	\$18.11	\$19.34	\$20.94
Customer Service Representative (General Calls)	\$18.73	\$20.24	\$22.19
Customer Service Representative (Specialized Calls)	\$26.63	\$28.77	\$31.55
Customer Service Representative Financial	\$18.36	\$19.95	\$22.02
Data Entry Operator	\$14.69	\$15.69	\$16.99
Data Entry Supervisor	\$24.51	\$26.33	\$28.69
Executive Assistant	\$32.42	\$35.64	\$39.82
Export/Import Clerk	\$19.19	\$20.62	\$22.47
File Clerk	\$15.84	\$16.92	\$18.32
Front Desk Receptionist	\$14.73	\$15.91	\$17.45
General Clerk	\$16.98	\$18.14	\$19.64
Help Desk Representative	\$23.97	\$26.20	\$29.10
Human Resources Assistant	\$19.92	\$21.40	\$23.32
Human Resources Clerk	\$19.92	\$21.40	\$23.32
Insurance Claims Clerk	\$17.24	\$18.41	\$19.94
Insurance Claims Processor	\$19.32	\$20.75	\$22.61
Insurance Customer Service Representative (Commercial)	\$22.44	\$24.24	\$26.58
Insurance Customer Service Representative (Personal)	\$18.66	\$20.16	\$22.11
Inventory Clerk	\$17.61	\$18.81	\$20.37
Inventory Control Clerk	\$17.61	\$18.81	\$20.37
Lead Data Entry Operator	\$18.60	\$19.98	\$21.78
Legal Secretary	\$26.47	\$28.93	\$32.13
Mailroom Clerk	\$15.41	\$16.37	\$17.61
Marketing Survey Worker	\$15.60	\$16.67	\$18.05
Medical Billing Clerk	\$18.96	\$20.36	\$22.19
Medical Receptionist	\$16.09	\$17.18	\$18.61
Medical Records Administrator	\$45.11	\$48.45	\$52.80
Medical Records Clerk	\$15.76	\$16.93	\$18.45
Medical Records Coding Technician	\$21.18	\$22.75	\$24.79
Medical Secretary	\$18.54	\$20.03	\$21.96
Medical Transcriptionist	\$18.36	\$19.72	\$21.49
Office Manager	\$26.10	\$28.53	\$31.68
Order Processing Clerk	\$18.42	\$19.67	\$21.30
Order Processing Supervisor	\$32.04	\$34.62	\$37.97
Payroll Clerk	\$21.96	\$23.59	\$25.71
Payroll Supervisor	\$31.64	\$34.38	\$37.95
Receptionist	\$16.23	\$17.43	\$19.00
Secretary	\$17.84	\$19.16	\$20.88
Telemarketing Representative	\$16.14	\$17.34	\$18.90
Word Processor	\$20.05	\$21.41	\$23.19

# Massachusetts

Worcester, MA

Job Title	Low	Mid	High
Accounting Clerk	\$17.94	\$19.16	\$20.75
Accounts Payable Clerk	\$18.62	\$19.67	\$21.03
Accounts Payable Supervisor	\$28.10	\$30.36	\$33.30
Accounts Receivable Clerk	\$19.11	\$20.18	\$21.58
Accounts Receivable Supervisor	\$25.76	\$27.83	\$30.52
Administrative Assistant	\$20.50	\$22.28	\$24.58
Administrative Assistant, CEO	\$32.90	\$35.96	\$39.94
Administrative Secretary	\$24.59	\$26.72	\$29.49
Assistant Buyer	\$19.62	\$21.08	\$22.97
Banking Loan Clerk	\$16.89	\$18.04	\$19.53
Banking Loan Processor	\$18.59	\$20.08	\$22.02
Banking Mortgage Clerk	\$17.71	\$19.13	\$20.98
Benefits Clerk	\$19.24	\$20.67	\$22.53
Bilingual Secretary	\$19.52	\$21.33	\$23.69
Billing Clerk	\$17.93	\$19.26	\$20.99
Bookkeeper	\$17.58	\$19.00	\$20.83
Call Center Representative (Complex Calls)	\$18.80	\$20.31	\$22.27
Call Center Representative (General Calls)	\$13.32	\$14.47	\$15.97
Call Center Representative (Specialized Calls)	\$15.66	\$16.82	\$18.33
Call Center Sales Representative	\$15.17	\$16.30	\$17.76
Call Center Supervisor	\$27.13	\$29.31	\$32.14
Cost Accounting Clerk	\$18.23	\$19.59	\$21.34
Credit & Collection Clerk	\$17.05	\$18.21	\$19.72
Customer Service Representative (General Calls)	\$17.58	\$19.00	\$20.83
Customer Service Representative (Specialized Calls)	\$24.85	\$26.85	\$29.45
Customer Service Representative Financial	\$17.24	\$18.73	\$20.67
Data Entry Operator	\$13.87	\$14.81	\$16.04
Data Entry Supervisor	\$22.95	\$24.66	\$26.87
Executive Assistant	\$30.08	\$33.07	\$36.95
Export/Import Clerk	\$18.05	\$19.39	\$21.13
File Clerk	\$14.90	\$15.92	\$17.24
Front Desk Receptionist	\$13.87	\$14.99	\$16.43
General Clerk	\$16.00	\$17.09	\$18.50
Help Desk Representative	\$22.35	\$24.43	\$27.13
Human Resources Assistant	\$18.68	\$20.07	\$21.87
Human Resources Clerk	\$18.68	\$20.07	\$21.87
Insurance Claims Clerk	\$16.23	\$17.34	\$18.78
Insurance Claims Processor	\$17.89	\$19.22	\$20.95
Insurance Customer Service Representative (Commercial)	\$21.09	\$22.79	\$24.99
Insurance Customer Service Representative (Personal)	\$17.60	\$19.02	\$20.85
Inventory Clerk	\$16.57	\$17.70	\$19.17
Inventory Control Clerk	\$16.57	\$17.70	\$19.17
Lead Data Entry Operator	\$17.50	\$18.80	\$20.49
Legal Secretary	\$24.64	\$26.93	\$29.91
Mailroom Clerk	\$14.54	\$15.44	\$16.61
Marketing Survey Worker	\$14.69	\$15.69	\$16.99
Medical Billing Clerk	\$17.83	\$19.15	\$20.87
Medical Receptionist	\$15.10	\$16.12	\$17.46
Medical Records Administrator	\$40.65	\$43.67	\$47.59
Medical Records Clerk	\$15.25	\$16.38	\$17.85
Medical Records Coding Technician	\$20.40	\$21.91	\$23.88
Medical Secretary	\$17.36	\$18.76	\$20.57
Medical Transcriptionist	\$17.84	\$19.17	\$20.89
Office Manager	\$24.33	\$26.59	\$29.53
Order Processing Clerk	\$17.30	\$18.48	\$20.01
Order Processing Supervisor	\$29.78	\$32.18	\$35.29
Payroll Clerk	\$20.61	\$22.13	\$24.12
Payroll Supervisor	\$29.41	\$31.96	\$35.27
Receptionist	\$15.27	\$16.40	\$17.87
Secretary	\$16.72	\$17.96	\$19.57
Telemarketing Representative	\$15.17	\$16.30	\$17.76
Word Processor	\$18.84	\$20.12	\$21.79

# Michigan

Livonia, MI

Job Title	Low	Mid	High
Accounting Clerk	\$17.55	\$18.75	\$20.30
Accounts Payable Clerk	\$18.25	\$19.27	\$20.60
Accounts Payable Supervisor	\$27.87	\$30.11	\$33.02
Accounts Receivable Clerk	\$18.74	\$19.79	\$21.16
Accounts Receivable Supervisor	\$25.68	\$27.74	\$30.43
Administrative Assistant	\$20.11	\$21.85	\$24.12
Administrative Assistant, CEO	\$32.55	\$35.58	\$39.51
Administrative Secretary	\$24.23	\$26.33	\$29.06
Assistant Buyer	\$19.28	\$20.71	\$22.57
Banking Loan Clerk	\$16.49	\$17.61	\$19.07
Banking Loan Processor	\$18.19	\$19.66	\$21.56
Banking Mortgage Clerk	\$17.30	\$18.69	\$20.50
Benefits Clerk	\$18.86	\$20.26	\$22.08
Bilingual Secretary	\$19.11	\$20.89	\$23.20
Billing Clerk	\$17.55	\$18.85	\$20.55
Bookkeeper	\$17.20	\$18.59	\$20.38
Call Center Representative (Complex Calls)	\$18.49	\$19.97	\$21.90
Call Center Representative (General Calls)	\$12.94	\$14.06	\$15.51
Call Center Representative (Specialized Calls)	\$15.29	\$16.42	\$17.90
Call Center Sales Representative	\$14.36	\$15.42	\$16.81
Call Center Supervisor	\$26.47	\$28.60	\$31.36
Cost Accounting Clerk	\$17.86	\$19.19	\$20.91
Credit & Collection Clerk	\$16.65	\$17.78	\$19.26
Customer Service Representative (General Calls)	\$17.18	\$18.56	\$20.35
Customer Service Representative (Specialized Calls)	\$24.54	\$26.51	\$29.07
Customer Service Representative Financial	\$16.83	\$18.29	\$20.18
Data Entry Operator	\$13.38	\$14.29	\$15.48
Data Entry Supervisor	\$22.56	\$24.23	\$26.41
Executive Assistant	\$29.73	\$32.68	\$36.52
Export/Import Clerk	\$17.67	\$18.98	\$20.69
File Clerk	\$14.47	\$15.46	\$16.74
Front Desk Receptionist	\$13.44	\$14.52	\$15.92
General Clerk	\$15.52	\$16.57	\$17.95
Help Desk Representative	\$21.84	\$23.87	\$26.50
Human Resources Assistant	\$18.29	\$19.65	\$21.41
Human Resources Clerk	\$18.29	\$19.65	\$21.41
Insurance Claims Clerk	\$15.75	\$16.83	\$18.22
Insurance Claims Processor	\$17.82	\$19.14	\$20.86
Insurance Customer Service Representative (Commercial)	\$20.04	\$21.65	\$23.75
Insurance Customer Service Representative (Personal)	\$16.62	\$17.95	\$19.69
Inventory Clerk	\$16.19	\$17.29	\$18.73
Inventory Control Clerk	\$16.19	\$17.29	\$18.73
Lead Data Entry Operator	\$17.03	\$18.29	\$19.94
Legal Secretary	\$24.29	\$26.54	\$29.48
Mailroom Clerk	\$14.05	\$14.92	\$16.06
Marketing Survey Worker	\$14.25	\$15.22	\$16.48
Medical Billing Clerk	\$17.45	\$18.74	\$20.42
Medical Receptionist	\$14.64	\$15.63	\$16.93
Medical Records Administrator	\$41.60	\$44.69	\$48.70
Medical Records Clerk	\$14.18	\$15.24	\$16.61
Medical Records Coding Technician	\$19.19	\$20.61	\$22.46
Medical Secretary	\$16.92	\$18.28	\$20.05
Medical Transcriptionist	\$16.31	\$17.52	\$19.09
Office Manager	\$24.08	\$26.32	\$29.23
Order Processing Clerk	\$16.88	\$18.03	\$19.52
Order Processing Supervisor	\$29.56	\$31.93	\$35.02
Payroll Clerk	\$20.28	\$21.78	\$23.74
Payroll Supervisor	\$29.19	\$31.71	\$35.00
Receptionist	\$14.84	\$15.94	\$17.37
Secretary	\$16.27	\$17.47	\$19.04
Telemarketing Representative	\$14.36	\$15.42	\$16.81
Word Processor	\$18.38	\$19.63	\$21.26

# Michigan

Troy, MI

Job Title	Low	Mid	High
Accounting Clerk	\$17.83	\$19.04	\$20.62
Accounts Payable Clerk	\$18.53	\$19.57	\$20.93
Accounts Payable Supervisor	\$28.41	\$30.70	\$33.67
Accounts Receivable Clerk	\$19.04	\$20.11	\$21.50
Accounts Receivable Supervisor	\$26.03	\$28.12	\$30.84
Administrative Assistant	\$20.44	\$22.21	\$24.52
Administrative Assistant, CEO	\$33.06	\$36.13	\$40.12
Administrative Secretary	\$24.63	\$26.77	\$29.54
Assistant Buyer	\$19.59	\$21.04	\$22.93
Banking Loan Clerk	\$16.75	\$17.89	\$19.37
Banking Loan Processor	\$18.52	\$20.01	\$21.94
Banking Mortgage Clerk	\$17.61	\$19.03	\$20.86
Benefits Clerk	\$19.20	\$20.62	\$22.47
Bilingual Secretary	\$19.43	\$21.23	\$23.58
Billing Clerk	\$17.83	\$19.15	\$20.87
Bookkeeper	\$17.47	\$18.88	\$20.70
Call Center Representative (Complex Calls)	\$18.83	\$20.34	\$22.31
Call Center Representative (General Calls)	\$13.16	\$14.30	\$15.78
Call Center Representative (Specialized Calls)	\$15.56	\$16.72	\$18.22
Call Center Sales Representative	\$14.82	\$15.92	\$17.35
Call Center Supervisor	\$27.59	\$29.81	\$32.69
Cost Accounting Clerk	\$18.14	\$19.49	\$21.24
Credit & Collection Clerk	\$16.91	\$18.06	\$19.56
Customer Service Representative (General Calls)	\$17.48	\$18.89	\$20.71
Customer Service Representative (Specialized Calls)	\$24.98	\$26.99	\$29.60
Customer Service Representative Financial	\$17.13	\$18.61	\$20.54
Data Entry Operator	\$13.61	\$14.53	\$15.74
Data Entry Supervisor	\$22.98	\$24.69	\$26.91
Executive Assistant	\$30.19	\$33.19	\$37.09
Export/Import Clerk	\$17.95	\$19.28	\$21.01
File Clerk	\$14.71	\$15.71	\$17.02
Front Desk Receptionist	\$13.66	\$14.76	\$16.18
General Clerk	\$15.79	\$16.86	\$18.26
Help Desk Representative	\$21.85	\$23.88	\$26.51
Human Resources Assistant	\$18.62	\$20.00	\$21.79
Human Resources Clerk	\$18.62	\$20.00	\$21.79
Insurance Claims Clerk	\$16.03	\$17.12	\$18.54
Insurance Claims Processor	\$18.08	\$19.42	\$21.16
Insurance Customer Service Representative (Commercial)	\$21.20	\$22.90	\$25.11
Insurance Customer Service Representative (Personal)	\$17.56	\$18.97	\$20.80
Inventory Clerk	\$16.46	\$17.58	\$19.04
Inventory Control Clerk	\$16.46	\$17.58	\$19.04
Lead Data Entry Operator	\$17.33	\$18.62	\$20.29
Legal Secretary	\$24.69	\$26.98	\$29.96
Mailroom Clerk	\$14.29	\$15.17	\$16.33
Marketing Survey Worker	\$14.49	\$15.48	\$16.76
Medical Billing Clerk	\$17.72	\$19.04	\$20.75
Medical Receptionist	\$14.86	\$15.87	\$17.18
Medical Records Administrator	\$41.37	\$44.44	\$48.43
Medical Records Clerk	\$14.42	\$15.49	\$16.88
Medical Records Coding Technician	\$19.53	\$20.98	\$22.86
Medical Secretary	\$17.19	\$18.57	\$20.37
Medical Transcriptionist	\$16.72	\$17.96	\$19.57
Office Manager	\$24.57	\$26.86	\$29.82
Order Processing Clerk	\$17.17	\$18.34	\$19.86
Order Processing Supervisor	\$30.13	\$32.55	\$35.70
Payroll Clerk	\$20.61	\$22.13	\$24.12
Payroll Supervisor	\$29.75	\$32.33	\$35.68
Receptionist	\$15.09	\$16.21	\$17.66
Secretary	\$16.52	\$17.75	\$19.34
Telemarketing Representative	\$14.82	\$15.92	\$17.35
Word Processor	\$18.71	\$19.99	\$21.64

# Minnesota

Duluth, MN

Job Title	Low	Mid	High
Accounting Clerk	\$16.14	\$17.24	\$18.67
Accounts Payable Clerk	\$16.77	\$17.71	\$18.94
Accounts Payable Supervisor	\$25.36	\$27.39	\$30.04
Accounts Receivable Clerk	\$17.22	\$18.19	\$19.44
Accounts Receivable Supervisor	\$22.49	\$24.30	\$26.65
Administrative Assistant	\$18.54	\$20.14	\$22.23
Administrative Assistant, CEO	\$29.80	\$32.56	\$36.16
Administrative Secretary	\$22.27	\$24.20	\$26.71
Assistant Buyer	\$17.70	\$19.01	\$20.72
Banking Loan Clerk	\$15.18	\$16.21	\$17.56
Banking Loan Processor	\$16.79	\$18.14	\$19.89
Banking Mortgage Clerk	\$15.98	\$17.27	\$18.94
Benefits Clerk	\$17.39	\$18.69	\$20.36
Bilingual Secretary	\$17.63	\$19.27	\$21.40
Billing Clerk	\$16.14	\$17.34	\$18.89
Bookkeeper	\$15.82	\$17.10	\$18.75
Call Center Representative (Complex Calls)	\$17.02	\$18.39	\$20.17
Call Center Representative (General Calls)	\$11.97	\$13.01	\$14.36
Call Center Representative (Specialized Calls)	\$14.13	\$15.17	\$16.54
Call Center Sales Representative	\$13.34	\$14.33	\$15.62
Call Center Supervisor	\$24.06	\$26.00	\$28.51
Cost Accounting Clerk	\$16.42	\$17.64	\$19.22
Credit & Collection Clerk	\$15.33	\$16.37	\$17.73
Customer Service Representative (General Calls)	\$15.87	\$17.14	\$18.80
Customer Service Representative (Specialized Calls)	\$22.53	\$24.35	\$26.70
Customer Service Representative Financial	\$15.55	\$16.90	\$18.65
Data Entry Operator	\$12.37	\$13.21	\$14.31
Data Entry Supervisor	\$20.70	\$22.24	\$24.23
Executive Assistant	\$27.24	\$29.94	\$33.46
Export/Import Clerk	\$16.25	\$17.45	\$19.02
File Clerk	\$13.39	\$14.31	\$15.49
Front Desk Receptionist	\$12.45	\$13.45	\$14.75
General Clerk	\$14.32	\$15.29	\$16.56
Help Desk Representative	\$19.37	\$21.17	\$23.50
Human Resources Assistant	\$16.88	\$18.13	\$19.76
Human Resources Clerk	\$16.88	\$18.13	\$19.76
Insurance Claims Clerk	\$14.53	\$15.52	\$16.81
Insurance Claims Processor	\$15.62	\$16.78	\$18.28
Insurance Customer Service Representative (Commercial)	\$18.58	\$20.07	\$22.01
Insurance Customer Service Representative (Personal)	\$15.44	\$16.68	\$18.29
Inventory Clerk	\$14.97	\$15.99	\$17.32
Inventory Control Clerk	\$14.97	\$15.99	\$17.32
Lead Data Entry Operator	\$15.70	\$16.86	\$18.38
Legal Secretary	\$22.32	\$24.39	\$27.09
Mailroom Clerk	\$12.98	\$13.78	\$14.83
Marketing Survey Worker	\$13.19	\$14.09	\$15.26
Medical Billing Clerk	\$16.05	\$17.24	\$18.78
Medical Receptionist	\$13.55	\$14.48	\$15.68
Medical Records Administrator	\$36.52	\$39.23	\$42.75
Medical Records Clerk	\$13.62	\$14.64	\$15.95
Medical Records Coding Technician	\$18.34	\$19.70	\$21.47
Medical Secretary	\$15.65	\$16.90	\$18.54
Medical Transcriptionist	\$15.77	\$16.94	\$18.46
Office Manager	\$21.96	\$24.00	\$26.65
Order Processing Clerk	\$15.60	\$16.66	\$18.04
Order Processing Supervisor	\$26.87	\$29.03	\$31.84
Payroll Clerk	\$18.60	\$19.98	\$21.78
Payroll Supervisor	\$26.54	\$28.84	\$31.82
Receptionist	\$13.73	\$14.75	\$16.07
Secretary	\$15.05	\$16.16	\$17.62
Telemarketing Representative	\$13.34	\$14.33	\$15.62
Word Processor	\$16.92	\$18.07	\$19.57

# Minnesota

## Minneapolis/St. Paul, MN

Job Title	Low	Mid	High
Accounting Clerk	\$18.07	\$19.30	\$20.90
Accounts Payable Clerk	\$18.75	\$19.81	\$21.18
Accounts Payable Supervisor	\$28.21	\$30.47	\$33.42
Accounts Receivable Clerk	\$19.24	\$20.32	\$21.73
Accounts Receivable Supervisor	\$25.33	\$27.37	\$30.01
Administrative Assistant	\$20.66	\$22.45	\$24.78
Administrative Assistant, CEO	\$33.05	\$36.12	\$40.11
Administrative Secretary	\$24.75	\$26.89	\$29.68
Assistant Buyer	\$19.75	\$21.21	\$23.12
Banking Loan Clerk	\$17.02	\$18.18	\$19.69
Banking Loan Processor	\$18.75	\$20.25	\$22.21
Banking Mortgage Clerk	\$17.87	\$19.31	\$21.18
Benefits Clerk	\$19.40	\$20.84	\$22.72
Bilingual Secretary	\$19.68	\$21.51	\$23.89
Billing Clerk	\$18.06	\$19.40	\$21.14
Bookkeeper	\$17.71	\$19.14	\$20.99
Call Center Representative (Complex Calls)	\$18.94	\$20.46	\$22.44
Call Center Representative (General Calls)	\$13.46	\$14.63	\$16.14
Call Center Representative (Specialized Calls)	\$15.81	\$16.98	\$18.50
Call Center Sales Representative	\$15.00	\$16.11	\$17.56
Call Center Supervisor	\$26.93	\$29.09	\$31.91
Cost Accounting Clerk	\$18.36	\$19.72	\$21.50
Credit & Collection Clerk	\$17.18	\$18.35	\$19.87
Customer Service Representative (General Calls)	\$17.75	\$19.17	\$21.03
Customer Service Representative (Specialized Calls)	\$25.00	\$27.01	\$29.63
Customer Service Representative Financial	\$17.40	\$18.91	\$20.87
Data Entry Operator	\$13.98	\$14.93	\$16.17
Data Entry Supervisor	\$23.03	\$24.74	\$26.96
Executive Assistant	\$30.23	\$33.23	\$37.13
Export/Import Clerk	\$18.18	\$19.53	\$21.28
File Clerk	\$15.06	\$16.09	\$17.42
Front Desk Receptionist	\$14.03	\$15.15	\$16.62
General Clerk	\$16.11	\$17.20	\$18.63
Help Desk Representative	\$22.24	\$24.31	\$27.00
Human Resources Assistant	\$18.85	\$20.24	\$22.06
Human Resources Clerk	\$18.85	\$20.24	\$22.06
Insurance Claims Clerk	\$16.34	\$17.45	\$18.90
Insurance Claims Processor	\$17.74	\$19.06	\$20.77
Insurance Customer Service Representative (Commercial)	\$20.93	\$22.61	\$24.79
Insurance Customer Service Representative (Personal)	\$17.49	\$18.90	\$20.73
Inventory Clerk	\$16.77	\$17.91	\$19.39
Inventory Control Clerk	\$16.77	\$17.91	\$19.39
Lead Data Entry Operator	\$17.61	\$18.91	\$20.61
Legal Secretary	\$24.80	\$27.10	\$30.10
Mailroom Clerk	\$14.65	\$15.56	\$16.74
Marketing Survey Worker	\$14.84	\$15.86	\$17.17
Medical Billing Clerk	\$17.96	\$19.29	\$21.02
Medical Receptionist	\$15.26	\$16.30	\$17.65
Medical Records Administrator	\$41.95	\$45.07	\$49.11
Medical Records Clerk	\$15.14	\$16.26	\$17.72
Medical Records Coding Technician	\$20.20	\$21.70	\$23.64
Medical Secretary	\$17.53	\$18.94	\$20.77
Medical Transcriptionist	\$17.58	\$18.89	\$20.58
Office Manager	\$24.44	\$26.71	\$29.67
Order Processing Clerk	\$17.46	\$18.65	\$20.20
Order Processing Supervisor	\$29.88	\$32.28	\$35.40
Payroll Clerk	\$20.73	\$22.26	\$24.26
Payroll Supervisor	\$29.51	\$32.06	\$35.39
Receptionist	\$15.43	\$16.57	\$18.06
Secretary	\$16.89	\$18.14	\$19.77
Telemarketing Representative	\$15.00	\$16.11	\$17.56
Word Processor	\$18.94	\$20.23	\$21.90

# Mississippi

## Gulfport, MS

Job Title	Low	Mid	High
Accounting Clerk	\$14.76	\$15.76	\$17.07
Accounts Payable Clerk	\$15.35	\$16.21	\$17.33
Accounts Payable Supervisor	\$23.86	\$25.77	\$28.27
Accounts Receivable Clerk	\$15.78	\$16.67	\$17.82
Accounts Receivable Supervisor	\$21.49	\$23.22	\$25.46
Administrative Assistant	\$16.93	\$18.40	\$20.31
Administrative Assistant, CEO	\$28.03	\$30.63	\$34.02
Administrative Secretary	\$20.55	\$22.33	\$24.64
Assistant Buyer	\$16.25	\$17.45	\$19.02
Banking Loan Clerk	\$13.85	\$14.79	\$16.02
Banking Loan Processor	\$15.30	\$16.53	\$18.13
Banking Mortgage Clerk	\$14.53	\$15.70	\$17.22
Benefits Clerk	\$15.87	\$17.05	\$18.58
Bilingual Secretary	\$16.08	\$17.57	\$19.51
Billing Clerk	\$14.76	\$15.85	\$17.28
Bookkeeper	\$14.46	\$15.62	\$17.13
Call Center Representative (Complex Calls)	\$15.59	\$16.85	\$18.48
Call Center Representative (General Calls)	\$10.86	\$11.80	\$13.02
Call Center Representative (Specialized Calls)	\$12.84	\$13.79	\$15.03
Call Center Sales Representative	\$12.37	\$13.29	\$14.49
Call Center Supervisor	\$23.00	\$24.84	\$27.25
Cost Accounting Clerk	\$15.03	\$16.14	\$17.59
Credit & Collection Clerk	\$13.99	\$14.94	\$16.18
Customer Service Representative (General Calls)	\$14.42	\$15.58	\$17.09
Customer Service Representative (Specialized Calls)	\$20.84	\$22.52	\$24.69
Customer Service Representative Financial	\$14.13	\$15.35	\$16.94
Data Entry Operator	\$11.30	\$12.07	\$13.07
Data Entry Supervisor	\$19.14	\$20.56	\$22.41
Executive Assistant	\$25.50	\$28.03	\$31.33
Export/Import Clerk	\$14.86	\$15.96	\$17.40
File Clerk	\$12.15	\$12.98	\$14.05
Front Desk Receptionist	\$11.29	\$12.20	\$13.37
General Clerk	\$13.08	\$13.97	\$15.13
Help Desk Representative	\$18.03	\$19.70	\$21.88
Human Resources Assistant	\$15.38	\$16.52	\$18.01
Human Resources Clerk	\$15.38	\$16.52	\$18.01
Insurance Claims Clerk	\$13.28	\$14.19	\$15.36
Insurance Claims Processor	\$14.70	\$15.79	\$17.21
Insurance Customer Service Representative (Commercial)	\$17.16	\$18.54	\$20.33
Insurance Customer Service Representative (Personal)	\$14.15	\$15.28	\$16.76
Inventory Clerk	\$13.64	\$14.57	\$15.78
Inventory Control Clerk	\$13.64	\$14.57	\$15.78
Lead Data Entry Operator	\$14.36	\$15.43	\$16.81
Legal Secretary	\$20.61	\$22.52	\$25.01
Mailroom Clerk	\$11.85	\$12.59	\$13.55
Marketing Survey Worker	\$11.96	\$12.78	\$13.84
Medical Billing Clerk	\$14.67	\$15.76	\$17.17
Medical Receptionist	\$12.27	\$13.10	\$14.19
Medical Records Administrator	\$34.83	\$37.41	\$40.77
Medical Records Clerk	\$12.04	\$12.94	\$14.10
Medical Records Coding Technician	\$16.37	\$17.58	\$19.16
Medical Secretary	\$14.18	\$15.32	\$16.80
Medical Transcriptionist	\$14.08	\$15.13	\$16.49
Office Manager	\$20.46	\$22.36	\$24.84
Order Processing Clerk	\$14.16	\$15.13	\$16.38
Order Processing Supervisor	\$25.37	\$27.41	\$30.06
Payroll Clerk	\$17.11	\$18.38	\$20.03
Payroll Supervisor	\$25.05	\$27.22	\$30.04
Receptionist	\$12.45	\$13.38	\$14.58
Secretary	\$13.63	\$14.64	\$15.95
Telemarketing Representative	\$12.37	\$13.29	\$14.49
Word Processor	\$15.53	\$16.59	\$17.96

# Mississippi

## Southaven, MS

Job Title	Low	Mid	High
Accounting Clerk	\$16.09	\$17.19	\$18.61
Accounts Payable Clerk	\$16.75	\$17.69	\$18.91
Accounts Payable Supervisor	\$26.28	\$28.39	\$31.14
Accounts Receivable Clerk	\$17.23	\$18.19	\$19.45
Accounts Receivable Supervisor	\$24.13	\$26.07	\$28.59
Administrative Assistant	\$18.48	\$20.08	\$22.16
Administrative Assistant, CEO	\$30.98	\$33.85	\$37.60
Administrative Secretary	\$22.53	\$24.48	\$27.01
Assistant Buyer	\$17.75	\$19.07	\$20.78
Banking Loan Clerk	\$15.09	\$16.12	\$17.45
Banking Loan Processor	\$16.69	\$18.03	\$19.77
Banking Mortgage Clerk	\$15.84	\$17.11	\$18.76
Benefits Clerk	\$17.32	\$18.61	\$20.28
Bilingual Secretary	\$17.53	\$19.16	\$21.28
Billing Clerk	\$16.10	\$17.29	\$18.84
Bookkeeper	\$15.77	\$17.03	\$18.68
Call Center Representative (Complex Calls)	\$17.05	\$18.41	\$20.20
Call Center Representative (General Calls)	\$11.81	\$12.83	\$14.16
Call Center Representative (Specialized Calls)	\$13.98	\$15.02	\$16.37
Call Center Sales Representative	\$13.27	\$14.25	\$15.53
Call Center Supervisor	\$25.56	\$27.62	\$30.29
Cost Accounting Clerk	\$16.39	\$17.61	\$19.19
Credit & Collection Clerk	\$15.24	\$16.27	\$17.62
Customer Service Representative (General Calls)	\$15.71	\$16.98	\$18.62
Customer Service Representative (Specialized Calls)	\$22.88	\$24.72	\$27.11
Customer Service Representative Financial	\$15.39	\$16.72	\$18.45
Data Entry Operator	\$12.28	\$13.11	\$14.20
Data Entry Supervisor	\$20.97	\$22.52	\$24.55
Executive Assistant	\$28.13	\$30.93	\$34.56
Export/Import Clerk	\$16.21	\$17.41	\$18.98
File Clerk	\$13.21	\$14.11	\$15.28
Front Desk Receptionist	\$12.26	\$13.24	\$14.53
General Clerk	\$14.25	\$15.22	\$16.48
Help Desk Representative	\$20.36	\$22.26	\$24.71
Human Resources Assistant	\$16.78	\$18.02	\$19.64
Human Resources Clerk	\$16.78	\$18.02	\$19.64
Insurance Claims Clerk	\$14.47	\$15.45	\$16.73
Insurance Claims Processor	\$16.30	\$17.51	\$19.08
Insurance Customer Service Representative (Commercial)	\$19.22	\$20.76	\$22.77
Insurance Customer Service Representative (Personal)	\$15.81	\$17.08	\$18.73
Inventory Clerk	\$14.84	\$15.85	\$17.16
Inventory Control Clerk	\$14.84	\$15.85	\$17.16
Lead Data Entry Operator	\$15.66	\$16.82	\$18.33
Legal Secretary	\$22.59	\$24.69	\$27.42
Mailroom Clerk	\$12.89	\$13.69	\$14.74
Marketing Survey Worker	\$13.01	\$13.89	\$15.04
Medical Billing Clerk	\$16.00	\$17.18	\$18.73
Medical Receptionist	\$13.32	\$14.23	\$15.41
Medical Records Administrator	\$38.35	\$41.19	\$44.89
Medical Records Clerk	\$13.23	\$14.21	\$15.49
Medical Records Coding Technician	\$18.04	\$19.38	\$21.12
Medical Secretary	\$15.43	\$16.67	\$18.28
Medical Transcriptionist	\$15.10	\$16.22	\$17.68
Office Manager	\$22.45	\$24.54	\$27.25
Order Processing Clerk	\$15.42	\$16.47	\$17.83
Order Processing Supervisor	\$28.00	\$30.25	\$33.17
Payroll Clerk	\$18.71	\$20.09	\$21.90
Payroll Supervisor	\$27.63	\$30.03	\$33.14
Receptionist	\$13.54	\$14.55	\$15.85
Secretary	\$14.82	\$15.92	\$17.35
Telemarketing Representative	\$13.27	\$14.25	\$15.53
Word Processor	\$16.95	\$18.11	\$19.61

# Missouri

## Chillicothe, MO

Job Title	Low	Mid	High
Accounting Clerk	\$13.97	\$14.92	\$16.16
Accounts Payable Clerk	\$14.55	\$15.36	\$16.43
Accounts Payable Supervisor	\$23.10	\$24.96	\$27.37
Accounts Receivable Clerk	\$14.97	\$15.81	\$16.91
Accounts Receivable Supervisor	\$20.74	\$22.41	\$24.58
Administrative Assistant	\$16.06	\$17.46	\$19.26
Administrative Assistant, CEO	\$27.23	\$29.76	\$33.05
Administrative Secretary	\$19.67	\$21.37	\$23.59
Assistant Buyer	\$15.45	\$16.59	\$18.08
Banking Loan Clerk	\$13.08	\$13.98	\$15.13
Banking Loan Processor	\$14.55	\$15.72	\$17.24
Banking Mortgage Clerk	\$13.79	\$14.89	\$16.33
Benefits Clerk	\$15.11	\$16.23	\$17.69
Bilingual Secretary	\$15.23	\$16.64	\$18.48
Billing Clerk	\$13.97	\$15.01	\$16.36
Bookkeeper	\$13.68	\$14.78	\$16.21
Call Center Representative (Complex Calls)	\$14.90	\$16.10	\$17.66
Call Center Representative (General Calls)	\$10.27	\$11.16	\$12.32
Call Center Representative (Specialized Calls)	\$12.17	\$13.07	\$14.24
Call Center Sales Representative	\$11.84	\$12.72	\$13.86
Call Center Supervisor	\$22.45	\$24.26	\$26.60
Cost Accounting Clerk	\$14.24	\$15.29	\$16.67
Credit & Collection Clerk	\$13.21	\$14.11	\$15.28
Customer Service Representative (General Calls)	\$13.68	\$14.78	\$16.21
Customer Service Representative (Specialized Calls)	\$20.08	\$21.70	\$23.80
Customer Service Representative Financial	\$13.39	\$14.55	\$16.05
Data Entry Operator	\$10.68	\$11.40	\$12.35
Data Entry Supervisor	\$18.32	\$19.68	\$21.45
Executive Assistant	\$24.69	\$27.14	\$30.33
Export/Import Clerk	\$14.08	\$15.12	\$16.48
File Clerk	\$11.49	\$12.28	\$13.29
Front Desk Receptionist	\$10.68	\$11.54	\$12.65
General Clerk	\$12.37	\$13.21	\$14.30
Help Desk Representative	\$17.71	\$19.35	\$21.49
Human Resources Assistant	\$14.62	\$15.71	\$17.12
Human Resources Clerk	\$14.62	\$15.71	\$17.12
Insurance Claims Clerk	\$12.56	\$13.41	\$14.52
Insurance Claims Processor	\$13.85	\$14.87	\$16.21
Insurance Customer Service Representative (Commercial)	\$16.70	\$18.04	\$19.79
Insurance Customer Service Representative (Personal)	\$13.68	\$14.78	\$16.21
Inventory Clerk	\$12.93	\$13.81	\$14.96
Inventory Control Clerk	\$12.93	\$13.81	\$14.96
Lead Data Entry Operator	\$13.60	\$14.61	\$15.92
Legal Secretary	\$19.73	\$21.57	\$23.95
Mailroom Clerk	\$11.20	\$11.90	\$12.80
Marketing Survey Worker	\$11.32	\$12.09	\$13.09
Medical Billing Clerk	\$13.88	\$14.91	\$16.25
Medical Receptionist	\$11.53	\$12.31	\$13.33
Medical Records Administrator	\$34.55	\$37.11	\$40.44
Medical Records Clerk	\$11.57	\$12.42	\$13.54
Medical Records Coding Technician	\$15.82	\$16.99	\$18.51
Medical Secretary	\$13.35	\$14.43	\$15.82
Medical Transcriptionist	\$13.35	\$14.34	\$15.62
Office Manager	\$19.67	\$21.50	\$23.87
Order Processing Clerk	\$13.41	\$14.33	\$15.51
Order Processing Supervisor	\$24.64	\$26.62	\$29.19
Payroll Clerk	\$16.30	\$17.51	\$19.08
Payroll Supervisor	\$24.31	\$26.42	\$29.16
Receptionist	\$11.78	\$12.66	\$13.79
Secretary	\$12.82	\$13.77	\$15.00
Telemarketing Representative	\$11.84	\$12.72	\$13.86
Word Processor	\$14.75	\$15.75	\$17.06

# Missouri

## Columbia, MO

Job Title	Low	Mid	High
Accounting Clerk	\$14.79	\$15.80	\$17.11
Accounts Payable Clerk	\$15.39	\$16.25	\$17.37
Accounts Payable Supervisor	\$24.28	\$26.23	\$28.77
Accounts Receivable Clerk	\$15.82	\$16.70	\$17.86
Accounts Receivable Supervisor	\$21.45	\$23.18	\$25.42
Administrative Assistant	\$17.03	\$18.51	\$20.43
Administrative Assistant, CEO	\$28.26	\$30.88	\$34.30
Administrative Secretary	\$20.68	\$22.47	\$24.80
Assistant Buyer	\$16.28	\$17.49	\$19.06
Banking Loan Clerk	\$13.88	\$14.83	\$16.06
Banking Loan Processor	\$15.37	\$16.61	\$18.21
Banking Mortgage Clerk	\$14.60	\$15.77	\$17.30
Benefits Clerk	\$15.94	\$17.13	\$18.66
Bilingual Secretary	\$16.18	\$17.68	\$19.63
Billing Clerk	\$14.79	\$15.89	\$17.32
Bookkeeper	\$14.49	\$15.66	\$17.17
Call Center Representative (Complex Calls)	\$15.66	\$16.92	\$18.55
Call Center Representative (General Calls)	\$10.92	\$11.86	\$13.09
Call Center Representative (Specialized Calls)	\$12.89	\$13.85	\$15.09
Call Center Sales Representative	\$12.34	\$13.26	\$14.45
Call Center Supervisor	\$23.42	\$25.30	\$27.75
Cost Accounting Clerk	\$15.06	\$16.18	\$17.63
Credit & Collection Clerk	\$14.02	\$14.97	\$16.21
Customer Service Representative (General Calls)	\$14.49	\$15.65	\$17.17
Customer Service Representative (Specialized Calls)	\$20.94	\$22.62	\$24.81
Customer Service Representative Financial	\$14.19	\$15.42	\$17.02
Data Entry Operator	\$11.41	\$12.18	\$13.19
Data Entry Supervisor	\$19.28	\$20.71	\$22.57
Executive Assistant	\$25.70	\$28.26	\$31.57
Export/Import Clerk	\$14.90	\$16.00	\$17.44
File Clerk	\$12.22	\$13.05	\$14.13
Front Desk Receptionist	\$11.36	\$12.27	\$13.46
General Clerk	\$13.19	\$14.09	\$15.26
Help Desk Representative	\$18.31	\$20.01	\$22.23
Human Resources Assistant	\$15.45	\$16.60	\$18.09
Human Resources Clerk	\$15.45	\$16.60	\$18.09
Insurance Claims Clerk	\$13.39	\$14.30	\$15.49
Insurance Claims Processor	\$14.54	\$15.62	\$17.03
Insurance Customer Service Representative (Commercial)	\$17.58	\$19.00	\$20.83
Insurance Customer Service Representative (Personal)	\$14.51	\$15.68	\$17.19
Inventory Clerk	\$13.73	\$14.67	\$15.88
Inventory Control Clerk	\$13.73	\$14.67	\$15.88
Lead Data Entry Operator	\$14.47	\$15.55	\$16.94
Legal Secretary	\$20.74	\$22.67	\$25.17
Mailroom Clerk	\$11.96	\$12.71	\$13.67
Marketing Survey Worker	\$12.03	\$12.85	\$13.92
Medical Billing Clerk	\$14.70	\$15.79	\$17.21
Medical Receptionist	\$12.36	\$13.20	\$14.29
Medical Records Administrator	\$35.96	\$38.63	\$42.10
Medical Records Clerk	\$12.22	\$13.13	\$14.31
Medical Records Coding Technician	\$16.58	\$17.81	\$19.41
Medical Secretary	\$14.27	\$15.42	\$16.91
Medical Transcriptionist	\$14.35	\$15.42	\$16.80
Office Manager	\$20.81	\$22.74	\$25.25
Order Processing Clerk	\$14.23	\$15.19	\$16.45
Order Processing Supervisor	\$25.83	\$27.91	\$30.61
Payroll Clerk	\$17.15	\$18.42	\$20.07
Payroll Supervisor	\$25.50	\$27.71	\$30.58
Receptionist	\$12.52	\$13.45	\$14.66
Secretary	\$13.72	\$14.73	\$16.06
Telemarketing Representative	\$12.34	\$13.26	\$14.45
Word Processor	\$15.65	\$16.71	\$18.10

## Liberty, MO

Job Title	Low	Mid	High
Accounting Clerk	\$16.37	\$17.49	\$18.93
Accounts Payable Clerk	\$17.01	\$17.97	\$19.21
Accounts Payable Supervisor	\$26.08	\$28.17	\$30.90
Accounts Receivable Clerk	\$17.47	\$18.45	\$19.73
Accounts Receivable Supervisor	\$23.84	\$25.76	\$28.25
Administrative Assistant	\$18.71	\$20.33	\$22.44
Administrative Assistant, CEO	\$30.30	\$33.12	\$36.78
Administrative Secretary	\$22.53	\$24.48	\$27.02
Assistant Buyer	\$17.96	\$19.29	\$21.02
Banking Loan Clerk	\$15.39	\$16.44	\$17.80
Banking Loan Processor	\$16.97	\$18.33	\$20.11
Banking Mortgage Clerk	\$16.15	\$17.44	\$19.13
Benefits Clerk	\$17.58	\$18.89	\$20.58
Bilingual Secretary	\$17.79	\$19.45	\$21.60
Billing Clerk	\$16.37	\$17.58	\$19.16
Bookkeeper	\$16.05	\$17.34	\$19.01
Call Center Representative (Complex Calls)	\$17.22	\$18.60	\$20.40
Call Center Representative (General Calls)	\$12.11	\$13.16	\$14.52
Call Center Representative (Specialized Calls)	\$14.27	\$15.33	\$16.70
Call Center Sales Representative	\$13.80	\$14.82	\$16.15
Call Center Supervisor	\$25.41	\$27.45	\$30.11
Cost Accounting Clerk	\$16.65	\$17.89	\$19.49
Credit & Collection Clerk	\$15.54	\$16.60	\$17.97
Customer Service Representative (General Calls)	\$16.03	\$17.32	\$18.99
Customer Service Representative (Specialized Calls)	\$22.84	\$24.68	\$27.06
Customer Service Representative Financial	\$15.71	\$17.07	\$18.84
Data Entry Operator	\$12.64	\$13.50	\$14.62
Data Entry Supervisor	\$21.13	\$22.69	\$24.73
Executive Assistant	\$27.67	\$30.42	\$33.99
Export/Import Clerk	\$16.48	\$17.70	\$19.29
File Clerk	\$13.55	\$14.47	\$15.67
Front Desk Receptionist	\$12.60	\$13.61	\$14.93
General Clerk	\$14.61	\$15.60	\$16.90
Help Desk Representative	\$20.64	\$22.56	\$25.05
Human Resources Assistant	\$17.06	\$18.32	\$19.97
Human Resources Clerk	\$17.06	\$18.32	\$19.97
Insurance Claims Clerk	\$14.83	\$15.83	\$17.15
Insurance Claims Processor	\$16.54	\$17.77	\$19.37
Insurance Customer Service Representative (Commercial)	\$19.60	\$21.18	\$23.23
Insurance Customer Service Representative (Personal)	\$16.28	\$17.59	\$19.29
Inventory Clerk	\$15.17	\$16.20	\$17.54
Inventory Control Clerk	\$15.17	\$16.20	\$17.54
Lead Data Entry Operator	\$16.00	\$17.19	\$18.73
Legal Secretary	\$22.58	\$24.68	\$27.41
Mailroom Clerk	\$13.26	\$14.08	\$15.15
Marketing Survey Worker	\$13.35	\$14.26	\$15.44
Medical Billing Clerk	\$16.27	\$17.48	\$19.05
Medical Receptionist	\$13.68	\$14.62	\$15.83
Medical Records Administrator	\$38.55	\$41.42	\$45.13
Medical Records Clerk	\$13.46	\$14.46	\$15.76
Medical Records Coding Technician	\$18.14	\$19.48	\$21.23
Medical Secretary	\$15.78	\$17.04	\$18.69
Medical Transcriptionist	\$15.65	\$16.81	\$18.32
Office Manager	\$22.52	\$24.61	\$27.33
Order Processing Clerk	\$15.75	\$16.83	\$18.22
Order Processing Supervisor	\$27.66	\$29.88	\$32.77
Payroll Clerk	\$18.88	\$20.28	\$22.10
Payroll Supervisor	\$27.31	\$29.68	\$32.75
Receptionist	\$13.88	\$14.91	\$16.25
Secretary	\$15.17	\$16.30	\$17.76
Telemarketing Representative	\$13.80	\$14.82	\$16.15
Word Processor	\$17.26	\$18.43	\$19.96

# Missouri

St. Louis, MO

Job Title	Low	Mid	High
Accounting Clerk	\$16.82	\$17.97	\$19.46
Accounts Payable Clerk	\$17.47	\$18.46	\$19.73
Accounts Payable Supervisor	\$26.67	\$28.82	\$31.60
Accounts Receivable Clerk	\$17.94	\$18.95	\$20.25
Accounts Receivable Supervisor	\$24.34	\$26.30	\$28.84
Administrative Assistant	\$19.25	\$20.92	\$23.09
Administrative Assistant, CEO	\$30.99	\$33.87	\$37.61
Administrative Secretary	\$23.13	\$25.13	\$27.73
Assistant Buyer	\$18.43	\$19.80	\$21.57
Banking Loan Clerk	\$15.83	\$16.91	\$18.31
Banking Loan Processor	\$17.44	\$18.85	\$20.67
Banking Mortgage Clerk	\$16.61	\$17.94	\$19.68
Benefits Clerk	\$18.07	\$19.41	\$21.15
Bilingual Secretary	\$18.32	\$20.02	\$22.23
Billing Clerk	\$16.82	\$18.07	\$19.69
Bookkeeper	\$16.49	\$17.82	\$19.54
Call Center Representative (Complex Calls)	\$17.67	\$19.09	\$20.94
Call Center Representative (General Calls)	\$12.47	\$13.55	\$14.95
Call Center Representative (Specialized Calls)	\$14.68	\$15.77	\$17.19
Call Center Sales Representative	\$14.25	\$15.31	\$16.69
Call Center Supervisor	\$25.88	\$27.96	\$30.66
Cost Accounting Clerk	\$17.11	\$18.38	\$20.03
Credit & Collection Clerk	\$15.98	\$17.07	\$18.48
Customer Service Representative (General Calls)	\$16.49	\$17.82	\$19.54
Customer Service Representative (Specialized Calls)	\$23.39	\$25.27	\$27.71
Customer Service Representative Financial	\$16.16	\$17.56	\$19.38
Data Entry Operator	\$13.03	\$13.92	\$15.07
Data Entry Supervisor	\$21.69	\$23.30	\$25.39
Executive Assistant	\$28.32	\$31.13	\$34.78
Export/Import Clerk	\$16.93	\$18.19	\$19.82
File Clerk	\$13.95	\$14.90	\$16.14
Front Desk Receptionist	\$12.98	\$14.02	\$15.38
General Clerk	\$15.05	\$16.08	\$17.41
Help Desk Representative	\$21.15	\$23.11	\$25.67
Human Resources Assistant	\$17.53	\$18.84	\$20.53
Human Resources Clerk	\$17.53	\$18.84	\$20.53
Insurance Claims Clerk	\$15.28	\$16.32	\$17.67
Insurance Claims Processor	\$16.85	\$18.10	\$19.72
Insurance Customer Service Representative (Commercial)	\$19.98	\$21.59	\$23.68
Insurance Customer Service Representative (Personal)	\$16.64	\$17.97	\$19.71
Inventory Clerk	\$15.64	\$16.70	\$18.09
Inventory Control Clerk	\$15.64	\$16.70	\$18.09
Lead Data Entry Operator	\$16.48	\$17.70	\$19.29
Legal Secretary	\$23.18	\$25.33	\$28.13
Mailroom Clerk	\$13.67	\$14.51	\$15.62
Marketing Survey Worker	\$13.75	\$14.68	\$15.90
Medical Billing Clerk	\$16.72	\$17.96	\$19.57
Medical Receptionist	\$14.12	\$15.09	\$16.34
Medical Records Administrator	\$39.34	\$42.26	\$46.05
Medical Records Clerk	\$13.67	\$14.68	\$16.00
Medical Records Coding Technician	\$18.36	\$19.72	\$21.49
Medical Secretary	\$16.27	\$17.58	\$19.28
Medical Transcriptionist	\$15.83	\$17.01	\$18.53
Office Manager	\$23.08	\$25.23	\$28.02
Order Processing Clerk	\$16.22	\$17.32	\$18.76
Order Processing Supervisor	\$28.28	\$30.55	\$33.50
Payroll Clerk	\$19.36	\$20.80	\$22.67
Payroll Supervisor	\$27.92	\$30.34	\$33.48
Receptionist	\$14.30	\$15.36	\$16.73
Secretary	\$15.66	\$16.82	\$18.33
Telemarketing Representative	\$14.25	\$15.31	\$16.69
Word Processor	\$17.75	\$18.96	\$20.54

# Nebraska

Lincoln, NE

Job Title	Low	Mid	High
Accounting Clerk	\$14.96	\$15.98	\$17.30
Accounts Payable Clerk	\$15.55	\$16.42	\$17.55
Accounts Payable Supervisor	\$24.14	\$26.08	\$28.60
Accounts Receivable Clerk	\$15.97	\$16.87	\$18.04
Accounts Receivable Supervisor	\$21.92	\$23.68	\$25.97
Administrative Assistant	\$17.15	\$18.63	\$20.56
Administrative Assistant, CEO	\$28.03	\$30.63	\$34.02
Administrative Secretary	\$20.71	\$22.51	\$24.84
Assistant Buyer	\$16.43	\$17.65	\$19.23
Banking Loan Clerk	\$14.05	\$15.01	\$16.25
Banking Loan Processor	\$15.52	\$16.77	\$18.39
Banking Mortgage Clerk	\$14.76	\$15.94	\$17.49
Benefits Clerk	\$16.09	\$17.28	\$18.83
Bilingual Secretary	\$16.30	\$17.81	\$19.78
Billing Clerk	\$14.95	\$16.06	\$17.51
Bookkeeper	\$14.66	\$15.84	\$17.37
Call Center Representative (Complex Calls)	\$15.77	\$17.04	\$18.69
Call Center Representative (General Calls)	\$11.06	\$12.02	\$13.26
Call Center Representative (Specialized Calls)	\$13.04	\$14.01	\$15.26
Call Center Sales Representative	\$12.40	\$13.32	\$14.51
Call Center Supervisor	\$23.29	\$25.16	\$27.59
Cost Accounting Clerk	\$15.22	\$16.35	\$17.82
Credit & Collection Clerk	\$14.19	\$15.15	\$16.41
Customer Service Representative (General Calls)	\$14.65	\$15.83	\$17.36
Customer Service Representative (Specialized Calls)	\$20.99	\$22.67	\$24.87
Customer Service Representative Financial	\$14.35	\$15.60	\$17.21
Data Entry Operator	\$11.42	\$12.19	\$13.20
Data Entry Supervisor	\$19.16	\$20.58	\$22.43
Executive Assistant	\$25.55	\$28.09	\$31.39
Export/Import Clerk	\$15.06	\$16.17	\$17.63
File Clerk	\$12.38	\$13.22	\$14.31
Front Desk Receptionist	\$11.51	\$12.43	\$13.64
General Clerk	\$13.19	\$14.09	\$15.26
Help Desk Representative	\$18.38	\$20.09	\$22.31
Human Resources Assistant	\$15.60	\$16.76	\$18.26
Human Resources Clerk	\$15.60	\$16.76	\$18.26
Insurance Claims Clerk	\$13.39	\$14.30	\$15.49
Insurance Claims Processor	\$15.00	\$16.11	\$17.56
Insurance Customer Service Representative (Commercial)	\$17.71	\$19.13	\$20.98
Insurance Customer Service Representative (Personal)	\$14.67	\$15.85	\$17.38
Inventory Clerk	\$13.90	\$14.85	\$16.08
Inventory Control Clerk	\$13.90	\$14.85	\$16.08
Lead Data Entry Operator	\$14.46	\$15.53	\$16.93
Legal Secretary	\$20.76	\$22.69	\$25.20
Mailroom Clerk	\$11.97	\$12.71	\$13.68
Marketing Survey Worker	\$12.19	\$13.02	\$14.10
Medical Billing Clerk	\$14.87	\$15.97	\$17.40
Medical Receptionist	\$12.50	\$13.36	\$14.46
Medical Records Administrator	\$36.06	\$38.73	\$42.21
Medical Records Clerk	\$12.44	\$13.37	\$14.57
Medical Records Coding Technician	\$16.80	\$18.05	\$19.67
Medical Secretary	\$14.42	\$15.58	\$17.09
Medical Transcriptionist	\$14.66	\$15.74	\$17.16
Office Manager	\$20.78	\$22.72	\$25.23
Order Processing Clerk	\$14.39	\$15.37	\$16.65
Order Processing Supervisor	\$25.64	\$27.70	\$30.38
Payroll Clerk	\$17.28	\$18.56	\$20.23
Payroll Supervisor	\$25.31	\$27.50	\$30.35
Receptionist	\$12.68	\$13.62	\$14.84
Secretary	\$13.87	\$14.90	\$16.24
Telemarketing Representative	\$12.40	\$13.32	\$14.51
Word Processor	\$15.61	\$16.67	\$18.06

# Nebraska

## Omaha, NE

Job Title	Low	Mid	High
Accounting Clerk	\$15.76	\$16.83	\$18.23
Accounts Payable Clerk	\$16.37	\$17.29	\$18.49
Accounts Payable Supervisor	\$25.21	\$27.24	\$29.87
Accounts Receivable Clerk	\$16.81	\$17.76	\$18.98
Accounts Receivable Supervisor	\$23.05	\$24.90	\$27.31
Administrative Assistant	\$17.99	\$19.55	\$21.57
Administrative Assistant, CEO	\$29.18	\$31.90	\$35.42
Administrative Secretary	\$21.67	\$23.55	\$25.99
Assistant Buyer	\$17.28	\$18.56	\$20.23
Banking Loan Clerk	\$14.82	\$15.83	\$17.14
Banking Loan Processor	\$16.35	\$17.66	\$19.37
Banking Mortgage Clerk	\$15.56	\$16.81	\$18.43
Benefits Clerk	\$16.94	\$18.19	\$19.83
Bilingual Secretary	\$17.11	\$18.70	\$20.77
Billing Clerk	\$15.75	\$16.92	\$18.44
Bookkeeper	\$15.44	\$16.69	\$18.30
Call Center Representative (Complex Calls)	\$16.58	\$17.91	\$19.64
Call Center Representative (General Calls)	\$11.68	\$12.69	\$14.00
Call Center Representative (Specialized Calls)	\$13.75	\$14.77	\$16.09
Call Center Sales Representative	\$13.44	\$14.43	\$15.73
Call Center Supervisor	\$24.73	\$26.71	\$29.30
Cost Accounting Clerk	\$16.03	\$17.22	\$18.76
Credit & Collection Clerk	\$14.96	\$15.98	\$17.30
Customer Service Representative (General Calls)	\$15.44	\$16.69	\$18.30
Customer Service Representative (Specialized Calls)	\$22.00	\$23.77	\$26.07
Customer Service Representative Financial	\$15.13	\$16.45	\$18.15
Data Entry Operator	\$12.14	\$12.96	\$14.04
Data Entry Supervisor	\$20.23	\$21.73	\$23.68
Executive Assistant	\$26.65	\$29.29	\$32.73
Export/Import Clerk	\$15.86	\$17.04	\$18.57
File Clerk	\$13.07	\$13.96	\$15.12
Front Desk Receptionist	\$12.16	\$13.14	\$14.41
General Clerk	\$14.01	\$14.96	\$16.20
Help Desk Representative	\$19.92	\$21.77	\$24.17
Human Resources Assistant	\$16.43	\$17.65	\$19.24
Human Resources Clerk	\$16.43	\$17.65	\$19.24
Insurance Claims Clerk	\$14.22	\$15.19	\$16.44
Insurance Claims Processor	\$15.89	\$17.07	\$18.61
Insurance Customer Service Representative (Commercial)	\$18.73	\$20.23	\$22.19
Insurance Customer Service Representative (Personal)	\$15.57	\$16.82	\$18.45
Inventory Clerk	\$14.65	\$15.65	\$16.94
Inventory Control Clerk	\$14.65	\$15.65	\$16.94
Lead Data Entry Operator	\$15.34	\$16.48	\$17.96
Legal Secretary	\$21.72	\$23.74	\$26.36
Mailroom Clerk	\$12.72	\$13.51	\$14.54
Marketing Survey Worker	\$12.88	\$13.75	\$14.89
Medical Billing Clerk	\$15.66	\$16.82	\$18.33
Medical Receptionist	\$13.18	\$14.08	\$15.24
Medical Records Administrator	\$37.66	\$40.45	\$44.08
Medical Records Clerk	\$13.01	\$13.97	\$15.23
Medical Records Coding Technician	\$17.50	\$18.80	\$20.49
Medical Secretary	\$15.18	\$16.39	\$17.98
Medical Transcriptionist	\$15.38	\$16.52	\$18.00
Office Manager	\$21.76	\$23.78	\$26.40
Order Processing Clerk	\$15.18	\$16.21	\$17.56
Order Processing Supervisor	\$26.75	\$28.90	\$31.70
Payroll Clerk	\$18.16	\$19.51	\$21.26
Payroll Supervisor	\$26.42	\$28.70	\$31.68
Receptionist	\$13.39	\$14.38	\$15.67
Secretary	\$14.60	\$15.68	\$17.09
Telemarketing Representative	\$13.44	\$14.43	\$15.73
Word Processor	\$16.54	\$17.67	\$19.13

# Nevada

## Las Vegas, NV

Job Title	Low	Mid	High
Accounting Clerk	\$17.53	\$18.72	\$20.27
Accounts Payable Clerk	\$18.21	\$19.23	\$20.56
Accounts Payable Supervisor	\$27.54	\$29.75	\$32.62
Accounts Receivable Clerk	\$18.70	\$19.75	\$21.11
Accounts Receivable Supervisor	\$24.76	\$26.75	\$29.33
Administrative Assistant	\$20.18	\$21.92	\$24.20
Administrative Assistant, CEO	\$32.66	\$35.69	\$39.63
Administrative Secretary	\$24.29	\$26.39	\$29.13
Assistant Buyer	\$19.22	\$20.65	\$22.50
Banking Loan Clerk	\$16.48	\$17.60	\$19.06
Banking Loan Processor	\$18.17	\$19.63	\$21.53
Banking Mortgage Clerk	\$17.29	\$18.68	\$20.49
Benefits Clerk	\$18.83	\$20.22	\$22.04
Bilingual Secretary	\$19.19	\$20.97	\$23.29
Billing Clerk	\$17.52	\$18.82	\$20.51
Bookkeeper	\$17.18	\$18.56	\$20.35
Call Center Representative (Complex Calls)	\$18.43	\$19.91	\$21.84
Call Center Representative (General Calls)	\$12.95	\$14.08	\$15.53
Call Center Representative (Specialized Calls)	\$15.28	\$16.42	\$17.89
Call Center Sales Representative	\$14.65	\$15.74	\$17.15
Call Center Supervisor	\$26.52	\$28.65	\$31.42
Cost Accounting Clerk	\$17.83	\$19.15	\$20.87
Credit & Collection Clerk	\$16.64	\$17.77	\$19.24
Customer Service Representative (General Calls)	\$17.17	\$18.55	\$20.34
Customer Service Representative (Specialized Calls)	\$24.44	\$26.41	\$28.96
Customer Service Representative Financial	\$16.82	\$18.28	\$20.17
Data Entry Operator	\$13.44	\$14.36	\$15.55
Data Entry Supervisor	\$22.51	\$24.18	\$26.36
Executive Assistant	\$29.82	\$32.78	\$36.63
Export/Import Clerk	\$17.64	\$18.95	\$20.65
File Clerk	\$14.49	\$15.48	\$16.76
Front Desk Receptionist	\$13.47	\$14.55	\$15.95
General Clerk	\$15.56	\$16.62	\$18.00
Help Desk Representative	\$21.34	\$23.32	\$25.90
Human Resources Assistant	\$18.26	\$19.62	\$21.38
Human Resources Clerk	\$18.26	\$19.62	\$21.38
Insurance Claims Clerk	\$15.80	\$16.87	\$18.27
Insurance Claims Processor	\$17.14	\$18.41	\$20.06
Insurance Customer Service Representative (Commercial)	\$20.14	\$21.76	\$23.87
Insurance Customer Service Representative (Personal)	\$16.74	\$18.08	\$19.83
Inventory Clerk	\$16.22	\$17.32	\$18.76
Inventory Control Clerk	\$16.22	\$17.32	\$18.76
Lead Data Entry Operator	\$17.06	\$18.33	\$19.97
Legal Secretary	\$24.34	\$26.61	\$29.55
Mailroom Clerk	\$14.11	\$14.98	\$16.12
Marketing Survey Worker	\$14.27	\$15.24	\$16.51
Medical Billing Clerk	\$17.42	\$18.71	\$20.39
Medical Receptionist	\$14.75	\$15.75	\$17.06
Medical Records Administrator	\$40.42	\$43.42	\$47.32
Medical Records Clerk	\$15.02	\$16.14	\$17.59
Medical Records Coding Technician	\$20.22	\$21.72	\$23.67
Medical Secretary	\$17.02	\$18.39	\$20.16
Medical Transcriptionist	\$17.01	\$18.27	\$19.91
Office Manager	\$23.78	\$25.99	\$28.86
Order Processing Clerk	\$16.87	\$18.02	\$19.52
Order Processing Supervisor	\$29.21	\$31.56	\$34.61
Payroll Clerk	\$20.20	\$21.70	\$23.65
Payroll Supervisor	\$28.84	\$31.34	\$34.59
Receptionist	\$14.85	\$15.95	\$17.39
Secretary	\$16.37	\$17.58	\$19.16
Telemarketing Representative	\$14.65	\$15.74	\$17.15
Word Processor	\$18.39	\$19.65	\$21.27

# New Hampshire

## Manchester, NH

Job Title	Low	Mid	High
Accounting Clerk	\$17.30	\$18.48	\$20.01
Accounts Payable Clerk	\$17.97	\$18.98	\$20.29
Accounts Payable Supervisor	\$27.24	\$29.43	\$32.28
Accounts Receivable Clerk	\$18.45	\$19.48	\$20.83
Accounts Receivable Supervisor	\$24.55	\$26.52	\$29.09
Administrative Assistant	\$19.68	\$21.39	\$23.60
Administrative Assistant, CEO	\$31.81	\$34.76	\$38.60
Administrative Secretary	\$23.66	\$25.71	\$28.38
Assistant Buyer	\$18.95	\$20.35	\$22.18
Banking Loan Clerk	\$16.28	\$17.39	\$18.83
Banking Loan Processor	\$17.90	\$19.34	\$21.21
Banking Mortgage Clerk	\$17.05	\$18.42	\$20.20
Benefits Clerk	\$18.54	\$19.91	\$21.70
Bilingual Secretary	\$18.73	\$20.47	\$22.73
Billing Clerk	\$17.30	\$18.58	\$20.25
Bookkeeper	\$16.96	\$18.32	\$20.09
Call Center Representative (Complex Calls)	\$18.12	\$19.58	\$21.47
Call Center Representative (General Calls)	\$12.82	\$13.93	\$15.37
Call Center Representative (Specialized Calls)	\$15.07	\$16.19	\$17.64
Call Center Sales Representative	\$14.24	\$15.29	\$16.67
Call Center Supervisor	\$26.12	\$28.22	\$30.95
Cost Accounting Clerk	\$17.59	\$18.90	\$20.59
Credit & Collection Clerk	\$16.44	\$17.56	\$19.01
Customer Service Representative (General Calls)	\$16.93	\$18.29	\$20.05
Customer Service Representative (Specialized Calls)	\$24.01	\$25.94	\$28.45
Customer Service Representative Financial	\$16.59	\$18.03	\$19.89
Data Entry Operator	\$13.35	\$14.26	\$15.44
Data Entry Supervisor	\$22.14	\$23.79	\$25.92
Executive Assistant	\$29.05	\$31.93	\$35.68
Export/Import Clerk	\$17.41	\$18.70	\$20.38
File Clerk	\$14.34	\$15.32	\$16.59
Front Desk Receptionist	\$13.35	\$14.42	\$15.82
General Clerk	\$15.39	\$16.44	\$17.80
Help Desk Representative	\$21.55	\$23.55	\$26.16
Human Resources Assistant	\$17.99	\$19.33	\$21.06
Human Resources Clerk	\$17.99	\$19.33	\$21.06
Insurance Claims Clerk	\$15.62	\$16.68	\$18.07
Insurance Claims Processor	\$16.97	\$18.23	\$19.87
Insurance Customer Service Representative (Commercial)	\$19.93	\$21.54	\$23.62
Insurance Customer Service Representative (Personal)	\$16.61	\$17.94	\$19.67
Inventory Clerk	\$15.96	\$17.05	\$18.46
Inventory Control Clerk	\$15.96	\$17.05	\$18.46
Lead Data Entry Operator	\$16.84	\$18.09	\$19.72
Legal Secretary	\$23.72	\$25.92	\$28.78
Mailroom Clerk	\$13.99	\$14.86	\$15.99
Marketing Survey Worker	\$14.13	\$15.10	\$16.35
Medical Billing Clerk	\$17.20	\$18.47	\$20.13
Medical Receptionist	\$14.47	\$15.45	\$16.73
Medical Records Administrator	\$39.58	\$42.52	\$46.33
Medical Records Clerk	\$14.29	\$15.35	\$16.73
Medical Records Coding Technician	\$19.16	\$20.58	\$22.42
Medical Secretary	\$16.64	\$17.98	\$19.72
Medical Transcriptionist	\$16.87	\$18.13	\$19.75
Office Manager	\$23.54	\$25.72	\$28.57
Order Processing Clerk	\$16.64	\$17.78	\$19.25
Order Processing Supervisor	\$28.90	\$31.22	\$34.24
Payroll Clerk	\$19.90	\$21.38	\$23.30
Payroll Supervisor	\$28.54	\$31.01	\$34.22
Receptionist	\$14.69	\$15.78	\$17.20
Secretary	\$16.02	\$17.21	\$18.75
Telemarketing Representative	\$14.24	\$15.29	\$16.67
Word Processor	\$18.14	\$19.38	\$20.98

# New Jersey

## Parsippany, NJ

Job Title	Low	Mid	High
Accounting Clerk	\$18.88	\$20.16	\$21.83
Accounts Payable Clerk	\$19.62	\$20.72	\$22.15
Accounts Payable Supervisor	\$30.03	\$32.44	\$35.58
Accounts Receivable Clerk	\$20.16	\$21.29	\$22.76
Accounts Receivable Supervisor	\$27.83	\$30.07	\$32.98
Administrative Assistant	\$21.76	\$23.64	\$26.09
Administrative Assistant, CEO	\$35.27	\$38.55	\$42.81
Administrative Secretary	\$26.23	\$28.50	\$31.46
Assistant Buyer	\$20.73	\$22.26	\$24.26
Banking Loan Clerk	\$17.73	\$18.94	\$20.51
Banking Loan Processor	\$19.56	\$21.13	\$23.17
Banking Mortgage Clerk	\$18.60	\$20.09	\$22.04
Benefits Clerk	\$20.27	\$21.77	\$23.73
Bilingual Secretary	\$20.68	\$22.61	\$25.10
Billing Clerk	\$18.87	\$20.27	\$22.10
Bookkeeper	\$18.50	\$19.99	\$21.92
Call Center Representative (Complex Calls)	\$19.86	\$21.46	\$23.53
Call Center Representative (General Calls)	\$13.91	\$15.11	\$16.68
Call Center Representative (Specialized Calls)	\$16.44	\$17.65	\$19.24
Call Center Sales Representative	\$15.88	\$17.06	\$18.60
Call Center Supervisor	\$29.50	\$31.87	\$34.95
Cost Accounting Clerk	\$19.21	\$20.63	\$22.48
Credit & Collection Clerk	\$17.90	\$19.12	\$20.71
Customer Service Representative (General Calls)	\$18.46	\$19.95	\$21.88
Customer Service Representative (Specialized Calls)	\$26.38	\$28.50	\$31.26
Customer Service Representative Financial	\$18.09	\$19.66	\$21.69
Data Entry Operator	\$14.38	\$15.36	\$16.63
Data Entry Supervisor	\$24.23	\$26.03	\$28.36
Executive Assistant	\$32.22	\$35.42	\$39.58
Export/Import Clerk	\$19.00	\$20.41	\$22.24
File Clerk	\$15.55	\$16.61	\$17.99
Front Desk Receptionist	\$14.44	\$15.60	\$17.10
General Clerk	\$16.68	\$17.82	\$19.30
Help Desk Representative	\$24.12	\$26.36	\$29.28
Human Resources Assistant	\$19.66	\$21.12	\$23.01
Human Resources Clerk	\$19.66	\$21.12	\$23.01
Insurance Claims Clerk	\$16.94	\$18.09	\$19.59
Insurance Claims Processor	\$19.08	\$20.49	\$22.33
Insurance Customer Service Representative (Commercial)	\$22.50	\$24.31	\$26.66
Insurance Customer Service Representative (Personal)	\$18.67	\$20.17	\$22.12
Inventory Clerk	\$17.36	\$18.54	\$20.08
Inventory Control Clerk	\$17.36	\$18.54	\$20.08
Lead Data Entry Operator	\$18.31	\$19.67	\$21.43
Legal Secretary	\$26.29	\$28.74	\$31.91
Mailroom Clerk	\$15.10	\$16.04	\$17.26
Marketing Survey Worker	\$15.31	\$16.36	\$17.71
Medical Billing Clerk	\$18.76	\$20.15	\$21.96
Medical Receptionist	\$15.84	\$16.92	\$18.32
Medical Records Administrator	\$47.03	\$50.52	\$55.06
Medical Records Clerk	\$15.87	\$17.05	\$18.58
Medical Records Coding Technician	\$21.44	\$23.03	\$25.10
Medical Secretary	\$18.31	\$19.78	\$21.70
Medical Transcriptionist	\$17.87	\$19.20	\$20.92
Office Manager	\$25.92	\$28.33	\$31.46
Order Processing Clerk	\$18.14	\$19.37	\$20.98
Order Processing Supervisor	\$31.85	\$34.41	\$37.74
Payroll Clerk	\$21.80	\$23.42	\$25.52
Payroll Supervisor	\$31.45	\$34.17	\$37.71
Receptionist	\$15.95	\$17.13	\$18.67
Secretary	\$17.60	\$18.91	\$20.61
Telemarketing Representative	\$15.88	\$17.06	\$18.60
Word Processor	\$19.76	\$21.10	\$22.85

# New Jersey

## Princeton, NJ

Job Title	Low	Mid	High
Accounting Clerk	\$18.68	\$19.95	\$21.60
Accounts Payable Clerk	\$19.42	\$20.51	\$21.93
Accounts Payable Supervisor	\$29.79	\$32.18	\$35.29
Accounts Receivable Clerk	\$19.96	\$21.08	\$22.53
Accounts Receivable Supervisor	\$27.48	\$29.69	\$32.56
Administrative Assistant	\$21.62	\$23.50	\$25.93
Administrative Assistant, CEO	\$35.14	\$38.41	\$42.65
Administrative Secretary	\$26.11	\$28.37	\$31.31
Assistant Buyer	\$20.53	\$22.06	\$24.04
Banking Loan Clerk	\$17.53	\$18.73	\$20.28
Banking Loan Processor	\$19.41	\$20.96	\$22.99
Banking Mortgage Clerk	\$18.44	\$19.93	\$21.85
Benefits Clerk	\$20.12	\$21.61	\$23.55
Bilingual Secretary	\$20.55	\$22.46	\$24.94
Billing Clerk	\$18.68	\$20.06	\$21.86
Bookkeeper	\$18.30	\$19.77	\$21.69
Call Center Representative (Complex Calls)	\$19.74	\$21.33	\$23.39
Call Center Representative (General Calls)	\$13.76	\$14.95	\$16.50
Call Center Representative (Specialized Calls)	\$16.30	\$17.51	\$19.08
Call Center Sales Representative	\$15.67	\$16.83	\$18.34
Call Center Supervisor	\$28.96	\$31.29	\$34.31
Cost Accounting Clerk	\$19.01	\$20.42	\$22.25
Credit & Collection Clerk	\$17.70	\$18.91	\$20.48
Customer Service Representative (General Calls)	\$18.31	\$19.78	\$21.69
Customer Service Representative (Specialized Calls)	\$26.25	\$28.36	\$31.10
Customer Service Representative Financial	\$17.93	\$19.49	\$21.51
Data Entry Operator	\$14.24	\$15.21	\$16.47
Data Entry Supervisor	\$24.14	\$25.94	\$28.26
Executive Assistant	\$32.10	\$35.28	\$39.43
Export/Import Clerk	\$18.80	\$20.20	\$22.01
File Clerk	\$15.39	\$16.43	\$17.80
Front Desk Receptionist	\$14.27	\$15.42	\$16.91
General Clerk	\$16.55	\$17.68	\$19.14
Help Desk Representative	\$23.48	\$25.66	\$28.49
Human Resources Assistant	\$19.51	\$20.95	\$22.84
Human Resources Clerk	\$19.51	\$20.95	\$22.84
Insurance Claims Clerk	\$16.81	\$17.95	\$19.44
Insurance Claims Processor	\$18.85	\$20.25	\$22.06
Insurance Customer Service Representative (Commercial)	\$22.27	\$24.06	\$26.39
Insurance Customer Service Representative (Personal)	\$18.43	\$19.91	\$21.84
Inventory Clerk	\$17.15	\$18.31	\$19.83
Inventory Control Clerk	\$17.15	\$18.31	\$19.83
Lead Data Entry Operator	\$18.18	\$19.53	\$21.29
Legal Secretary	\$26.17	\$28.60	\$31.76
Mailroom Clerk	\$14.96	\$15.89	\$17.10
Marketing Survey Worker	\$15.15	\$16.18	\$17.52
Medical Billing Clerk	\$18.56	\$19.94	\$21.73
Medical Receptionist	\$15.68	\$16.75	\$18.13
Medical Records Administrator	\$45.74	\$49.14	\$53.55
Medical Records Clerk	\$15.35	\$16.49	\$17.97
Medical Records Coding Technician	\$20.82	\$22.37	\$24.37
Medical Secretary	\$18.16	\$19.62	\$21.52
Medical Transcriptionist	\$17.69	\$19.00	\$20.70
Office Manager	\$25.70	\$28.09	\$31.19
Order Processing Clerk	\$17.98	\$19.21	\$20.80
Order Processing Supervisor	\$31.60	\$34.14	\$37.44
Payroll Clerk	\$21.61	\$23.21	\$25.29
Payroll Supervisor	\$31.20	\$33.91	\$37.42
Receptionist	\$15.78	\$16.95	\$18.48
Secretary	\$17.45	\$18.74	\$20.43
Telemarketing Representative	\$15.67	\$16.83	\$18.34
Word Processor	\$19.64	\$20.98	\$22.72

## South Plainfield, NJ

Job Title	Low	Mid	High
Accounting Clerk	\$18.55	\$19.82	\$21.46
Accounts Payable Clerk	\$19.29	\$20.37	\$21.78
Accounts Payable Supervisor	\$29.51	\$31.88	\$34.96
Accounts Receivable Clerk	\$19.81	\$20.93	\$22.37
Accounts Receivable Supervisor	\$27.56	\$29.78	\$32.66
Administrative Assistant	\$21.38	\$23.23	\$25.64
Administrative Assistant, CEO	\$34.61	\$37.83	\$42.01
Administrative Secretary	\$25.77	\$28.01	\$30.91
Assistant Buyer	\$20.38	\$21.89	\$23.85
Banking Loan Clerk	\$17.43	\$18.61	\$20.16
Banking Loan Processor	\$19.26	\$20.81	\$22.82
Banking Mortgage Clerk	\$18.31	\$19.78	\$21.70
Benefits Clerk	\$19.96	\$21.44	\$23.37
Bilingual Secretary	\$20.33	\$22.21	\$24.67
Billing Clerk	\$18.55	\$19.93	\$21.72
Bookkeeper	\$18.18	\$19.64	\$21.54
Call Center Representative (Complex Calls)	\$19.56	\$21.14	\$23.18
Call Center Representative (General Calls)	\$13.68	\$14.87	\$16.41
Call Center Representative (Specialized Calls)	\$16.18	\$17.38	\$18.94
Call Center Sales Representative	\$15.75	\$16.91	\$18.43
Call Center Supervisor	\$29.11	\$31.44	\$34.49
Cost Accounting Clerk	\$18.88	\$20.28	\$22.10
Credit & Collection Clerk	\$17.60	\$18.80	\$20.35
Customer Service Representative (General Calls)	\$18.18	\$19.64	\$21.54
Customer Service Representative (Specialized Calls)	\$25.98	\$28.06	\$30.78
Customer Service Representative Financial	\$17.81	\$19.35	\$21.36
Data Entry Operator	\$14.15	\$15.12	\$16.37
Data Entry Supervisor	\$23.88	\$25.65	\$27.95
Executive Assistant	\$31.63	\$34.78	\$38.86
Export/Import Clerk	\$18.68	\$20.06	\$21.87
File Clerk	\$15.30	\$16.35	\$17.70
Front Desk Receptionist	\$14.20	\$15.34	\$16.83
General Clerk	\$16.43	\$17.55	\$19.00
Help Desk Representative	\$23.72	\$25.92	\$28.79
Human Resources Assistant	\$19.36	\$20.79	\$22.66
Human Resources Clerk	\$19.36	\$20.79	\$22.66
Insurance Claims Clerk	\$16.68	\$17.81	\$19.29
Insurance Claims Processor	\$18.98	\$20.39	\$22.22
Insurance Customer Service Representative (Commercial)	\$22.37	\$24.17	\$26.50
Insurance Customer Service Representative (Personal)	\$18.55	\$20.04	\$21.98
Inventory Clerk	\$17.09	\$18.26	\$19.77
Inventory Control Clerk	\$17.09	\$18.26	\$19.77
Lead Data Entry Operator	\$18.03	\$19.37	\$21.11
Legal Secretary	\$25.83	\$28.23	\$31.35
Mailroom Clerk	\$14.86	\$15.79	\$16.99
Marketing Survey Worker	\$15.07	\$16.09	\$17.43
Medical Billing Clerk	\$18.44	\$19.81	\$21.59
Medical Receptionist	\$15.55	\$16.61	\$17.99
Medical Records Administrator	\$45.94	\$49.35	\$53.78
Medical Records Clerk	\$15.59	\$16.75	\$18.25
Medical Records Coding Technician	\$21.08	\$22.65	\$24.68
Medical Secretary	\$17.99	\$19.44	\$21.31
Medical Transcriptionist	\$17.68	\$18.99	\$20.70
Office Manager	\$25.49	\$27.85	\$30.93
Order Processing Clerk	\$17.86	\$19.07	\$20.66
Order Processing Supervisor	\$31.29	\$33.81	\$37.07
Payroll Clerk	\$21.43	\$23.02	\$25.09
Payroll Supervisor	\$30.90	\$33.58	\$37.06
Receptionist	\$15.69	\$16.86	\$18.37
Secretary	\$17.29	\$18.57	\$20.24
Telemarketing Representative	\$15.75	\$16.91	\$18.43
Word Processor	\$19.47	\$20.79	\$22.51

# New Jersey

## Swedesboro, NJ

Job Title	Low	Mid	High
Accounting Clerk	\$17.47	\$18.66	\$20.20
Accounts Payable Clerk	\$18.17	\$19.19	\$20.51
Accounts Payable Supervisor	\$28.01	\$30.26	\$33.19
Accounts Receivable Clerk	\$18.68	\$19.72	\$21.09
Accounts Receivable Supervisor	\$25.65	\$27.71	\$30.39
Administrative Assistant	\$20.26	\$22.01	\$24.29
Administrative Assistant, CEO	\$33.08	\$36.15	\$40.15
Administrative Secretary	\$24.51	\$26.63	\$29.39
Assistant Buyer	\$19.23	\$20.65	\$22.51
Banking Loan Clerk	\$16.38	\$17.50	\$18.95
Banking Loan Processor	\$18.15	\$19.61	\$21.50
Banking Mortgage Clerk	\$17.24	\$18.62	\$20.42
Benefits Clerk	\$18.82	\$20.22	\$22.04
Bilingual Secretary	\$19.24	\$21.02	\$23.35
Billing Clerk	\$17.47	\$18.76	\$20.45
Bookkeeper	\$17.11	\$18.49	\$20.28
Call Center Representative (Complex Calls)	\$18.49	\$19.98	\$21.91
Call Center Representative (General Calls)	\$12.84	\$13.95	\$15.40
Call Center Representative (Specialized Calls)	\$15.22	\$16.35	\$17.82
Call Center Sales Representative	\$14.67	\$15.76	\$17.18
Call Center Supervisor	\$27.53	\$29.74	\$32.62
Cost Accounting Clerk	\$17.78	\$19.10	\$20.82
Credit & Collection Clerk	\$16.55	\$17.67	\$19.14
Customer Service Representative (General Calls)	\$17.11	\$18.48	\$20.27
Customer Service Representative (Specialized Calls)	\$24.63	\$26.61	\$29.18
Customer Service Representative Financial	\$16.75	\$18.20	\$20.09
Data Entry Operator	\$13.28	\$14.18	\$15.35
Data Entry Supervisor	\$22.63	\$24.30	\$26.49
Executive Assistant	\$30.19	\$33.18	\$37.08
Export/Import Clerk	\$17.59	\$18.89	\$20.59
File Clerk	\$14.36	\$15.33	\$16.61
Front Desk Receptionist	\$13.31	\$14.38	\$15.77
General Clerk	\$15.44	\$16.49	\$17.86
Help Desk Representative	\$21.76	\$23.78	\$26.41
Human Resources Assistant	\$18.24	\$19.60	\$21.35
Human Resources Clerk	\$18.24	\$19.60	\$21.35
Insurance Claims Clerk	\$15.68	\$16.75	\$18.14
Insurance Claims Processor	\$17.51	\$18.81	\$20.50
Insurance Customer Service Representative (Commercial)	\$21.11	\$22.80	\$25.01
Insurance Customer Service Representative (Personal)	\$17.42	\$18.83	\$20.65
Inventory Clerk	\$16.14	\$17.24	\$18.67
Inventory Control Clerk	\$16.14	\$17.24	\$18.67
Lead Data Entry Operator	\$16.98	\$18.24	\$19.88
Legal Secretary	\$24.57	\$26.85	\$29.82
Mailroom Clerk	\$13.95	\$14.82	\$15.94
Marketing Survey Worker	\$14.13	\$15.10	\$16.35
Medical Billing Clerk	\$17.36	\$18.65	\$20.32
Medical Receptionist	\$14.64	\$15.63	\$16.93
Medical Records Administrator	\$43.16	\$46.37	\$50.53
Medical Records Clerk	\$14.64	\$15.73	\$17.14
Medical Records Coding Technician	\$19.92	\$21.40	\$23.32
Medical Secretary	\$16.97	\$18.34	\$20.11
Medical Transcriptionist	\$16.73	\$17.98	\$19.59
Office Manager	\$24.14	\$26.38	\$29.30
Order Processing Clerk	\$16.79	\$17.94	\$19.42
Order Processing Supervisor	\$29.73	\$32.12	\$35.23
Payroll Clerk	\$20.25	\$21.75	\$23.70
Payroll Supervisor	\$29.36	\$31.90	\$35.21
Receptionist	\$14.73	\$15.82	\$17.24
Secretary	\$16.30	\$17.51	\$19.08
Telemarketing Representative	\$14.67	\$15.76	\$17.18
Word Processor	\$18.36	\$19.61	\$21.24

## Wayne, NJ

Job Title	Low	Mid	High
Accounting Clerk	\$19.25	\$20.56	\$22.27
Accounts Payable Clerk	\$20.02	\$21.14	\$22.60
Accounts Payable Supervisor	\$30.93	\$33.42	\$36.65
Accounts Receivable Clerk	\$20.57	\$21.73	\$23.23
Accounts Receivable Supervisor	\$29.38	\$31.74	\$34.81
Administrative Assistant	\$22.20	\$24.13	\$26.63
Administrative Assistant, CEO	\$36.08	\$39.43	\$43.78
Administrative Secretary	\$26.82	\$29.14	\$32.16
Assistant Buyer	\$21.17	\$22.74	\$24.78
Banking Loan Clerk	\$18.07	\$19.30	\$20.90
Banking Loan Processor	\$20.04	\$21.65	\$23.75
Banking Mortgage Clerk	\$19.05	\$20.58	\$22.57
Benefits Clerk	\$20.78	\$22.33	\$24.33
Bilingual Secretary	\$21.10	\$23.06	\$25.61
Billing Clerk	\$19.25	\$20.68	\$22.54
Bookkeeper	\$18.87	\$20.38	\$22.35
Call Center Representative (Complex Calls)	\$20.39	\$22.03	\$24.16
Call Center Representative (General Calls)	\$14.20	\$15.43	\$17.03
Call Center Representative (Specialized Calls)	\$16.83	\$18.08	\$19.70
Call Center Sales Representative	\$16.74	\$17.98	\$19.60
Call Center Supervisor	\$30.86	\$33.34	\$36.56
Cost Accounting Clerk	\$19.59	\$21.05	\$22.94
Credit & Collection Clerk	\$18.25	\$19.49	\$21.10
Customer Service Representative (General Calls)	\$18.91	\$20.43	\$22.40
Customer Service Representative (Specialized Calls)	\$27.13	\$29.30	\$32.14
Customer Service Representative Financial	\$18.52	\$20.12	\$22.21
Data Entry Operator	\$14.55	\$15.54	\$16.83
Data Entry Supervisor	\$24.72	\$26.55	\$28.94
Executive Assistant	\$32.96	\$36.23	\$40.49
Export/Import Clerk	\$19.38	\$20.82	\$22.69
File Clerk	\$15.88	\$16.96	\$18.36
Front Desk Receptionist	\$14.72	\$15.90	\$17.44
General Clerk	\$16.93	\$18.09	\$19.59
Help Desk Representative	\$24.45	\$26.73	\$29.68
Human Resources Assistant	\$20.15	\$21.64	\$23.59
Human Resources Clerk	\$20.15	\$21.64	\$23.59
Insurance Claims Clerk	\$17.19	\$18.37	\$19.89
Insurance Claims Processor	\$19.75	\$21.21	\$23.11
Insurance Customer Service Representative (Commercial)	\$23.63	\$25.53	\$28.00
Insurance Customer Service Representative (Personal)	\$19.53	\$21.10	\$23.14
Inventory Clerk	\$17.64	\$18.84	\$20.40
Inventory Control Clerk	\$17.64	\$18.84	\$20.40
Lead Data Entry Operator	\$18.61	\$19.99	\$21.79
Legal Secretary	\$26.88	\$29.38	\$32.63
Mailroom Clerk	\$15.30	\$16.25	\$17.48
Marketing Survey Worker	\$15.63	\$16.69	\$18.08
Medical Billing Clerk	\$19.13	\$20.55	\$22.40
Medical Receptionist	\$16.08	\$17.18	\$18.60
Medical Records Administrator	\$49.02	\$52.65	\$57.38
Medical Records Clerk	\$15.92	\$17.10	\$18.63
Medical Records Coding Technician	\$21.64	\$23.24	\$25.33
Medical Secretary	\$18.64	\$20.14	\$22.09
Medical Transcriptionist	\$18.57	\$19.95	\$21.74
Office Manager	\$26.69	\$29.17	\$32.39
Order Processing Clerk	\$18.57	\$19.83	\$21.47
Order Processing Supervisor	\$32.81	\$35.45	\$38.87
Payroll Clerk	\$22.28	\$23.93	\$26.08
Payroll Supervisor	\$32.40	\$35.21	\$38.85
Receptionist	\$16.29	\$17.50	\$19.07
Secretary	\$17.91	\$19.24	\$20.96
Telemarketing Representative	\$16.74	\$17.98	\$19.60
Word Processor	\$20.11	\$21.48	\$23.26

# New York

## Buffalo, NY

Job Title	Low	Mid	High
Accounting Clerk	\$16.41	\$17.53	\$18.98
Accounts Payable Clerk	\$17.06	\$18.01	\$19.26
Accounts Payable Supervisor	\$26.22	\$28.32	\$31.06
Accounts Receivable Clerk	\$17.52	\$18.50	\$19.78
Accounts Receivable Supervisor	\$23.84	\$25.75	\$28.24
Administrative Assistant	\$18.77	\$20.40	\$22.51
Administrative Assistant, CEO	\$30.50	\$33.34	\$37.02
Administrative Secretary	\$22.63	\$24.59	\$27.14
Assistant Buyer	\$18.01	\$19.35	\$21.08
Banking Loan Clerk	\$15.42	\$16.47	\$17.84
Banking Loan Processor	\$17.05	\$18.42	\$20.20
Banking Mortgage Clerk	\$16.22	\$17.52	\$19.22
Benefits Clerk	\$17.67	\$18.98	\$20.68
Bilingual Secretary	\$17.85	\$19.51	\$21.66
Billing Clerk	\$16.41	\$17.63	\$19.21
Bookkeeper	\$16.09	\$17.38	\$19.06
Call Center Representative (Complex Calls)	\$17.30	\$18.69	\$20.50
Call Center Representative (General Calls)	\$12.14	\$13.20	\$14.56
Call Center Representative (Specialized Calls)	\$14.33	\$15.40	\$16.78
Call Center Sales Representative	\$13.77	\$14.80	\$16.12
Call Center Supervisor	\$25.49	\$27.54	\$30.20
Cost Accounting Clerk	\$16.70	\$17.93	\$19.54
Credit & Collection Clerk	\$15.57	\$16.63	\$18.01
Customer Service Representative (General Calls)	\$16.10	\$17.40	\$19.08
Customer Service Representative (Specialized Calls)	\$22.98	\$24.83	\$27.23
Customer Service Representative Financial	\$15.78	\$17.14	\$18.92
Data Entry Operator	\$12.58	\$13.43	\$14.55
Data Entry Supervisor	\$21.10	\$22.66	\$24.70
Executive Assistant	\$27.84	\$30.61	\$34.20
Export/Import Clerk	\$16.52	\$17.75	\$19.34
File Clerk	\$13.59	\$14.51	\$15.71
Front Desk Receptionist	\$12.63	\$13.64	\$14.96
General Clerk	\$14.56	\$15.55	\$16.84
Help Desk Representative	\$20.17	\$22.05	\$24.48
Human Resources Assistant	\$17.14	\$18.41	\$20.06
Human Resources Clerk	\$17.14	\$18.41	\$20.06
Insurance Claims Clerk	\$14.78	\$15.78	\$17.09
Insurance Claims Processor	\$16.39	\$17.61	\$19.19
Insurance Customer Service Representative (Commercial)	\$19.47	\$21.04	\$23.07
Insurance Customer Service Representative (Personal)	\$16.17	\$17.46	\$19.15
Inventory Clerk	\$15.15	\$16.19	\$17.53
Inventory Control Clerk	\$15.15	\$16.19	\$17.53
Lead Data Entry Operator	\$15.96	\$17.15	\$18.69
Legal Secretary	\$22.68	\$24.79	\$27.53
Mailroom Clerk	\$13.20	\$14.02	\$15.08
Marketing Survey Worker	\$13.38	\$14.29	\$15.48
Medical Billing Clerk	\$16.31	\$17.52	\$19.10
Medical Receptionist	\$13.70	\$14.63	\$15.84
Medical Records Administrator	\$39.93	\$42.89	\$46.74
Medical Records Clerk	\$13.48	\$14.47	\$15.77
Medical Records Coding Technician	\$18.19	\$19.53	\$21.29
Medical Secretary	\$15.82	\$17.09	\$18.74
Medical Transcriptionist	\$15.90	\$17.09	\$18.62
Office Manager	\$22.61	\$24.71	\$27.44
Order Processing Clerk	\$15.83	\$16.90	\$18.30
Order Processing Supervisor	\$27.82	\$30.06	\$32.96
Payroll Clerk	\$18.93	\$20.34	\$22.17
Payroll Supervisor	\$27.47	\$29.85	\$32.94
Receptionist	\$13.93	\$14.96	\$16.30
Secretary	\$15.21	\$16.34	\$17.80
Telemarketing Representative	\$13.77	\$14.80	\$16.12
Word Processor	\$17.22	\$18.39	\$19.92

## Garden City, NY

Job Title	Low	Mid	High
Accounting Clerk	\$18.50	\$19.76	\$21.39
Accounts Payable Clerk	\$19.25	\$20.33	\$21.73
Accounts Payable Supervisor	\$30.04	\$32.45	\$35.59
Accounts Receivable Clerk	\$19.80	\$20.91	\$22.35
Accounts Receivable Supervisor	\$27.30	\$29.49	\$32.34
Administrative Assistant	\$21.39	\$23.24	\$25.65
Administrative Assistant, CEO	\$35.41	\$38.70	\$42.98
Administrative Secretary	\$26.01	\$28.27	\$31.20
Assistant Buyer	\$20.40	\$21.91	\$23.88
Banking Loan Clerk	\$17.33	\$18.51	\$20.04
Banking Loan Processor	\$19.30	\$20.85	\$22.86
Banking Mortgage Clerk	\$18.30	\$19.77	\$21.69
Benefits Clerk	\$20.03	\$21.52	\$23.45
Bilingual Secretary	\$20.29	\$22.18	\$24.63
Billing Clerk	\$18.50	\$19.87	\$21.66
Bookkeeper	\$18.12	\$19.58	\$21.47
Call Center Representative (Complex Calls)	\$19.73	\$21.31	\$23.37
Call Center Representative (General Calls)	\$13.57	\$14.75	\$16.28
Call Center Representative (Specialized Calls)	\$16.16	\$17.36	\$18.92
Call Center Sales Representative	\$15.62	\$16.78	\$18.28
Call Center Supervisor	\$29.83	\$32.22	\$35.34
Cost Accounting Clerk	\$18.84	\$20.24	\$22.05
Credit & Collection Clerk	\$17.50	\$18.70	\$20.25
Customer Service Representative (General Calls)	\$18.16	\$19.62	\$21.52
Customer Service Representative (Specialized Calls)	\$26.40	\$28.53	\$31.28
Customer Service Representative Financial	\$17.78	\$19.32	\$21.32
Data Entry Operator	\$13.94	\$14.89	\$16.13
Data Entry Supervisor	\$24.10	\$25.89	\$28.21
Executive Assistant	\$32.25	\$35.45	\$39.61
Export/Import Clerk	\$18.63	\$20.01	\$21.81
File Clerk	\$15.17	\$16.20	\$17.54
Front Desk Receptionist	\$14.04	\$15.16	\$16.63
General Clerk	\$16.29	\$17.40	\$18.84
Help Desk Representative	\$22.82	\$24.94	\$27.70
Human Resources Assistant	\$19.40	\$20.84	\$22.71
Human Resources Clerk	\$19.40	\$20.84	\$22.71
Insurance Claims Clerk	\$16.55	\$17.68	\$19.15
Insurance Claims Processor	\$18.34	\$19.70	\$21.47
Insurance Customer Service Representative (Commercial)	\$22.36	\$24.15	\$26.49
Insurance Customer Service Representative (Personal)	\$18.40	\$19.87	\$21.80
Inventory Clerk	\$17.00	\$18.16	\$19.66
Inventory Control Clerk	\$17.00	\$18.16	\$19.66
Lead Data Entry Operator	\$17.96	\$19.29	\$21.03
Legal Secretary	\$26.08	\$28.51	\$31.66
Mailroom Clerk	\$14.67	\$15.58	\$16.77
Marketing Survey Worker	\$14.92	\$15.94	\$17.26
Medical Billing Clerk	\$18.38	\$19.75	\$21.52
Medical Receptionist	\$15.32	\$16.36	\$17.72
Medical Records Administrator	\$47.02	\$50.51	\$55.05
Medical Records Clerk	\$15.29	\$16.42	\$17.90
Medical Records Coding Technician	\$20.91	\$22.46	\$24.48
Medical Secretary	\$17.84	\$19.27	\$21.14
Medical Transcriptionist	\$18.09	\$19.43	\$21.17
Office Manager	\$25.80	\$28.20	\$31.31
Order Processing Clerk	\$17.82	\$19.03	\$20.61
Order Processing Supervisor	\$31.93	\$34.50	\$37.83
Payroll Clerk	\$21.50	\$23.09	\$25.17
Payroll Supervisor	\$31.52	\$34.25	\$37.80
Receptionist	\$15.58	\$16.73	\$18.23
Secretary	\$17.11	\$18.38	\$20.03
Telemarketing Representative	\$15.62	\$16.78	\$18.28
Word Processor	\$19.46	\$20.78	\$22.51

# New York

## Islandia, NY

Job Title	Low	Mid	High
Accounting Clerk	\$18.38	\$19.63	\$21.26
Accounts Payable Clerk	\$19.13	\$20.21	\$21.60
Accounts Payable Supervisor	\$29.96	\$32.37	\$35.50
Accounts Receivable Clerk	\$19.69	\$20.79	\$22.23
Accounts Receivable Supervisor	\$27.22	\$29.41	\$32.26
Administrative Assistant	\$21.30	\$23.14	\$25.54
Administrative Assistant, CEO	\$35.33	\$38.61	\$42.88
Administrative Secretary	\$25.94	\$28.19	\$31.11
Assistant Buyer	\$20.30	\$21.80	\$23.76
Banking Loan Clerk	\$17.20	\$18.38	\$19.90
Banking Loan Processor	\$19.19	\$20.73	\$22.73
Banking Mortgage Clerk	\$18.19	\$19.65	\$21.55
Benefits Clerk	\$19.93	\$21.40	\$23.33
Bilingual Secretary	\$20.19	\$22.07	\$24.51
Billing Clerk	\$18.38	\$19.75	\$21.52
Bookkeeper	\$18.00	\$19.45	\$21.33
Call Center Representative (Complex Calls)	\$19.65	\$21.23	\$23.28
Call Center Representative (General Calls)	\$13.46	\$14.63	\$16.14
Call Center Representative (Specialized Calls)	\$16.05	\$17.24	\$18.79
Call Center Sales Representative	\$15.51	\$16.66	\$18.16
Call Center Supervisor	\$29.75	\$32.14	\$35.25
Cost Accounting Clerk	\$18.72	\$20.11	\$21.92
Credit & Collection Clerk	\$17.38	\$18.56	\$20.10
Customer Service Representative (General Calls)	\$18.04	\$19.49	\$21.38
Customer Service Representative (Specialized Calls)	\$26.33	\$28.45	\$31.20
Customer Service Representative Financial	\$17.66	\$19.19	\$21.18
Data Entry Operator	\$13.81	\$14.75	\$15.98
Data Entry Supervisor	\$24.03	\$25.81	\$28.13
Executive Assistant	\$32.17	\$35.36	\$39.51
Export/Import Clerk	\$18.51	\$19.89	\$21.67
File Clerk	\$15.04	\$16.06	\$17.39
Front Desk Receptionist	\$13.91	\$15.02	\$16.48
General Clerk	\$16.17	\$17.27	\$18.70
Help Desk Representative	\$22.76	\$24.87	\$27.62
Human Resources Assistant	\$19.29	\$20.72	\$22.58
Human Resources Clerk	\$19.29	\$20.72	\$22.58
Insurance Claims Clerk	\$16.43	\$17.54	\$19.00
Insurance Claims Processor	\$18.23	\$19.59	\$21.34
Insurance Customer Service Representative (Commercial)	\$22.27	\$24.06	\$26.39
Insurance Customer Service Representative (Personal)	\$18.28	\$19.75	\$21.66
Inventory Clerk	\$16.87	\$18.02	\$19.52
Inventory Control Clerk	\$16.87	\$18.02	\$19.52
Lead Data Entry Operator	\$17.84	\$19.16	\$20.88
Legal Secretary	\$26.01	\$28.43	\$31.57
Mailroom Clerk	\$14.54	\$15.45	\$16.62
Marketing Survey Worker	\$14.79	\$15.80	\$17.11
Medical Billing Clerk	\$18.27	\$19.62	\$21.38
Medical Receptionist	\$15.19	\$16.22	\$17.57
Medical Records Administrator	\$46.91	\$50.39	\$54.92
Medical Records Clerk	\$15.16	\$16.29	\$17.75
Medical Records Coding Technician	\$20.82	\$22.36	\$24.37
Medical Secretary	\$17.72	\$19.14	\$20.99
Medical Transcriptionist	\$17.96	\$19.29	\$21.02
Office Manager	\$25.73	\$28.12	\$31.22
Order Processing Clerk	\$17.69	\$18.90	\$20.46
Order Processing Supervisor	\$31.85	\$34.41	\$37.74
Payroll Clerk	\$21.41	\$22.99	\$25.06
Payroll Supervisor	\$31.44	\$34.16	\$37.70
Receptionist	\$15.45	\$16.59	\$18.08
Secretary	\$16.99	\$18.25	\$19.89
Telemarketing Representative	\$15.51	\$16.66	\$18.16
Word Processor	\$19.35	\$20.66	\$22.38

## Manhattan, NY

Job Title	Low	Mid	High
Accounting Clerk	\$19.47	\$20.80	\$22.52
Accounts Payable Clerk	\$20.26	\$21.40	\$22.88
Accounts Payable Supervisor	\$31.51	\$34.05	\$37.34
Accounts Receivable Clerk	\$20.83	\$22.00	\$23.52
Accounts Receivable Supervisor	\$30.07	\$32.48	\$35.62
Administrative Assistant	\$22.53	\$24.48	\$27.02
Administrative Assistant, CEO	\$36.81	\$40.23	\$44.67
Administrative Secretary	\$27.29	\$29.65	\$32.72
Assistant Buyer	\$21.46	\$23.05	\$25.12
Banking Loan Clerk	\$18.25	\$19.50	\$21.11
Banking Loan Processor	\$20.30	\$21.93	\$24.05
Banking Mortgage Clerk	\$19.27	\$20.81	\$22.83
Benefits Clerk	\$21.06	\$22.62	\$24.65
Bilingual Secretary	\$21.39	\$23.38	\$25.96
Billing Clerk	\$19.48	\$20.92	\$22.80
Bookkeeper	\$19.08	\$20.61	\$22.61
Call Center Representative (Complex Calls)	\$20.70	\$22.37	\$24.53
Call Center Representative (General Calls)	\$14.33	\$15.57	\$17.18
Call Center Representative (Specialized Calls)	\$17.02	\$18.28	\$19.92
Call Center Sales Representative	\$16.88	\$18.13	\$19.76
Call Center Supervisor	\$31.37	\$33.89	\$37.16
Cost Accounting Clerk	\$19.83	\$21.30	\$23.21
Credit & Collection Clerk	\$18.44	\$19.69	\$21.32
Customer Service Representative (General Calls)	\$19.12	\$20.66	\$22.65
Customer Service Representative (Specialized Calls)	\$27.60	\$29.82	\$32.70
Customer Service Representative Financial	\$18.72	\$20.34	\$22.45
Data Entry Operator	\$14.66	\$15.66	\$16.96
Data Entry Supervisor	\$25.13	\$26.99	\$29.42
Executive Assistant	\$33.60	\$36.94	\$41.28
Export/Import Clerk	\$19.61	\$21.07	\$22.96
File Clerk	\$16.01	\$17.10	\$18.52
Front Desk Receptionist	\$14.83	\$16.02	\$17.57
General Clerk	\$17.10	\$18.26	\$19.77
Help Desk Representative	\$24.90	\$27.21	\$30.21
Human Resources Assistant	\$20.40	\$21.91	\$23.88
Human Resources Clerk	\$20.40	\$21.91	\$23.88
Insurance Claims Clerk	\$17.36	\$18.55	\$20.08
Insurance Claims Processor	\$20.09	\$21.58	\$23.52
Insurance Customer Service Representative (Commercial)	\$23.93	\$25.85	\$28.35
Insurance Customer Service Representative (Personal)	\$19.70	\$21.29	\$23.35
Inventory Clerk	\$17.82	\$19.03	\$20.61
Inventory Control Clerk	\$17.82	\$19.03	\$20.61
Lead Data Entry Operator	\$18.82	\$20.21	\$22.03
Legal Secretary	\$27.35	\$29.89	\$33.20
Mailroom Clerk	\$15.42	\$16.38	\$17.62
Marketing Survey Worker	\$15.76	\$16.83	\$18.23
Medical Billing Clerk	\$19.35	\$20.79	\$22.66
Medical Receptionist	\$16.22	\$17.33	\$18.76
Medical Records Administrator	\$50.07	\$53.78	\$58.61
Medical Records Clerk	\$15.98	\$17.16	\$18.70
Medical Records Coding Technician	\$21.88	\$23.50	\$25.61
Medical Secretary	\$18.85	\$20.36	\$22.33
Medical Transcriptionist	\$18.79	\$20.18	\$21.99
Office Manager	\$27.16	\$29.68	\$32.96
Order Processing Clerk	\$18.76	\$20.04	\$21.70
Order Processing Supervisor	\$33.45	\$36.13	\$39.63
Payroll Clerk	\$22.60	\$24.28	\$26.46
Payroll Supervisor	\$33.03	\$35.88	\$39.60
Receptionist	\$16.44	\$17.66	\$19.24
Secretary	\$18.09	\$19.43	\$21.18
Telemarketing Representative	\$16.88	\$18.13	\$19.76
Word Processor	\$20.36	\$21.75	\$23.55

# New York

## Rochester, NY

Job Title	Low	Mid	High
Accounting Clerk	\$16.45	\$17.57	\$19.03
Accounts Payable Clerk	\$17.10	\$18.06	\$19.31
Accounts Payable Supervisor	\$26.60	\$28.73	\$31.51
Accounts Receivable Clerk	\$17.58	\$18.56	\$19.84
Accounts Receivable Supervisor	\$24.45	\$26.42	\$28.97
Administrative Assistant	\$18.89	\$20.52	\$22.65
Administrative Assistant, CEO	\$30.97	\$33.85	\$37.59
Administrative Secretary	\$22.85	\$24.83	\$27.40
Assistant Buyer	\$18.08	\$19.42	\$21.17
Banking Loan Clerk	\$15.45	\$16.50	\$17.86
Banking Loan Processor	\$17.10	\$18.47	\$20.26
Banking Mortgage Clerk	\$16.25	\$17.56	\$19.26
Benefits Clerk	\$17.73	\$19.05	\$20.76
Bilingual Secretary	\$17.95	\$19.61	\$21.78
Billing Clerk	\$16.45	\$17.67	\$19.25
Bookkeeper	\$16.12	\$17.41	\$19.10
Call Center Representative (Complex Calls)	\$17.39	\$18.79	\$20.60
Call Center Representative (General Calls)	\$12.16	\$13.21	\$14.58
Call Center Representative (Specialized Calls)	\$14.36	\$15.42	\$16.81
Call Center Sales Representative	\$13.83	\$14.86	\$16.19
Call Center Supervisor	\$25.98	\$28.07	\$30.79
Cost Accounting Clerk	\$16.74	\$17.98	\$19.60
Credit & Collection Clerk	\$15.59	\$16.66	\$18.04
Customer Service Representative (General Calls)	\$16.13	\$17.43	\$19.11
Customer Service Representative (Specialized Calls)	\$23.18	\$25.04	\$27.46
Customer Service Representative Financial	\$15.80	\$17.17	\$18.95
Data Entry Operator	\$12.60	\$13.46	\$14.57
Data Entry Supervisor	\$21.24	\$22.82	\$24.87
Executive Assistant	\$28.24	\$31.05	\$34.69
Export/Import Clerk	\$16.56	\$17.79	\$19.39
File Clerk	\$13.60	\$14.53	\$15.73
Front Desk Receptionist	\$12.64	\$13.65	\$14.97
General Clerk	\$14.59	\$15.59	\$16.88
Help Desk Representative	\$20.74	\$22.67	\$25.17
Human Resources Assistant	\$17.19	\$18.46	\$20.12
Human Resources Clerk	\$17.19	\$18.46	\$20.12
Insurance Claims Clerk	\$14.81	\$15.82	\$17.13
Insurance Claims Processor	\$16.70	\$17.94	\$19.55
Insurance Customer Service Representative (Commercial)	\$19.63	\$21.21	\$23.26
Insurance Customer Service Representative (Personal)	\$16.25	\$17.55	\$19.25
Inventory Clerk	\$15.22	\$16.26	\$17.61
Inventory Control Clerk	\$15.22	\$16.26	\$17.61
Lead Data Entry Operator	\$16.01	\$17.20	\$18.74
Legal Secretary	\$22.91	\$25.04	\$27.81
Mailroom Clerk	\$13.22	\$14.05	\$15.11
Marketing Survey Worker	\$13.40	\$14.31	\$15.49
Medical Billing Clerk	\$16.35	\$17.56	\$19.14
Medical Receptionist	\$13.73	\$14.67	\$15.88
Medical Records Administrator	\$41.38	\$44.45	\$48.44
Medical Records Clerk	\$13.41	\$14.41	\$15.70
Medical Records Coding Technician	\$18.17	\$19.51	\$21.26
Medical Secretary	\$15.86	\$17.14	\$18.79
Medical Transcriptionist	\$15.97	\$17.15	\$18.69
Office Manager	\$22.87	\$24.99	\$27.76
Order Processing Clerk	\$15.84	\$16.92	\$18.32
Order Processing Supervisor	\$28.25	\$30.52	\$33.47
Payroll Clerk	\$19.03	\$20.44	\$22.27
Payroll Supervisor	\$27.89	\$30.31	\$33.45
Receptionist	\$13.94	\$14.98	\$16.32
Secretary	\$15.25	\$16.38	\$17.85
Telemarketing Representative	\$13.83	\$14.86	\$16.19
Word Processor	\$17.29	\$18.47	\$20.00

## White Plains, NY

Job Title	Low	Mid	High
Accounting Clerk	\$18.94	\$20.23	\$21.91
Accounts Payable Clerk	\$19.71	\$20.82	\$22.26
Accounts Payable Supervisor	\$30.75	\$33.23	\$36.44
Accounts Receivable Clerk	\$20.28	\$21.41	\$22.89
Accounts Receivable Supervisor	\$29.32	\$31.67	\$34.74
Administrative Assistant	\$21.94	\$23.84	\$26.31
Administrative Assistant, CEO	\$35.95	\$39.29	\$43.63
Administrative Secretary	\$26.61	\$28.91	\$31.91
Assistant Buyer	\$20.89	\$22.44	\$24.46
Banking Loan Clerk	\$17.75	\$18.96	\$20.53
Banking Loan Processor	\$19.75	\$21.34	\$23.40
Banking Mortgage Clerk	\$18.74	\$20.25	\$22.20
Benefits Clerk	\$20.50	\$22.02	\$23.99
Bilingual Secretary	\$20.83	\$22.76	\$25.28
Billing Clerk	\$18.95	\$20.35	\$22.18
Bookkeeper	\$18.56	\$20.05	\$21.99
Call Center Representative (Complex Calls)	\$20.17	\$21.79	\$23.90
Call Center Representative (General Calls)	\$13.92	\$15.13	\$16.69
Call Center Representative (Specialized Calls)	\$16.55	\$17.78	\$19.37
Call Center Sales Representative	\$16.41	\$17.63	\$19.21
Call Center Supervisor	\$30.61	\$33.07	\$36.27
Cost Accounting Clerk	\$19.29	\$20.73	\$22.59
Credit & Collection Clerk	\$17.93	\$19.15	\$20.73
Customer Service Representative (General Calls)	\$18.60	\$20.09	\$22.04
Customer Service Representative (Specialized Calls)	\$26.91	\$29.08	\$31.89
Customer Service Representative Financial	\$18.21	\$19.79	\$21.84
Data Entry Operator	\$14.24	\$15.20	\$16.46
Data Entry Supervisor	\$24.49	\$26.31	\$28.67
Executive Assistant	\$32.81	\$36.06	\$40.30
Export/Import Clerk	\$19.08	\$20.50	\$22.34
File Clerk	\$15.56	\$16.62	\$17.99
Front Desk Receptionist	\$14.40	\$15.56	\$17.06
General Clerk	\$16.62	\$17.75	\$19.22
Help Desk Representative	\$24.26	\$26.52	\$29.45
Human Resources Assistant	\$19.85	\$21.33	\$23.24
Human Resources Clerk	\$19.85	\$21.33	\$23.24
Insurance Claims Clerk	\$16.88	\$18.03	\$19.52
Insurance Claims Processor	\$19.54	\$20.99	\$22.87
Insurance Customer Service Representative (Commercial)	\$23.31	\$25.18	\$27.62
Insurance Customer Service Representative (Personal)	\$19.17	\$20.71	\$22.71
Inventory Clerk	\$17.32	\$18.50	\$20.04
Inventory Control Clerk	\$17.32	\$18.50	\$20.04
Lead Data Entry Operator	\$18.30	\$19.66	\$21.42
Legal Secretary	\$26.67	\$29.15	\$32.37
Mailroom Clerk	\$14.98	\$15.91	\$17.12
Marketing Survey Worker	\$15.31	\$16.35	\$17.71
Medical Billing Clerk	\$18.83	\$20.23	\$22.04
Medical Receptionist	\$15.76	\$16.84	\$18.23
Medical Records Administrator	\$48.92	\$52.55	\$57.27
Medical Records Clerk	\$15.52	\$16.67	\$18.16
Medical Records Coding Technician	\$21.30	\$22.88	\$24.94
Medical Secretary	\$18.33	\$19.80	\$21.72
Medical Transcriptionist	\$18.27	\$19.62	\$21.38
Office Manager	\$26.48	\$28.94	\$32.14
Order Processing Clerk	\$18.25	\$19.49	\$21.10
Order Processing Supervisor	\$32.65	\$35.27	\$38.68
Payroll Clerk	\$22.01	\$23.65	\$25.77
Payroll Supervisor	\$32.24	\$35.03	\$38.66
Receptionist	\$15.97	\$17.16	\$18.70
Secretary	\$17.59	\$18.90	\$20.59
Telemarketing Representative	\$16.41	\$17.63	\$19.21
Word Processor	\$19.81	\$21.16	\$22.92

# North Carolina

## Charlotte, NC

Job Title	Low	Mid	High
Accounting Clerk	\$16.34	\$17.45	\$18.90
Accounts Payable Clerk	\$16.99	\$17.95	\$19.19
Accounts Payable Supervisor	\$26.42	\$28.54	\$31.30
Accounts Receivable Clerk	\$17.47	\$18.45	\$19.72
Accounts Receivable Supervisor	\$24.25	\$26.20	\$28.73
Administrative Assistant	\$18.77	\$20.40	\$22.51
Administrative Assistant, CEO	\$30.91	\$33.78	\$37.51
Administrative Secretary	\$22.75	\$24.72	\$27.28
Assistant Buyer	\$17.98	\$19.32	\$21.05
Banking Loan Clerk	\$15.34	\$16.38	\$17.74
Banking Loan Processor	\$16.98	\$18.35	\$20.12
Banking Mortgage Clerk	\$16.13	\$17.43	\$19.11
Benefits Clerk	\$17.61	\$18.92	\$20.62
Bilingual Secretary	\$17.83	\$19.49	\$21.64
Billing Clerk	\$16.34	\$17.55	\$19.13
Bookkeeper	\$16.01	\$17.30	\$18.97
Call Center Representative (Complex Calls)	\$17.29	\$18.68	\$20.49
Call Center Representative (General Calls)	\$12.07	\$13.12	\$14.48
Call Center Representative (Specialized Calls)	\$14.25	\$15.31	\$16.68
Call Center Sales Representative	\$13.85	\$14.87	\$16.21
Call Center Supervisor	\$25.58	\$27.64	\$30.31
Cost Accounting Clerk	\$16.63	\$17.87	\$19.47
Credit & Collection Clerk	\$15.49	\$16.54	\$17.91
Customer Service Representative (General Calls)	\$16.01	\$17.30	\$18.97
Customer Service Representative (Specialized Calls)	\$23.09	\$24.94	\$27.35
Customer Service Representative Financial	\$15.68	\$17.04	\$18.81
Data Entry Operator	\$12.52	\$13.37	\$14.48
Data Entry Supervisor	\$21.13	\$22.70	\$24.74
Executive Assistant	\$28.16	\$30.96	\$34.60
Export/Import Clerk	\$16.45	\$17.67	\$19.26
File Clerk	\$13.51	\$14.43	\$15.63
Front Desk Receptionist	\$12.56	\$13.56	\$14.88
General Clerk	\$14.48	\$15.47	\$16.75
Help Desk Representative	\$21.40	\$23.39	\$25.97
Human Resources Assistant	\$17.07	\$18.34	\$19.98
Human Resources Clerk	\$17.07	\$18.34	\$19.98
Insurance Claims Clerk	\$14.70	\$15.70	\$17.00
Insurance Claims Processor	\$16.53	\$17.76	\$19.35
Insurance Customer Service Representative (Commercial)	\$19.65	\$21.23	\$23.28
Insurance Customer Service Representative (Personal)	\$16.23	\$17.54	\$19.23
Inventory Clerk	\$15.07	\$16.10	\$17.43
Inventory Control Clerk	\$15.07	\$16.10	\$17.43
Lead Data Entry Operator	\$15.88	\$17.06	\$18.59
Legal Secretary	\$22.81	\$24.93	\$27.69
Mailroom Clerk	\$13.13	\$13.95	\$15.01
Marketing Survey Worker	\$13.31	\$14.21	\$15.39
Medical Billing Clerk	\$16.24	\$17.44	\$19.01
Medical Receptionist	\$13.64	\$14.56	\$15.77
Medical Records Administrator	\$40.43	\$43.43	\$47.33
Medical Records Clerk	\$13.50	\$14.50	\$15.81
Medical Records Coding Technician	\$18.29	\$19.65	\$21.42
Medical Secretary	\$15.74	\$17.00	\$18.65
Medical Transcriptionist	\$15.49	\$16.64	\$18.13
Office Manager	\$22.69	\$24.80	\$27.54
Order Processing Clerk	\$15.72	\$16.79	\$18.18
Order Processing Supervisor	\$28.08	\$30.33	\$33.27
Payroll Clerk	\$18.93	\$20.33	\$22.16
Payroll Supervisor	\$27.72	\$30.12	\$33.24
Receptionist	\$13.84	\$14.87	\$16.21
Secretary	\$15.13	\$16.25	\$17.71
Telemarketing Representative	\$13.85	\$14.87	\$16.21
Word Processor	\$17.17	\$18.33	\$19.85

## Greensboro, NC

Job Title	Low	Mid	High
Accounting Clerk	\$15.81	\$16.89	\$18.29
Accounts Payable Clerk	\$16.44	\$17.36	\$18.56
Accounts Payable Supervisor	\$25.46	\$27.51	\$30.17
Accounts Receivable Clerk	\$16.90	\$17.84	\$19.08
Accounts Receivable Supervisor	\$22.99	\$24.83	\$27.23
Administrative Assistant	\$18.08	\$19.65	\$21.68
Administrative Assistant, CEO	\$29.71	\$32.47	\$36.05
Administrative Secretary	\$21.89	\$23.78	\$26.25
Assistant Buyer	\$17.38	\$18.67	\$20.35
Banking Loan Clerk	\$14.85	\$15.86	\$17.18
Banking Loan Processor	\$16.39	\$17.71	\$19.42
Banking Mortgage Clerk	\$15.58	\$16.83	\$18.46
Benefits Clerk	\$16.99	\$18.25	\$19.89
Bilingual Secretary	\$17.18	\$18.78	\$20.85
Billing Clerk	\$15.81	\$16.99	\$18.51
Bookkeeper	\$15.50	\$16.74	\$18.36
Call Center Representative (Complex Calls)	\$16.67	\$18.01	\$19.75
Call Center Representative (General Calls)	\$11.66	\$12.67	\$13.99
Call Center Representative (Specialized Calls)	\$13.76	\$14.78	\$16.11
Call Center Sales Representative	\$13.14	\$14.11	\$15.38
Call Center Supervisor	\$24.46	\$26.42	\$28.98
Cost Accounting Clerk	\$16.09	\$17.29	\$18.84
Credit & Collection Clerk	\$14.99	\$16.02	\$17.34
Customer Service Representative (General Calls)	\$15.46	\$16.70	\$18.32
Customer Service Representative (Specialized Calls)	\$22.23	\$24.01	\$26.33
Customer Service Representative Financial	\$15.15	\$16.46	\$18.16
Data Entry Operator	\$12.12	\$12.95	\$14.02
Data Entry Supervisor	\$20.41	\$21.92	\$23.89
Executive Assistant	\$27.07	\$29.76	\$33.25
Export/Import Clerk	\$15.92	\$17.10	\$18.64
File Clerk	\$13.05	\$13.94	\$15.09
Front Desk Receptionist	\$12.13	\$13.10	\$14.37
General Clerk	\$14.02	\$14.98	\$16.22
Help Desk Representative	\$20.38	\$22.28	\$24.74
Human Resources Assistant	\$16.47	\$17.70	\$19.29
Human Resources Clerk	\$16.47	\$17.70	\$19.29
Insurance Claims Clerk	\$14.23	\$15.20	\$16.46
Insurance Claims Processor	\$15.70	\$16.86	\$18.38
Insurance Customer Service Representative (Commercial)	\$18.63	\$20.12	\$22.07
Insurance Customer Service Representative (Personal)	\$15.41	\$16.65	\$18.26
Inventory Clerk	\$14.65	\$15.65	\$16.95
Inventory Control Clerk	\$14.65	\$15.65	\$16.95
Lead Data Entry Operator	\$15.38	\$16.52	\$18.00
Legal Secretary	\$21.94	\$23.98	\$26.63
Mailroom Clerk	\$12.72	\$13.51	\$14.53
Marketing Survey Worker	\$12.85	\$13.73	\$14.87
Medical Billing Clerk	\$15.72	\$16.88	\$18.40
Medical Receptionist	\$13.16	\$14.06	\$15.22
Medical Records Administrator	\$38.70	\$41.57	\$45.30
Medical Records Clerk	\$13.14	\$14.12	\$15.38
Medical Records Coding Technician	\$17.77	\$19.09	\$20.80
Medical Secretary	\$15.19	\$16.41	\$17.99
Medical Transcriptionist	\$15.16	\$16.29	\$17.75
Office Manager	\$21.88	\$23.91	\$26.56
Order Processing Clerk	\$15.19	\$16.22	\$17.56
Order Processing Supervisor	\$27.05	\$29.23	\$32.05
Payroll Clerk	\$18.29	\$19.65	\$21.41
Payroll Supervisor	\$26.71	\$29.02	\$32.03
Receptionist	\$13.37	\$14.37	\$15.66
Secretary	\$14.60	\$15.68	\$17.09
Telemarketing Representative	\$13.14	\$14.11	\$15.38
Word Processor	\$16.61	\$17.74	\$19.21

# North Carolina

## Raleigh, NC

Job Title	Low	Mid	High
Accounting Clerk	\$16.35	\$17.47	\$18.91
Accounts Payable Clerk	\$17.00	\$17.95	\$19.19
Accounts Payable Supervisor	\$26.11	\$28.21	\$30.94
Accounts Receivable Clerk	\$17.46	\$18.44	\$19.72
Accounts Receivable Supervisor	\$23.64	\$25.53	\$28.00
Administrative Assistant	\$18.69	\$20.31	\$22.41
Administrative Assistant, CEO	\$30.74	\$33.59	\$37.30
Administrative Secretary	\$22.61	\$24.57	\$27.12
Assistant Buyer	\$17.96	\$19.29	\$21.03
Banking Loan Clerk	\$15.37	\$16.41	\$17.77
Banking Loan Processor	\$16.94	\$18.30	\$20.07
Banking Mortgage Clerk	\$16.11	\$17.40	\$19.08
Benefits Clerk	\$17.56	\$18.86	\$20.55
Bilingual Secretary	\$17.76	\$19.41	\$21.56
Billing Clerk	\$16.35	\$17.56	\$19.14
Bookkeeper	\$16.03	\$17.31	\$18.99
Call Center Representative (Complex Calls)	\$17.21	\$18.59	\$20.39
Call Center Representative (General Calls)	\$12.07	\$13.12	\$14.48
Call Center Representative (Specialized Calls)	\$14.23	\$15.29	\$16.66
Call Center Sales Representative	\$13.67	\$14.68	\$16.00
Call Center Supervisor	\$25.15	\$27.17	\$29.80
Cost Accounting Clerk	\$16.64	\$17.87	\$19.48
Credit & Collection Clerk	\$15.51	\$16.57	\$17.94
Customer Service Representative (General Calls)	\$15.99	\$17.27	\$18.94
Customer Service Representative (Specialized Calls)	\$22.94	\$24.79	\$27.18
Customer Service Representative Financial	\$15.66	\$17.02	\$18.78
Data Entry Operator	\$12.53	\$13.38	\$14.49
Data Entry Supervisor	\$21.01	\$22.57	\$24.60
Executive Assistant	\$28.00	\$30.78	\$34.40
Export/Import Clerk	\$16.46	\$17.68	\$19.27
File Clerk	\$13.51	\$14.43	\$15.63
Front Desk Receptionist	\$12.56	\$13.57	\$14.89
General Clerk	\$14.48	\$15.47	\$16.75
Help Desk Representative	\$20.88	\$22.82	\$25.34
Human Resources Assistant	\$17.03	\$18.29	\$19.93
Human Resources Clerk	\$17.03	\$18.29	\$19.93
Insurance Claims Clerk	\$14.70	\$15.70	\$17.00
Insurance Claims Processor	\$16.23	\$17.43	\$19.00
Insurance Customer Service Representative (Commercial)	\$19.26	\$20.80	\$22.81
Insurance Customer Service Representative (Personal)	\$15.96	\$17.24	\$18.91
Inventory Clerk	\$15.06	\$16.08	\$17.41
Inventory Control Clerk	\$15.06	\$16.08	\$17.41
Lead Data Entry Operator	\$15.87	\$17.04	\$18.57
Legal Secretary	\$22.67	\$24.78	\$27.52
Mailroom Clerk	\$13.14	\$13.96	\$15.02
Marketing Survey Worker	\$13.31	\$14.22	\$15.39
Medical Billing Clerk	\$16.25	\$17.46	\$19.03
Medical Receptionist	\$13.64	\$14.57	\$15.77
Medical Records Administrator	\$39.75	\$42.69	\$46.53
Medical Records Clerk	\$13.39	\$14.38	\$15.67
Medical Records Coding Technician	\$18.07	\$19.41	\$21.15
Medical Secretary	\$15.72	\$16.98	\$18.63
Medical Transcriptionist	\$15.74	\$16.91	\$18.43
Office Manager	\$22.43	\$24.51	\$27.22
Order Processing Clerk	\$15.71	\$16.78	\$18.17
Order Processing Supervisor	\$27.75	\$29.98	\$32.88
Payroll Clerk	\$18.89	\$20.29	\$22.11
Payroll Supervisor	\$27.40	\$29.77	\$32.86
Receptionist	\$13.84	\$14.87	\$16.21
Secretary	\$15.12	\$16.24	\$17.70
Telemarketing Representative	\$13.67	\$14.68	\$16.00
Word Processor	\$17.13	\$18.29	\$19.81

## Rocky Mount, NC

Job Title	Low	Mid	High
Accounting Clerk	\$14.91	\$15.92	\$17.24
Accounts Payable Clerk	\$15.51	\$16.38	\$17.51
Accounts Payable Supervisor	\$24.29	\$26.24	\$28.78
Accounts Receivable Clerk	\$15.95	\$16.85	\$18.01
Accounts Receivable Supervisor	\$22.03	\$23.80	\$26.11
Administrative Assistant	\$17.20	\$18.68	\$20.62
Administrative Assistant, CEO	\$28.64	\$31.30	\$34.76
Administrative Secretary	\$20.92	\$22.73	\$25.09
Assistant Buyer	\$16.43	\$17.65	\$19.23
Banking Loan Clerk	\$13.98	\$14.93	\$16.17
Banking Loan Processor	\$15.54	\$16.79	\$18.42
Banking Mortgage Clerk	\$14.75	\$15.94	\$17.48
Benefits Clerk	\$16.13	\$17.33	\$18.88
Bilingual Secretary	\$16.32	\$17.84	\$19.81
Billing Clerk	\$14.91	\$16.01	\$17.45
Bookkeeper	\$14.60	\$15.78	\$17.30
Call Center Representative (Complex Calls)	\$15.86	\$17.14	\$18.79
Call Center Representative (General Calls)	\$11.01	\$11.96	\$13.20
Call Center Representative (Specialized Calls)	\$13.03	\$13.99	\$15.25
Call Center Sales Representative	\$12.24	\$13.15	\$14.33
Call Center Supervisor	\$23.01	\$24.86	\$27.26
Cost Accounting Clerk	\$15.18	\$16.31	\$17.77
Credit & Collection Clerk	\$14.12	\$15.08	\$16.33
Customer Service Representative (General Calls)	\$14.64	\$15.82	\$17.35
Customer Service Representative (Specialized Calls)	\$21.25	\$22.96	\$25.18
Customer Service Representative Financial	\$14.34	\$15.58	\$17.19
Data Entry Operator	\$11.35	\$12.13	\$13.13
Data Entry Supervisor	\$19.34	\$20.77	\$22.64
Executive Assistant	\$26.04	\$28.63	\$31.99
Export/Import Clerk	\$15.01	\$16.13	\$17.57
File Clerk	\$12.31	\$13.15	\$14.24
Front Desk Receptionist	\$11.43	\$12.35	\$13.55
General Clerk	\$13.17	\$14.06	\$15.23
Help Desk Representative	\$18.86	\$20.61	\$22.89
Human Resources Assistant	\$15.62	\$16.78	\$18.29
Human Resources Clerk	\$15.62	\$16.78	\$18.29
Insurance Claims Clerk	\$13.37	\$14.28	\$15.46
Insurance Claims Processor	\$14.94	\$16.05	\$17.49
Insurance Customer Service Representative (Commercial)	\$17.44	\$18.84	\$20.67
Insurance Customer Service Representative (Personal)	\$14.36	\$15.51	\$17.01
Inventory Clerk	\$13.77	\$14.71	\$15.93
Inventory Control Clerk	\$13.77	\$14.71	\$15.93
Lead Data Entry Operator	\$14.46	\$15.54	\$16.93
Legal Secretary	\$20.98	\$22.93	\$25.46
Mailroom Clerk	\$11.92	\$12.66	\$13.62
Marketing Survey Worker	\$12.13	\$12.95	\$14.03
Medical Billing Clerk	\$14.81	\$15.91	\$17.34
Medical Receptionist	\$12.42	\$13.27	\$14.37
Medical Records Administrator	\$36.73	\$39.46	\$43.00
Medical Records Clerk	\$12.46	\$13.38	\$14.58
Medical Records Coding Technician	\$16.96	\$18.22	\$19.86
Medical Secretary	\$14.37	\$15.53	\$17.03
Medical Transcriptionist	\$14.17	\$15.22	\$16.59
Office Manager	\$20.80	\$22.73	\$25.24
Order Processing Clerk	\$14.37	\$15.35	\$16.62
Order Processing Supervisor	\$25.86	\$27.93	\$30.63
Payroll Clerk	\$17.31	\$18.60	\$20.27
Payroll Supervisor	\$25.52	\$27.73	\$30.61
Receptionist	\$12.63	\$13.56	\$14.78
Secretary	\$13.81	\$14.83	\$16.16
Telemarketing Representative	\$12.24	\$13.15	\$14.33
Word Processor	\$15.65	\$16.72	\$18.11

# North Carolina

## Winston-Salem, NC

Job Title	Low	Mid	High
Accounting Clerk	\$15.85	\$16.93	\$18.33
Accounts Payable Clerk	\$16.48	\$17.41	\$18.61
Accounts Payable Supervisor	\$25.56	\$27.62	\$30.29
Accounts Receivable Clerk	\$16.94	\$17.89	\$19.13
Accounts Receivable Supervisor	\$23.06	\$24.91	\$27.32
Administrative Assistant	\$18.18	\$19.76	\$21.80
Administrative Assistant, CEO	\$30.04	\$32.83	\$36.45
Administrative Secretary	\$22.05	\$23.96	\$26.45
Assistant Buyer	\$17.44	\$18.73	\$20.42
Banking Loan Clerk	\$14.88	\$15.89	\$17.21
Banking Loan Processor	\$16.43	\$17.75	\$19.46
Banking Mortgage Clerk	\$15.61	\$16.86	\$18.49
Benefits Clerk	\$17.04	\$18.30	\$19.95
Bilingual Secretary	\$17.27	\$18.87	\$20.96
Billing Clerk	\$15.85	\$17.02	\$18.55
Bookkeeper	\$15.53	\$16.78	\$18.40
Call Center Representative (Complex Calls)	\$16.73	\$18.07	\$19.82
Call Center Representative (General Calls)	\$11.67	\$12.69	\$14.00
Call Center Representative (Specialized Calls)	\$13.78	\$14.81	\$16.14
Call Center Sales Representative	\$12.86	\$13.82	\$15.06
Call Center Supervisor	\$24.28	\$26.23	\$28.77
Cost Accounting Clerk	\$16.13	\$17.33	\$18.89
Credit & Collection Clerk	\$15.02	\$16.04	\$17.37
Customer Service Representative (General Calls)	\$15.49	\$16.73	\$18.35
Customer Service Representative (Specialized Calls)	\$22.35	\$24.15	\$26.48
Customer Service Representative Financial	\$15.17	\$16.48	\$18.19
Data Entry Operator	\$12.15	\$12.97	\$14.05
Data Entry Supervisor	\$20.52	\$22.04	\$24.02
Executive Assistant	\$27.35	\$30.07	\$33.60
Export/Import Clerk	\$15.96	\$17.14	\$18.68
File Clerk	\$13.06	\$13.95	\$15.11
Front Desk Receptionist	\$12.14	\$13.11	\$14.38
General Clerk	\$14.06	\$15.01	\$16.26
Help Desk Representative	\$20.60	\$22.51	\$25.00
Human Resources Assistant	\$16.51	\$17.74	\$19.33
Human Resources Clerk	\$16.51	\$17.74	\$19.33
Insurance Claims Clerk	\$14.27	\$15.24	\$16.50
Insurance Claims Processor	\$15.70	\$16.86	\$18.38
Insurance Customer Service Representative (Commercial)	\$18.43	\$19.91	\$21.83
Insurance Customer Service Representative (Personal)	\$15.22	\$16.44	\$18.03
Inventory Clerk	\$14.59	\$15.59	\$16.88
Inventory Control Clerk	\$14.59	\$15.59	\$16.88
Lead Data Entry Operator	\$15.42	\$16.56	\$18.05
Legal Secretary	\$22.11	\$24.17	\$26.84
Mailroom Clerk	\$12.74	\$13.54	\$14.56
Marketing Survey Worker	\$12.87	\$13.74	\$14.88
Medical Billing Clerk	\$15.75	\$16.92	\$18.44
Medical Receptionist	\$13.20	\$14.10	\$15.27
Medical Records Administrator	\$39.02	\$41.91	\$45.68
Medical Records Clerk	\$13.19	\$14.17	\$15.44
Medical Records Coding Technician	\$17.87	\$19.20	\$20.92
Medical Secretary	\$15.24	\$16.47	\$18.06
Medical Transcriptionist	\$15.16	\$16.28	\$17.74
Office Manager	\$21.94	\$23.97	\$26.62
Order Processing Clerk	\$15.21	\$16.24	\$17.59
Order Processing Supervisor	\$27.18	\$29.37	\$32.21
Payroll Clerk	\$18.36	\$19.72	\$21.49
Payroll Supervisor	\$26.83	\$29.16	\$32.18
Receptionist	\$13.39	\$14.38	\$15.67
Secretary	\$14.65	\$15.74	\$17.15
Telemarketing Representative	\$12.86	\$13.82	\$15.06
Word Processor	\$16.67	\$17.80	\$19.28

# Ohio

## Akron, OH

Job Title	Low	Mid	High
Accounting Clerk	\$15.94	\$17.02	\$18.43
Accounts Payable Clerk	\$16.57	\$17.50	\$18.71
Accounts Payable Supervisor	\$25.76	\$27.84	\$30.53
Accounts Receivable Clerk	\$17.02	\$17.98	\$19.22
Accounts Receivable Supervisor	\$23.38	\$25.26	\$27.70
Administrative Assistant	\$18.34	\$19.93	\$21.99
Administrative Assistant, CEO	\$30.21	\$33.02	\$36.66
Administrative Secretary	\$22.20	\$24.13	\$26.63
Assistant Buyer	\$17.51	\$18.81	\$20.50
Banking Loan Clerk	\$14.97	\$15.99	\$17.31
Banking Loan Processor	\$16.57	\$17.91	\$19.64
Banking Mortgage Clerk	\$15.76	\$17.02	\$18.67
Benefits Clerk	\$17.18	\$18.46	\$20.11
Bilingual Secretary	\$17.43	\$19.05	\$21.15
Billing Clerk	\$15.94	\$17.12	\$18.65
Bookkeeper	\$15.62	\$16.87	\$18.50
Call Center Representative (Complex Calls)	\$16.85	\$18.20	\$19.96
Call Center Representative (General Calls)	\$11.79	\$12.81	\$14.14
Call Center Representative (Specialized Calls)	\$13.92	\$14.95	\$16.29
Call Center Sales Representative	\$13.19	\$14.17	\$15.45
Call Center Supervisor	\$24.83	\$26.82	\$29.42
Cost Accounting Clerk	\$16.22	\$17.42	\$18.99
Credit & Collection Clerk	\$15.11	\$16.14	\$17.48
Customer Service Representative (General Calls)	\$15.64	\$16.90	\$18.53
Customer Service Representative (Specialized Calls)	\$22.48	\$24.28	\$26.63
Customer Service Representative Financial	\$15.32	\$16.65	\$18.37
Data Entry Operator	\$12.21	\$13.05	\$14.13
Data Entry Supervisor	\$20.57	\$22.10	\$24.08
Executive Assistant	\$27.51	\$30.24	\$33.79
Export/Import Clerk	\$16.04	\$17.23	\$18.78
File Clerk	\$13.19	\$14.09	\$15.26
Front Desk Receptionist	\$12.26	\$13.24	\$14.52
General Clerk	\$14.14	\$15.10	\$16.35
Help Desk Representative	\$20.10	\$21.97	\$24.40
Human Resources Assistant	\$16.66	\$17.90	\$19.50
Human Resources Clerk	\$16.66	\$17.90	\$19.50
Insurance Claims Clerk	\$14.35	\$15.33	\$16.60
Insurance Claims Processor	\$15.90	\$17.08	\$18.62
Insurance Customer Service Representative (Commercial)	\$18.72	\$20.22	\$22.18
Insurance Customer Service Representative (Personal)	\$15.50	\$16.74	\$18.36
Inventory Clerk	\$14.81	\$15.82	\$17.13
Inventory Control Clerk	\$14.81	\$15.82	\$17.13
Lead Data Entry Operator	\$15.51	\$16.66	\$18.15
Legal Secretary	\$22.26	\$24.33	\$27.02
Mailroom Clerk	\$12.82	\$13.61	\$14.65
Marketing Survey Worker	\$12.99	\$13.88	\$15.03
Medical Billing Clerk	\$15.84	\$17.01	\$18.54
Medical Receptionist	\$13.35	\$14.25	\$15.44
Medical Records Administrator	\$39.69	\$42.63	\$46.46
Medical Records Clerk	\$13.26	\$14.25	\$15.53
Medical Records Coding Technician	\$17.94	\$19.27	\$21.00
Medical Secretary	\$15.41	\$16.65	\$18.26
Medical Transcriptionist	\$15.24	\$16.37	\$17.83
Office Manager	\$22.12	\$24.18	\$26.85
Order Processing Clerk	\$15.36	\$16.41	\$17.77
Order Processing Supervisor	\$27.39	\$29.59	\$32.45
Payroll Clerk	\$18.43	\$19.79	\$21.57
Payroll Supervisor	\$27.04	\$29.38	\$32.43
Receptionist	\$13.52	\$14.52	\$15.83
Secretary	\$14.82	\$15.92	\$17.35
Telemarketing Representative	\$13.19	\$14.17	\$15.45
Word Processor	\$16.75	\$17.89	\$19.37

# Ohio

## Canton, OH

Job Title	Low	Mid	High
Accounting Clerk	\$15.39	\$16.44	\$17.81
Accounts Payable Clerk	\$16.01	\$16.91	\$18.08
Accounts Payable Supervisor	\$24.74	\$26.73	\$29.31
Accounts Receivable Clerk	\$16.46	\$17.38	\$18.58
Accounts Receivable Supervisor	\$22.61	\$24.43	\$26.79
Administrative Assistant	\$17.63	\$19.16	\$21.14
Administrative Assistant, CEO	\$29.04	\$31.74	\$35.25
Administrative Secretary	\$21.36	\$23.21	\$25.62
Assistant Buyer	\$16.94	\$18.19	\$19.83
Banking Loan Clerk	\$14.45	\$15.43	\$16.71
Banking Loan Processor	\$16.02	\$17.31	\$18.98
Banking Mortgage Clerk	\$15.22	\$16.44	\$18.03
Benefits Clerk	\$16.61	\$17.85	\$19.45
Bilingual Secretary	\$16.74	\$18.30	\$20.32
Billing Clerk	\$15.39	\$16.54	\$18.02
Bookkeeper	\$15.08	\$16.30	\$17.87
Call Center Representative (Complex Calls)	\$16.31	\$17.62	\$19.33
Call Center Representative (General Calls)	\$11.38	\$12.36	\$13.64
Call Center Representative (Specialized Calls)	\$13.44	\$14.44	\$15.74
Call Center Sales Representative	\$12.90	\$13.86	\$15.11
Call Center Supervisor	\$24.19	\$26.13	\$28.66
Cost Accounting Clerk	\$15.67	\$16.83	\$18.34
Credit & Collection Clerk	\$14.59	\$15.58	\$16.87
Customer Service Representative (General Calls)	\$15.11	\$16.32	\$17.90
Customer Service Representative (Specialized Calls)	\$21.77	\$23.52	\$25.79
Customer Service Representative Financial	\$14.80	\$16.08	\$17.74
Data Entry Operator	\$11.78	\$12.58	\$13.63
Data Entry Supervisor	\$19.94	\$21.41	\$23.34
Executive Assistant	\$26.45	\$29.07	\$32.49
Export/Import Clerk	\$15.50	\$16.65	\$18.15
File Clerk	\$12.73	\$13.59	\$14.72
Front Desk Receptionist	\$11.82	\$12.77	\$14.01
General Clerk	\$13.65	\$14.58	\$15.78
Help Desk Representative	\$19.21	\$20.99	\$23.31
Human Resources Assistant	\$16.10	\$17.30	\$18.85
Human Resources Clerk	\$16.10	\$17.30	\$18.85
Insurance Claims Clerk	\$13.85	\$14.80	\$16.02
Insurance Claims Processor	\$15.31	\$16.44	\$17.92
Insurance Customer Service Representative (Commercial)	\$18.26	\$19.73	\$21.64
Insurance Customer Service Representative (Personal)	\$15.08	\$16.30	\$17.87
Inventory Clerk	\$14.32	\$15.29	\$16.56
Inventory Control Clerk	\$14.32	\$15.29	\$16.56
Lead Data Entry Operator	\$14.98	\$16.09	\$17.53
Legal Secretary	\$21.42	\$23.41	\$25.99
Mailroom Clerk	\$12.36	\$13.13	\$14.13
Marketing Survey Worker	\$12.54	\$13.39	\$14.50
Medical Billing Clerk	\$15.30	\$16.44	\$17.91
Medical Receptionist	\$12.79	\$13.66	\$14.79
Medical Records Administrator	\$37.29	\$40.06	\$43.66
Medical Records Clerk	\$12.91	\$13.87	\$15.12
Medical Records Coding Technician	\$17.51	\$18.81	\$20.50
Medical Secretary	\$14.78	\$15.97	\$17.51
Medical Transcriptionist	\$14.61	\$15.70	\$17.11
Office Manager	\$21.25	\$23.23	\$25.80
Order Processing Clerk	\$14.83	\$15.84	\$17.16
Order Processing Supervisor	\$26.30	\$28.41	\$31.16
Payroll Clerk	\$17.83	\$19.15	\$20.87
Payroll Supervisor	\$25.96	\$28.21	\$31.13
Receptionist	\$13.05	\$14.01	\$15.27
Secretary	\$14.21	\$15.26	\$16.63
Telemarketing Representative	\$12.90	\$13.86	\$15.11
Word Processor	\$16.19	\$17.29	\$18.72

## Cincinnati, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.42	\$17.54	\$19.00
Accounts Payable Clerk	\$17.06	\$18.02	\$19.26
Accounts Payable Supervisor	\$26.13	\$28.23	\$30.95
Accounts Receivable Clerk	\$17.52	\$18.50	\$19.78
Accounts Receivable Supervisor	\$23.86	\$25.78	\$28.27
Administrative Assistant	\$18.78	\$20.41	\$22.53
Administrative Assistant, CEO	\$30.45	\$33.27	\$36.95
Administrative Secretary	\$22.62	\$24.58	\$27.12
Assistant Buyer	\$18.00	\$19.34	\$21.08
Banking Loan Clerk	\$15.45	\$16.50	\$17.87
Banking Loan Processor	\$17.02	\$18.39	\$20.17
Banking Mortgage Clerk	\$16.20	\$17.50	\$19.19
Benefits Clerk	\$17.63	\$18.94	\$20.64
Bilingual Secretary	\$17.87	\$19.53	\$21.69
Billing Clerk	\$16.42	\$17.64	\$19.22
Bookkeeper	\$16.10	\$17.39	\$19.07
Call Center Representative (Complex Calls)	\$17.25	\$18.64	\$20.44
Call Center Representative (General Calls)	\$12.16	\$13.22	\$14.59
Call Center Representative (Specialized Calls)	\$14.32	\$15.38	\$16.76
Call Center Sales Representative	\$13.87	\$14.90	\$16.24
Call Center Supervisor	\$25.41	\$27.45	\$30.11
Cost Accounting Clerk	\$16.70	\$17.94	\$19.55
Credit & Collection Clerk	\$15.59	\$16.66	\$18.04
Customer Service Representative (General Calls)	\$16.08	\$17.38	\$19.06
Customer Service Representative (Specialized Calls)	\$22.89	\$24.73	\$27.12
Customer Service Representative Financial	\$15.76	\$17.13	\$18.90
Data Entry Operator	\$12.71	\$13.58	\$14.70
Data Entry Supervisor	\$21.17	\$22.74	\$24.78
Executive Assistant	\$27.80	\$30.56	\$34.15
Export/Import Clerk	\$16.53	\$17.76	\$19.35
File Clerk	\$13.61	\$14.54	\$15.75
Front Desk Receptionist	\$12.66	\$13.68	\$15.01
General Clerk	\$14.67	\$15.67	\$16.97
Help Desk Representative	\$20.64	\$22.55	\$25.05
Human Resources Assistant	\$17.11	\$18.38	\$20.03
Human Resources Clerk	\$17.11	\$18.38	\$20.03
Insurance Claims Clerk	\$14.89	\$15.90	\$17.22
Insurance Claims Processor	\$16.50	\$17.73	\$19.32
Insurance Customer Service Representative (Commercial)	\$19.34	\$20.89	\$22.91
Insurance Customer Service Representative (Personal)	\$16.08	\$17.37	\$19.05
Inventory Clerk	\$15.24	\$16.28	\$17.63
Inventory Control Clerk	\$15.24	\$16.28	\$17.63
Lead Data Entry Operator	\$16.06	\$17.25	\$18.80
Legal Secretary	\$22.67	\$24.78	\$27.51
Mailroom Clerk	\$13.33	\$14.15	\$15.23
Marketing Survey Worker	\$13.41	\$14.33	\$15.51
Medical Billing Clerk	\$16.32	\$17.53	\$19.11
Medical Receptionist	\$13.77	\$14.71	\$15.93
Medical Records Administrator	\$39.67	\$42.62	\$46.44
Medical Records Clerk	\$13.63	\$14.64	\$15.95
Medical Records Coding Technician	\$18.31	\$19.67	\$21.44
Medical Secretary	\$15.85	\$17.13	\$18.79
Medical Transcriptionist	\$15.68	\$16.84	\$18.36
Office Manager	\$22.55	\$24.64	\$27.37
Order Processing Clerk	\$15.81	\$16.89	\$18.29
Order Processing Supervisor	\$27.72	\$29.95	\$32.84
Payroll Clerk	\$18.92	\$20.32	\$22.15
Payroll Supervisor	\$27.37	\$29.74	\$32.82
Receptionist	\$13.95	\$14.98	\$16.33
Secretary	\$15.26	\$16.39	\$17.86
Telemarketing Representative	\$13.87	\$14.90	\$16.24
Word Processor	\$17.31	\$18.49	\$20.02

# Ohio

## Cleveland, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.64	\$17.78	\$19.25
Accounts Payable Clerk	\$17.30	\$18.27	\$19.53
Accounts Payable Supervisor	\$26.58	\$28.71	\$31.49
Accounts Receivable Clerk	\$17.77	\$18.77	\$20.06
Accounts Receivable Supervisor	\$24.24	\$26.19	\$28.72
Administrative Assistant	\$19.11	\$20.76	\$22.91
Administrative Assistant, CEO	\$30.91	\$33.78	\$37.51
Administrative Secretary	\$23.02	\$25.01	\$27.60
Assistant Buyer	\$18.27	\$19.63	\$21.39
Banking Loan Clerk	\$15.64	\$16.70	\$18.09
Banking Loan Processor	\$17.31	\$18.70	\$20.51
Banking Mortgage Clerk	\$16.46	\$17.79	\$19.51
Benefits Clerk	\$17.94	\$19.27	\$21.01
Bilingual Secretary	\$18.16	\$19.85	\$22.04
Billing Clerk	\$16.64	\$17.87	\$19.48
Bookkeeper	\$16.31	\$17.62	\$19.32
Call Center Representative (Complex Calls)	\$17.58	\$19.00	\$20.83
Call Center Representative (General Calls)	\$12.33	\$13.39	\$14.78
Call Center Representative (Specialized Calls)	\$14.55	\$15.63	\$17.03
Call Center Sales Representative	\$13.76	\$14.78	\$16.10
Call Center Supervisor	\$25.49	\$27.54	\$30.20
Cost Accounting Clerk	\$16.93	\$18.19	\$19.82
Credit & Collection Clerk	\$15.79	\$16.86	\$18.26
Customer Service Representative (General Calls)	\$16.35	\$17.66	\$19.37
Customer Service Representative (Specialized Calls)	\$23.34	\$25.21	\$27.65
Customer Service Representative Financial	\$16.01	\$17.40	\$19.20
Data Entry Operator	\$12.79	\$13.66	\$14.79
Data Entry Supervisor	\$21.49	\$23.09	\$25.16
Executive Assistant	\$28.24	\$31.04	\$34.69
Export/Import Clerk	\$16.75	\$18.00	\$19.61
File Clerk	\$13.79	\$14.73	\$15.95
Front Desk Receptionist	\$12.81	\$13.84	\$15.18
General Clerk	\$14.81	\$15.82	\$17.13
Help Desk Representative	\$20.71	\$22.63	\$25.13
Human Resources Assistant	\$17.40	\$18.69	\$20.37
Human Resources Clerk	\$17.40	\$18.69	\$20.37
Insurance Claims Clerk	\$15.03	\$16.05	\$17.39
Insurance Claims Processor	\$16.68	\$17.92	\$19.53
Insurance Customer Service Representative (Commercial)	\$19.42	\$20.98	\$23.01
Insurance Customer Service Representative (Personal)	\$16.11	\$17.40	\$19.08
Inventory Clerk	\$15.45	\$16.51	\$17.87
Inventory Control Clerk	\$15.45	\$16.51	\$17.87
Lead Data Entry Operator	\$16.24	\$17.44	\$19.01
Legal Secretary	\$23.07	\$25.21	\$28.00
Mailroom Clerk	\$13.42	\$14.25	\$15.34
Marketing Survey Worker	\$13.58	\$14.51	\$15.71
Medical Billing Clerk	\$16.54	\$17.77	\$19.36
Medical Receptionist	\$13.93	\$14.87	\$16.11
Medical Records Administrator	\$40.48	\$43.48	\$47.39
Medical Records Clerk	\$13.81	\$14.84	\$16.17
Medical Records Coding Technician	\$18.65	\$20.03	\$21.83
Medical Secretary	\$16.08	\$17.37	\$19.05
Medical Transcriptionist	\$15.63	\$16.79	\$18.30
Office Manager	\$22.97	\$25.10	\$27.88
Order Processing Clerk	\$16.06	\$17.15	\$18.58
Order Processing Supervisor	\$28.19	\$30.45	\$33.39
Payroll Clerk	\$19.22	\$20.64	\$22.50
Payroll Supervisor	\$27.83	\$30.24	\$33.38
Receptionist	\$14.13	\$15.18	\$16.55
Secretary	\$15.46	\$16.61	\$18.10
Telemarketing Representative	\$13.76	\$14.78	\$16.10
Word Processor	\$17.53	\$18.72	\$20.27

## Columbus, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.65	\$17.78	\$19.25
Accounts Payable Clerk	\$17.29	\$18.26	\$19.53
Accounts Payable Supervisor	\$26.43	\$28.55	\$31.31
Accounts Receivable Clerk	\$17.75	\$18.75	\$20.05
Accounts Receivable Supervisor	\$24.03	\$25.96	\$28.47
Administrative Assistant	\$19.06	\$20.71	\$22.86
Administrative Assistant, CEO	\$30.74	\$33.60	\$37.31
Administrative Secretary	\$22.92	\$24.90	\$27.48
Assistant Buyer	\$18.24	\$19.59	\$21.35
Banking Loan Clerk	\$15.66	\$16.73	\$18.12
Banking Loan Processor	\$17.24	\$18.63	\$20.43
Banking Mortgage Clerk	\$16.42	\$17.74	\$19.45
Benefits Clerk	\$17.86	\$19.19	\$20.91
Bilingual Secretary	\$18.14	\$19.82	\$22.01
Billing Clerk	\$16.64	\$17.88	\$19.48
Bookkeeper	\$16.32	\$17.63	\$19.33
Call Center Representative (Complex Calls)	\$17.47	\$18.87	\$20.70
Call Center Representative (General Calls)	\$12.33	\$13.40	\$14.79
Call Center Representative (Specialized Calls)	\$14.51	\$15.59	\$16.99
Call Center Sales Representative	\$13.77	\$14.79	\$16.12
Call Center Supervisor	\$25.26	\$27.29	\$29.93
Cost Accounting Clerk	\$16.93	\$18.19	\$19.82
Credit & Collection Clerk	\$15.81	\$16.89	\$18.29
Customer Service Representative (General Calls)	\$16.30	\$17.61	\$19.31
Customer Service Representative (Specialized Calls)	\$23.15	\$25.01	\$27.42
Customer Service Representative Financial	\$15.98	\$17.36	\$19.16
Data Entry Operator	\$12.90	\$13.78	\$14.92
Data Entry Supervisor	\$21.44	\$23.03	\$25.09
Executive Assistant	\$28.10	\$30.89	\$34.52
Export/Import Clerk	\$16.75	\$18.00	\$19.61
File Clerk	\$13.80	\$14.74	\$15.97
Front Desk Receptionist	\$12.84	\$13.88	\$15.22
General Clerk	\$14.88	\$15.90	\$17.21
Help Desk Representative	\$20.97	\$22.92	\$25.45
Human Resources Assistant	\$17.33	\$18.62	\$20.29
Human Resources Clerk	\$17.33	\$18.62	\$20.29
Insurance Claims Clerk	\$15.10	\$16.13	\$17.47
Insurance Claims Processor	\$16.63	\$17.86	\$19.46
Insurance Customer Service Representative (Commercial)	\$19.23	\$20.78	\$22.79
Insurance Customer Service Representative (Personal)	\$16.01	\$17.30	\$18.97
Inventory Clerk	\$15.44	\$16.50	\$17.86
Inventory Control Clerk	\$15.44	\$16.50	\$17.86
Lead Data Entry Operator	\$16.29	\$17.50	\$19.07
Legal Secretary	\$22.97	\$25.10	\$27.88
Mailroom Clerk	\$13.52	\$14.36	\$15.45
Marketing Survey Worker	\$13.60	\$14.53	\$15.73
Medical Billing Clerk	\$16.55	\$17.77	\$19.37
Medical Receptionist	\$13.99	\$14.94	\$16.18
Medical Records Administrator	\$40.10	\$43.08	\$46.95
Medical Records Clerk	\$13.82	\$14.85	\$16.18
Medical Records Coding Technician	\$18.55	\$19.92	\$21.71
Medical Secretary	\$16.10	\$17.40	\$19.08
Medical Transcriptionist	\$15.81	\$16.98	\$18.50
Office Manager	\$22.84	\$24.96	\$27.72
Order Processing Clerk	\$16.03	\$17.12	\$18.54
Order Processing Supervisor	\$28.02	\$30.27	\$33.19
Payroll Clerk	\$19.16	\$20.59	\$22.44
Payroll Supervisor	\$27.67	\$30.06	\$33.18
Receptionist	\$14.14	\$15.19	\$16.55
Secretary	\$15.50	\$16.65	\$18.14
Telemarketing Representative	\$13.77	\$14.79	\$16.12
Word Processor	\$17.55	\$18.75	\$20.30

# Ohio

## Lorain, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.75	\$17.89	\$19.37
Accounts Payable Clerk	\$17.41	\$18.38	\$19.65
Accounts Payable Supervisor	\$26.69	\$28.84	\$31.62
Accounts Receivable Clerk	\$17.88	\$18.88	\$20.18
Accounts Receivable Supervisor	\$24.35	\$26.30	\$28.84
Administrative Assistant	\$19.21	\$20.87	\$23.03
Administrative Assistant, CEO	\$31.03	\$33.92	\$37.66
Administrative Secretary	\$23.12	\$25.12	\$27.73
Assistant Buyer	\$18.38	\$19.74	\$21.51
Banking Loan Clerk	\$15.74	\$16.82	\$18.21
Banking Loan Processor	\$17.42	\$18.82	\$20.64
Banking Mortgage Clerk	\$16.57	\$17.90	\$19.63
Benefits Clerk	\$18.05	\$19.39	\$21.13
Bilingual Secretary	\$18.26	\$19.96	\$22.17
Billing Clerk	\$16.75	\$17.99	\$19.60
Bookkeeper	\$16.42	\$17.74	\$19.45
Call Center Representative (Complex Calls)	\$17.67	\$19.09	\$20.94
Call Center Representative (General Calls)	\$12.42	\$13.49	\$14.89
Call Center Representative (Specialized Calls)	\$14.64	\$15.73	\$17.14
Call Center Sales Representative	\$13.85	\$14.88	\$16.21
Call Center Supervisor	\$25.60	\$27.65	\$30.33
Cost Accounting Clerk	\$17.04	\$18.30	\$19.95
Credit & Collection Clerk	\$15.90	\$16.98	\$18.39
Customer Service Representative (General Calls)	\$16.45	\$17.77	\$19.49
Customer Service Representative (Specialized Calls)	\$23.44	\$25.32	\$27.77
Customer Service Representative Financial	\$16.12	\$17.52	\$19.33
Data Entry Operator	\$12.89	\$13.77	\$14.91
Data Entry Supervisor	\$21.59	\$23.19	\$25.28
Executive Assistant	\$28.35	\$31.17	\$34.83
Export/Import Clerk	\$16.86	\$18.11	\$19.74
File Clerk	\$13.89	\$14.84	\$16.07
Front Desk Receptionist	\$12.91	\$13.95	\$15.30
General Clerk	\$14.91	\$15.93	\$17.25
Help Desk Representative	\$20.80	\$22.73	\$25.24
Human Resources Assistant	\$17.51	\$18.81	\$20.50
Human Resources Clerk	\$17.51	\$18.81	\$20.50
Insurance Claims Clerk	\$15.14	\$16.17	\$17.51
Insurance Claims Processor	\$16.78	\$18.03	\$19.64
Insurance Customer Service Representative (Commercial)	\$19.52	\$21.09	\$23.13
Insurance Customer Service Representative (Personal)	\$16.21	\$17.51	\$19.20
Inventory Clerk	\$15.56	\$16.62	\$18.00
Inventory Control Clerk	\$15.56	\$16.62	\$18.00
Lead Data Entry Operator	\$16.35	\$17.56	\$19.14
Legal Secretary	\$23.17	\$25.33	\$28.12
Mailroom Clerk	\$13.52	\$14.36	\$15.45
Marketing Survey Worker	\$13.68	\$14.61	\$15.83
Medical Billing Clerk	\$16.65	\$17.88	\$19.49
Medical Receptionist	\$14.03	\$14.98	\$16.23
Medical Records Administrator	\$40.65	\$43.67	\$47.59
Medical Records Clerk	\$13.91	\$14.94	\$16.29
Medical Records Coding Technician	\$18.75	\$20.14	\$21.95
Medical Secretary	\$16.19	\$17.49	\$19.18
Medical Transcriptionist	\$15.74	\$16.90	\$18.42
Office Manager	\$23.07	\$25.21	\$28.00
Order Processing Clerk	\$16.17	\$17.27	\$18.70
Order Processing Supervisor	\$28.30	\$30.58	\$33.53
Payroll Clerk	\$19.32	\$20.75	\$22.62
Payroll Supervisor	\$27.95	\$30.37	\$33.51
Receptionist	\$14.24	\$15.29	\$16.67
Secretary	\$15.57	\$16.72	\$18.22
Telemarketing Representative	\$13.85	\$14.88	\$16.21
Word Processor	\$17.63	\$18.83	\$20.39

## Middleburg Heights, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.54	\$17.67	\$19.14
Accounts Payable Clerk	\$17.20	\$18.16	\$19.42
Accounts Payable Supervisor	\$26.43	\$28.55	\$31.31
Accounts Receivable Clerk	\$17.66	\$18.66	\$19.94
Accounts Receivable Supervisor	\$24.10	\$26.04	\$28.56
Administrative Assistant	\$18.99	\$20.64	\$22.78
Administrative Assistant, CEO	\$30.74	\$33.59	\$37.31
Administrative Secretary	\$22.89	\$24.87	\$27.44
Assistant Buyer	\$18.17	\$19.51	\$21.27
Banking Loan Clerk	\$15.55	\$16.60	\$17.98
Banking Loan Processor	\$17.21	\$18.59	\$20.39
Banking Mortgage Clerk	\$16.37	\$17.68	\$19.39
Benefits Clerk	\$17.84	\$19.16	\$20.88
Bilingual Secretary	\$18.06	\$19.73	\$21.91
Billing Clerk	\$16.54	\$17.77	\$19.37
Bookkeeper	\$16.21	\$17.52	\$19.21
Call Center Representative (Complex Calls)	\$17.48	\$18.89	\$20.71
Call Center Representative (General Calls)	\$12.25	\$13.31	\$14.69
Call Center Representative (Specialized Calls)	\$14.46	\$15.54	\$16.93
Call Center Sales Representative	\$13.68	\$14.69	\$16.01
Call Center Supervisor	\$25.35	\$27.38	\$30.03
Cost Accounting Clerk	\$16.83	\$18.08	\$19.71
Credit & Collection Clerk	\$15.70	\$16.76	\$18.15
Customer Service Representative (General Calls)	\$16.25	\$17.56	\$19.25
Customer Service Representative (Specialized Calls)	\$23.20	\$25.07	\$27.49
Customer Service Representative Financial	\$15.92	\$17.30	\$19.09
Data Entry Operator	\$12.71	\$13.58	\$14.71
Data Entry Supervisor	\$21.37	\$22.95	\$25.02
Executive Assistant	\$28.08	\$30.87	\$34.49
Export/Import Clerk	\$16.66	\$17.89	\$19.50
File Clerk	\$13.71	\$14.64	\$15.85
Front Desk Receptionist	\$12.74	\$13.76	\$15.09
General Clerk	\$14.72	\$15.72	\$17.03
Help Desk Representative	\$20.59	\$22.50	\$24.98
Human Resources Assistant	\$17.30	\$18.58	\$20.25
Human Resources Clerk	\$17.30	\$18.58	\$20.25
Insurance Claims Clerk	\$14.94	\$15.96	\$17.28
Insurance Claims Processor	\$16.58	\$17.81	\$19.41
Insurance Customer Service Representative (Commercial)	\$19.31	\$20.86	\$22.88
Insurance Customer Service Representative (Personal)	\$16.01	\$17.30	\$18.97
Inventory Clerk	\$15.36	\$16.41	\$17.77
Inventory Control Clerk	\$15.36	\$16.41	\$17.77
Lead Data Entry Operator	\$16.14	\$17.34	\$18.90
Legal Secretary	\$22.94	\$25.07	\$27.84
Mailroom Clerk	\$13.34	\$14.17	\$15.25
Marketing Survey Worker	\$13.50	\$14.42	\$15.62
Medical Billing Clerk	\$16.44	\$17.66	\$19.25
Medical Receptionist	\$13.84	\$14.79	\$16.01
Medical Records Administrator	\$40.27	\$43.26	\$47.14
Medical Records Clerk	\$13.73	\$14.75	\$16.07
Medical Records Coding Technician	\$18.54	\$19.91	\$21.70
Medical Secretary	\$15.99	\$17.27	\$18.94
Medical Transcriptionist	\$15.54	\$16.69	\$18.19
Office Manager	\$22.84	\$24.96	\$27.72
Order Processing Clerk	\$15.97	\$17.05	\$18.47
Order Processing Supervisor	\$28.03	\$30.28	\$33.21
Payroll Clerk	\$19.11	\$20.52	\$22.37
Payroll Supervisor	\$27.68	\$30.07	\$33.19
Receptionist	\$14.05	\$15.09	\$16.45
Secretary	\$15.37	\$16.51	\$17.99
Telemarketing Representative	\$13.68	\$14.69	\$16.01
Word Processor	\$17.42	\$18.61	\$20.15

# Ohio

## New Philadelphia, OH

Job Title	Low	Mid	High
Accounting Clerk	\$14.85	\$15.86	\$17.17
Accounts Payable Clerk	\$15.45	\$16.31	\$17.44
Accounts Payable Supervisor	\$24.14	\$26.08	\$28.60
Accounts Receivable Clerk	\$15.88	\$16.78	\$17.93
Accounts Receivable Supervisor	\$21.85	\$23.61	\$25.89
Administrative Assistant	\$17.12	\$18.60	\$20.53
Administrative Assistant, CEO	\$28.42	\$31.06	\$34.49
Administrative Secretary	\$20.80	\$22.60	\$24.94
Assistant Buyer	\$16.36	\$17.57	\$19.15
Banking Loan Clerk	\$13.92	\$14.87	\$16.10
Banking Loan Processor	\$15.51	\$16.76	\$18.38
Banking Mortgage Clerk	\$14.73	\$15.91	\$17.45
Benefits Clerk	\$16.10	\$17.29	\$18.84
Bilingual Secretary	\$16.25	\$17.76	\$19.72
Billing Clerk	\$14.85	\$15.95	\$17.38
Bookkeeper	\$14.54	\$15.71	\$17.23
Call Center Representative (Complex Calls)	\$15.83	\$17.10	\$18.75
Call Center Representative (General Calls)	\$10.98	\$11.93	\$13.17
Call Center Representative (Specialized Calls)	\$13.00	\$13.97	\$15.22
Call Center Sales Representative	\$12.41	\$13.34	\$14.53
Call Center Supervisor	\$23.36	\$25.24	\$27.68
Cost Accounting Clerk	\$15.12	\$16.24	\$17.70
Credit & Collection Clerk	\$14.06	\$15.02	\$16.26
Customer Service Representative (General Calls)	\$14.61	\$15.79	\$17.32
Customer Service Representative (Specialized Calls)	\$21.17	\$22.88	\$25.09
Customer Service Representative Financial	\$14.31	\$15.55	\$17.16
Data Entry Operator	\$11.37	\$12.15	\$13.15
Data Entry Supervisor	\$19.37	\$20.80	\$22.67
Executive Assistant	\$25.85	\$28.41	\$31.75
Export/Import Clerk	\$14.95	\$16.06	\$17.50
File Clerk	\$12.29	\$13.12	\$14.21
Front Desk Receptionist	\$11.41	\$12.33	\$13.52
General Clerk	\$13.19	\$14.09	\$15.25
Help Desk Representative	\$18.44	\$20.15	\$22.38
Human Resources Assistant	\$15.59	\$16.75	\$18.25
Human Resources Clerk	\$15.59	\$16.75	\$18.25
Insurance Claims Clerk	\$13.39	\$14.30	\$15.49
Insurance Claims Processor	\$14.75	\$15.84	\$17.27
Insurance Customer Service Representative (Commercial)	\$17.49	\$18.89	\$20.72
Insurance Customer Service Representative (Personal)	\$14.41	\$15.57	\$17.07
Inventory Clerk	\$13.82	\$14.76	\$15.98
Inventory Control Clerk	\$13.82	\$14.76	\$15.98
Lead Data Entry Operator	\$14.49	\$15.57	\$16.97
Legal Secretary	\$20.86	\$22.79	\$25.31
Mailroom Clerk	\$11.94	\$12.68	\$13.64
Marketing Survey Worker	\$12.10	\$12.92	\$13.99
Medical Billing Clerk	\$14.75	\$15.85	\$17.27
Medical Receptionist	\$12.36	\$13.20	\$14.30
Medical Records Administrator	\$36.08	\$38.75	\$42.23
Medical Records Clerk	\$12.37	\$13.29	\$14.48
Medical Records Coding Technician	\$16.83	\$18.08	\$19.70
Medical Secretary	\$14.31	\$15.46	\$16.96
Medical Transcriptionist	\$14.19	\$15.25	\$16.61
Office Manager	\$20.70	\$22.63	\$25.13
Order Processing Clerk	\$14.34	\$15.32	\$16.59
Order Processing Supervisor	\$25.67	\$27.74	\$30.42
Payroll Clerk	\$17.24	\$18.51	\$20.18
Payroll Supervisor	\$25.34	\$27.54	\$30.39
Receptionist	\$12.60	\$13.53	\$14.75
Secretary	\$13.75	\$14.77	\$16.09
Telemarketing Representative	\$12.41	\$13.34	\$14.53
Word Processor	\$15.68	\$16.75	\$18.14

## Newark, OH

Job Title	Low	Mid	High
Accounting Clerk	\$16.58	\$17.71	\$19.17
Accounts Payable Clerk	\$17.22	\$18.19	\$19.45
Accounts Payable Supervisor	\$26.36	\$28.48	\$31.23
Accounts Receivable Clerk	\$17.68	\$18.68	\$19.97
Accounts Receivable Supervisor	\$23.97	\$25.90	\$28.40
Administrative Assistant	\$19.00	\$20.64	\$22.78
Administrative Assistant, CEO	\$30.68	\$33.53	\$37.24
Administrative Secretary	\$22.85	\$24.83	\$27.41
Assistant Buyer	\$18.17	\$19.52	\$21.27
Banking Loan Clerk	\$15.59	\$16.65	\$18.03
Banking Loan Processor	\$17.18	\$18.56	\$20.35
Banking Mortgage Clerk	\$16.35	\$17.66	\$19.37
Benefits Clerk	\$17.79	\$19.11	\$20.83
Bilingual Secretary	\$18.07	\$19.75	\$21.93
Billing Clerk	\$16.57	\$17.80	\$19.40
Bookkeeper	\$16.25	\$17.55	\$19.25
Call Center Representative (Complex Calls)	\$17.41	\$18.81	\$20.63
Call Center Representative (General Calls)	\$12.28	\$13.34	\$14.72
Call Center Representative (Specialized Calls)	\$14.45	\$15.52	\$16.91
Call Center Sales Representative	\$13.71	\$14.73	\$16.05
Call Center Supervisor	\$25.20	\$27.23	\$29.86
Cost Accounting Clerk	\$16.86	\$18.11	\$19.74
Credit & Collection Clerk	\$15.74	\$16.81	\$18.20
Customer Service Representative (General Calls)	\$16.23	\$17.53	\$19.23
Customer Service Representative (Specialized Calls)	\$23.08	\$24.94	\$27.35
Customer Service Representative Financial	\$15.91	\$17.28	\$19.07
Data Entry Operator	\$12.83	\$13.71	\$14.84
Data Entry Supervisor	\$21.37	\$22.95	\$25.01
Executive Assistant	\$28.04	\$30.82	\$34.44
Export/Import Clerk	\$16.68	\$17.92	\$19.53
File Clerk	\$13.74	\$14.67	\$15.89
Front Desk Receptionist	\$12.78	\$13.81	\$15.14
General Clerk	\$14.81	\$15.82	\$17.13
Help Desk Representative	\$20.90	\$22.85	\$25.37
Human Resources Assistant	\$17.26	\$18.55	\$20.21
Human Resources Clerk	\$17.26	\$18.55	\$20.21
Insurance Claims Clerk	\$15.03	\$16.06	\$17.39
Insurance Claims Processor	\$16.56	\$17.79	\$19.39
Insurance Customer Service Representative (Commercial)	\$19.17	\$20.71	\$22.71
Insurance Customer Service Representative (Personal)	\$15.94	\$17.22	\$18.89
Inventory Clerk	\$15.37	\$16.42	\$17.78
Inventory Control Clerk	\$15.37	\$16.42	\$17.78
Lead Data Entry Operator	\$16.22	\$17.42	\$18.98
Legal Secretary	\$22.90	\$25.03	\$27.80
Mailroom Clerk	\$13.45	\$14.29	\$15.38
Marketing Survey Worker	\$13.53	\$14.46	\$15.65
Medical Billing Clerk	\$16.48	\$17.70	\$19.29
Medical Receptionist	\$13.93	\$14.87	\$16.11
Medical Records Administrator	\$40.02	\$42.99	\$46.85
Medical Records Clerk	\$13.75	\$14.78	\$16.10
Medical Records Coding Technician	\$18.48	\$19.85	\$21.64
Medical Secretary	\$16.03	\$17.32	\$19.00
Medical Transcriptionist	\$15.74	\$16.90	\$18.42
Office Manager	\$22.78	\$24.89	\$27.64
Order Processing Clerk	\$15.95	\$17.04	\$18.45
Order Processing Supervisor	\$27.95	\$30.20	\$33.12
Payroll Clerk	\$19.10	\$20.51	\$22.36
Payroll Supervisor	\$27.60	\$29.99	\$33.10
Receptionist	\$14.07	\$15.12	\$16.47
Secretary	\$15.43	\$16.57	\$18.06
Telemarketing Representative	\$13.71	\$14.73	\$16.05
Word Processor	\$17.48	\$18.67	\$20.22

# Ohio

## Stow, OH

Job Title	Low	Mid	High
Accounting Clerk	\$15.93	\$17.01	\$18.43
Accounts Payable Clerk	\$16.56	\$17.49	\$18.70
Accounts Payable Supervisor	\$25.60	\$27.66	\$30.34
Accounts Receivable Clerk	\$17.02	\$17.97	\$19.21
Accounts Receivable Supervisor	\$23.27	\$25.14	\$27.57
Administrative Assistant	\$18.33	\$19.92	\$21.98
Administrative Assistant, CEO	\$29.92	\$32.70	\$36.31
Administrative Secretary	\$22.14	\$24.06	\$26.55
Assistant Buyer	\$17.51	\$18.80	\$20.49
Banking Loan Clerk	\$14.96	\$15.98	\$17.31
Banking Loan Processor	\$16.57	\$17.90	\$19.63
Banking Mortgage Clerk	\$15.75	\$17.01	\$18.66
Benefits Clerk	\$17.17	\$18.45	\$20.10
Bilingual Secretary	\$17.42	\$19.04	\$21.14
Billing Clerk	\$15.93	\$17.11	\$18.65
Bookkeeper	\$15.61	\$16.87	\$18.50
Call Center Representative (Complex Calls)	\$16.84	\$18.19	\$19.95
Call Center Representative (General Calls)	\$11.79	\$12.81	\$14.13
Call Center Representative (Specialized Calls)	\$13.91	\$14.95	\$16.29
Call Center Sales Representative	\$13.19	\$14.17	\$15.44
Call Center Supervisor	\$24.65	\$26.63	\$29.21
Cost Accounting Clerk	\$16.21	\$17.41	\$18.98
Credit & Collection Clerk	\$15.11	\$16.14	\$17.47
Customer Service Representative (General Calls)	\$15.63	\$16.89	\$18.52
Customer Service Representative (Specialized Calls)	\$22.41	\$24.21	\$26.55
Customer Service Representative Financial	\$15.31	\$16.64	\$18.37
Data Entry Operator	\$12.21	\$13.04	\$14.12
Data Entry Supervisor	\$20.56	\$22.08	\$24.07
Executive Assistant	\$27.29	\$30.00	\$33.52
Export/Import Clerk	\$16.04	\$17.23	\$18.78
File Clerk	\$13.19	\$14.08	\$15.25
Front Desk Receptionist	\$12.25	\$13.24	\$14.52
General Clerk	\$14.13	\$15.10	\$16.35
Help Desk Representative	\$20.07	\$21.94	\$24.36
Human Resources Assistant	\$16.65	\$17.89	\$19.49
Human Resources Clerk	\$16.65	\$17.89	\$19.49
Insurance Claims Clerk	\$14.35	\$15.32	\$16.59
Insurance Claims Processor	\$15.90	\$17.08	\$18.61
Insurance Customer Service Representative (Commercial)	\$18.71	\$20.21	\$22.17
Insurance Customer Service Representative (Personal)	\$15.49	\$16.74	\$18.35
Inventory Clerk	\$14.80	\$15.81	\$17.12
Inventory Control Clerk	\$14.80	\$15.81	\$17.12
Lead Data Entry Operator	\$15.50	\$16.65	\$18.15
Legal Secretary	\$22.20	\$24.26	\$26.94
Mailroom Clerk	\$12.81	\$13.61	\$14.64
Marketing Survey Worker	\$12.99	\$13.87	\$15.02
Medical Billing Clerk	\$15.83	\$17.01	\$18.53
Medical Receptionist	\$13.34	\$14.25	\$15.43
Medical Records Administrator	\$39.28	\$42.19	\$45.98
Medical Records Clerk	\$13.26	\$14.24	\$15.52
Medical Records Coding Technician	\$17.93	\$19.26	\$20.99
Medical Secretary	\$15.41	\$16.64	\$18.25
Medical Transcriptionist	\$15.23	\$16.36	\$17.83
Office Manager	\$22.06	\$24.11	\$26.77
Order Processing Clerk	\$15.36	\$16.40	\$17.76
Order Processing Supervisor	\$27.18	\$29.37	\$32.21
Payroll Clerk	\$18.42	\$19.78	\$21.56
Payroll Supervisor	\$26.84	\$29.16	\$32.19
Receptionist	\$13.51	\$14.52	\$15.82
Secretary	\$14.81	\$15.91	\$17.34
Telemarketing Representative	\$13.19	\$14.17	\$15.44
Word Processor	\$16.74	\$17.88	\$19.36

## Warren, OH

Job Title	Low	Mid	High
Accounting Clerk	\$15.41	\$16.46	\$17.83
Accounts Payable Clerk	\$16.04	\$16.94	\$18.11
Accounts Payable Supervisor	\$25.02	\$27.03	\$29.64
Accounts Receivable Clerk	\$16.49	\$17.41	\$18.62
Accounts Receivable Supervisor	\$22.57	\$24.38	\$26.74
Administrative Assistant	\$17.75	\$19.28	\$21.28
Administrative Assistant, CEO	\$29.28	\$32.00	\$35.53
Administrative Secretary	\$21.53	\$23.39	\$25.81
Assistant Buyer	\$16.98	\$18.24	\$19.88
Banking Loan Clerk	\$14.46	\$15.44	\$16.72
Banking Loan Processor	\$16.15	\$17.44	\$19.13
Banking Mortgage Clerk	\$15.33	\$16.56	\$18.16
Benefits Clerk	\$16.75	\$17.99	\$19.61
Bilingual Secretary	\$16.85	\$18.41	\$20.45
Billing Clerk	\$15.41	\$16.56	\$18.05
Bookkeeper	\$15.10	\$16.32	\$17.89
Call Center Representative (Complex Calls)	\$16.46	\$17.79	\$19.51
Call Center Representative (General Calls)	\$11.43	\$12.42	\$13.71
Call Center Representative (Specialized Calls)	\$13.54	\$14.54	\$15.85
Call Center Sales Representative	\$12.92	\$13.88	\$15.13
Call Center Supervisor	\$24.30	\$26.25	\$28.79
Cost Accounting Clerk	\$15.69	\$16.86	\$18.37
Credit & Collection Clerk	\$14.60	\$15.59	\$16.89
Customer Service Representative (General Calls)	\$15.22	\$16.44	\$18.03
Customer Service Representative (Specialized Calls)	\$21.99	\$23.75	\$26.05
Customer Service Representative Financial	\$14.90	\$16.19	\$17.87
Data Entry Operator	\$11.78	\$12.59	\$13.63
Data Entry Supervisor	\$20.08	\$21.56	\$23.50
Executive Assistant	\$26.66	\$29.30	\$32.74
Export/Import Clerk	\$15.52	\$16.67	\$18.17
File Clerk	\$12.78	\$13.65	\$14.79
Front Desk Receptionist	\$11.86	\$12.82	\$14.06
General Clerk	\$13.68	\$14.61	\$15.82
Help Desk Representative	\$19.21	\$21.00	\$23.32
Human Resources Assistant	\$16.23	\$17.43	\$19.00
Human Resources Clerk	\$16.23	\$17.43	\$19.00
Insurance Claims Clerk	\$13.89	\$14.84	\$16.07
Insurance Claims Processor	\$15.31	\$16.44	\$17.92
Insurance Customer Service Representative (Commercial)	\$18.31	\$19.78	\$21.70
Insurance Customer Service Representative (Personal)	\$15.09	\$16.31	\$17.88
Inventory Clerk	\$14.31	\$15.28	\$16.55
Inventory Control Clerk	\$14.31	\$15.28	\$16.55
Lead Data Entry Operator	\$15.04	\$16.16	\$17.61
Legal Secretary	\$21.58	\$23.59	\$26.20
Mailroom Clerk	\$12.37	\$13.14	\$14.14
Marketing Survey Worker	\$12.59	\$13.44	\$14.56
Medical Billing Clerk	\$15.32	\$16.46	\$17.93
Medical Receptionist	\$12.82	\$13.69	\$14.82
Medical Records Administrator	\$37.78	\$40.58	\$44.22
Medical Records Clerk	\$12.75	\$13.70	\$14.93
Medical Records Coding Technician	\$17.37	\$18.66	\$20.34
Medical Secretary	\$14.85	\$16.05	\$17.60
Medical Transcriptionist	\$14.76	\$15.85	\$17.28
Office Manager	\$21.49	\$23.49	\$26.08
Order Processing Clerk	\$14.94	\$15.95	\$17.28
Order Processing Supervisor	\$26.59	\$28.73	\$31.51
Payroll Clerk	\$17.88	\$19.21	\$20.94
Payroll Supervisor	\$26.25	\$28.53	\$31.48
Receptionist	\$13.11	\$14.08	\$15.35
Secretary	\$14.27	\$15.32	\$16.70
Telemarketing Representative	\$12.92	\$13.88	\$15.13
Word Processor	\$16.27	\$17.38	\$18.82

# Ohio

## Washington Court House, OH

Job Title	Low	Mid	High
Accounting Clerk	\$15.34	\$16.39	\$17.75
Accounts Payable Clerk	\$15.96	\$16.85	\$18.01
Accounts Payable Supervisor	\$24.55	\$26.53	\$29.09
Accounts Receivable Clerk	\$16.40	\$17.32	\$18.51
Accounts Receivable Supervisor	\$22.10	\$23.88	\$26.19
Administrative Assistant	\$17.72	\$19.26	\$21.25
Administrative Assistant, CEO	\$28.95	\$31.64	\$35.14
Administrative Secretary	\$21.42	\$23.28	\$25.69
Assistant Buyer	\$16.87	\$18.13	\$19.75
Banking Loan Clerk	\$14.40	\$15.39	\$16.66
Banking Loan Processor	\$16.02	\$17.31	\$18.98
Banking Mortgage Clerk	\$15.22	\$16.45	\$18.04
Benefits Clerk	\$16.61	\$17.84	\$19.44
Bilingual Secretary	\$16.84	\$18.40	\$20.43
Billing Clerk	\$15.34	\$16.48	\$17.96
Bookkeeper	\$15.04	\$16.24	\$17.81
Call Center Representative (Complex Calls)	\$16.30	\$17.61	\$19.31
Call Center Representative (General Calls)	\$11.38	\$12.36	\$13.64
Call Center Representative (Specialized Calls)	\$13.45	\$14.45	\$15.74
Call Center Sales Representative	\$12.70	\$13.64	\$14.87
Call Center Supervisor	\$23.32	\$25.20	\$27.64
Cost Accounting Clerk	\$15.62	\$16.78	\$18.28
Credit & Collection Clerk	\$14.54	\$15.53	\$16.82
Customer Service Representative (General Calls)	\$15.11	\$16.32	\$17.90
Customer Service Representative (Specialized Calls)	\$21.70	\$23.44	\$25.71
Customer Service Representative Financial	\$14.80	\$16.08	\$17.75
Data Entry Operator	\$11.79	\$12.59	\$13.64
Data Entry Supervisor	\$19.93	\$21.41	\$23.33
Executive Assistant	\$26.40	\$29.02	\$32.43
Export/Import Clerk	\$15.45	\$16.59	\$18.08
File Clerk	\$12.73	\$13.59	\$14.72
Front Desk Receptionist	\$11.82	\$12.77	\$14.00
General Clerk	\$13.66	\$14.59	\$15.80
Help Desk Representative	\$19.26	\$21.05	\$23.37
Human Resources Assistant	\$16.10	\$17.30	\$18.85
Human Resources Clerk	\$16.10	\$17.30	\$18.85
Insurance Claims Clerk	\$13.87	\$14.81	\$16.04
Insurance Claims Processor	\$15.10	\$16.22	\$17.67
Insurance Customer Service Representative (Commercial)	\$17.68	\$19.11	\$20.95
Insurance Customer Service Representative (Personal)	\$14.61	\$15.79	\$17.31
Inventory Clerk	\$14.30	\$15.27	\$16.54
Inventory Control Clerk	\$14.30	\$15.27	\$16.54
Lead Data Entry Operator	\$15.00	\$16.11	\$17.56
Legal Secretary	\$21.47	\$23.47	\$26.06
Mailroom Clerk	\$12.37	\$13.14	\$14.14
Marketing Survey Worker	\$12.53	\$13.39	\$14.50
Medical Billing Clerk	\$15.25	\$16.38	\$17.85
Medical Receptionist	\$12.86	\$13.74	\$14.88
Medical Records Administrator	\$36.45	\$39.15	\$42.67
Medical Records Clerk	\$12.72	\$13.67	\$14.89
Medical Records Coding Technician	\$17.25	\$18.53	\$20.20
Medical Secretary	\$14.88	\$16.07	\$17.62
Medical Transcriptionist	\$14.61	\$15.69	\$17.10
Office Manager	\$21.15	\$23.12	\$25.68
Order Processing Clerk	\$14.84	\$15.85	\$17.16
Order Processing Supervisor	\$26.07	\$28.17	\$30.89
Payroll Clerk	\$17.76	\$19.08	\$20.79
Payroll Supervisor	\$25.74	\$27.97	\$30.87
Receptionist	\$13.05	\$14.01	\$15.27
Secretary	\$14.30	\$15.36	\$16.73
Telemarketing Representative	\$12.70	\$13.64	\$14.87
Word Processor	\$16.20	\$17.31	\$18.74

# Oklahoma

## Oklahoma City, OK

Job Title	Low	Mid	High
Accounting Clerk	\$14.78	\$15.78	\$17.09
Accounts Payable Clerk	\$15.36	\$16.22	\$17.34
Accounts Payable Supervisor	\$23.56	\$25.46	\$27.92
Accounts Receivable Clerk	\$15.78	\$16.66	\$17.81
Accounts Receivable Supervisor	\$21.34	\$23.05	\$25.28
Administrative Assistant	\$16.87	\$18.33	\$20.23
Administrative Assistant, CEO	\$27.57	\$30.13	\$33.46
Administrative Secretary	\$20.37	\$22.13	\$24.43
Assistant Buyer	\$16.22	\$17.43	\$18.99
Banking Loan Clerk	\$13.89	\$14.83	\$16.06
Banking Loan Processor	\$15.31	\$16.54	\$18.13
Banking Mortgage Clerk	\$14.56	\$15.73	\$17.25
Benefits Clerk	\$15.86	\$17.04	\$18.57
Bilingual Secretary	\$16.03	\$17.52	\$19.46
Billing Clerk	\$14.77	\$15.87	\$17.30
Bookkeeper	\$14.48	\$15.65	\$17.16
Call Center Representative (Complex Calls)	\$15.54	\$16.79	\$18.42
Call Center Representative (General Calls)	\$10.92	\$11.86	\$13.09
Call Center Representative (Specialized Calls)	\$12.86	\$13.82	\$15.06
Call Center Sales Representative	\$12.20	\$13.11	\$14.29
Call Center Supervisor	\$22.64	\$24.46	\$26.82
Cost Accounting Clerk	\$15.03	\$16.15	\$17.60
Credit & Collection Clerk	\$14.02	\$14.98	\$16.22
Customer Service Representative (General Calls)	\$14.45	\$15.61	\$17.12
Customer Service Representative (Specialized Calls)	\$20.68	\$22.34	\$24.50
Customer Service Representative Financial	\$14.16	\$15.39	\$16.98
Data Entry Operator	\$11.36	\$12.14	\$13.14
Data Entry Supervisor	\$19.03	\$20.44	\$22.27
Executive Assistant	\$25.13	\$27.63	\$30.87
Export/Import Clerk	\$14.87	\$15.98	\$17.41
File Clerk	\$12.22	\$13.05	\$14.13
Front Desk Receptionist	\$11.36	\$12.28	\$13.46
General Clerk	\$13.13	\$14.02	\$15.18
Help Desk Representative	\$18.31	\$20.01	\$22.22
Human Resources Assistant	\$15.39	\$16.53	\$18.01
Human Resources Clerk	\$15.39	\$16.53	\$18.01
Insurance Claims Clerk	\$13.32	\$14.23	\$15.41
Insurance Claims Processor	\$14.69	\$15.78	\$17.19
Insurance Customer Service Representative (Commercial)	\$17.30	\$18.69	\$20.50
Insurance Customer Service Representative (Personal)	\$14.34	\$15.49	\$16.99
Inventory Clerk	\$13.72	\$14.66	\$15.87
Inventory Control Clerk	\$13.72	\$14.66	\$15.87
Lead Data Entry Operator	\$14.38	\$15.45	\$16.83
Legal Secretary	\$20.42	\$22.32	\$24.78
Mailroom Clerk	\$11.92	\$12.65	\$13.62
Marketing Survey Worker	\$12.03	\$12.85	\$13.92
Medical Billing Clerk	\$14.69	\$15.78	\$17.19
Medical Receptionist	\$12.32	\$13.16	\$14.25
Medical Records Administrator	\$34.15	\$36.68	\$39.98
Medical Records Clerk	\$12.12	\$13.02	\$14.19
Medical Records Coding Technician	\$16.35	\$17.56	\$19.14
Medical Secretary	\$14.20	\$15.34	\$16.82
Medical Transcriptionist	\$14.02	\$15.06	\$16.41
Office Manager	\$20.29	\$22.17	\$24.62
Order Processing Clerk	\$14.20	\$15.17	\$16.43
Order Processing Supervisor	\$25.02	\$27.04	\$29.65
Payroll Clerk	\$17.06	\$18.33	\$19.97
Payroll Supervisor	\$24.71	\$26.85	\$29.63
Receptionist	\$12.51	\$13.44	\$14.65
Secretary	\$13.66	\$14.67	\$15.99
Telemarketing Representative	\$12.20	\$13.11	\$14.29
Word Processor	\$15.52	\$16.57	\$17.95

# Oregon

Portland/Tigard, OR

Job Title	Low	Mid	High
Accounting Clerk	\$17.70	\$18.90	\$20.47
Accounts Payable Clerk	\$18.37	\$19.40	\$20.74
Accounts Payable Supervisor	\$27.57	\$29.79	\$32.67
Accounts Receivable Clerk	\$18.84	\$19.89	\$21.27
Accounts Receivable Supervisor	\$24.98	\$26.98	\$29.59
Administrative Assistant	\$20.16	\$21.91	\$24.18
Administrative Assistant, CEO	\$32.08	\$35.06	\$38.93
Administrative Secretary	\$24.10	\$26.19	\$28.90
Assistant Buyer	\$19.33	\$20.76	\$22.62
Banking Loan Clerk	\$16.68	\$17.82	\$19.29
Banking Loan Processor	\$18.30	\$19.77	\$21.68
Banking Mortgage Clerk	\$17.45	\$18.86	\$20.68
Benefits Clerk	\$18.93	\$20.34	\$22.17
Bilingual Secretary	\$19.21	\$20.99	\$23.31
Billing Clerk	\$17.69	\$19.00	\$20.71
Bookkeeper	\$17.35	\$18.75	\$20.56
Call Center Representative (Complex Calls)	\$18.46	\$19.94	\$21.87
Call Center Representative (General Calls)	\$13.16	\$14.30	\$15.79
Call Center Representative (Specialized Calls)	\$15.44	\$16.58	\$18.07
Call Center Sales Representative	\$14.82	\$15.91	\$17.34
Call Center Supervisor	\$26.77	\$28.92	\$31.71
Cost Accounting Clerk	\$17.98	\$19.32	\$21.05
Credit & Collection Clerk	\$16.84	\$17.98	\$19.47
Customer Service Representative (General Calls)	\$17.33	\$18.73	\$20.54
Customer Service Representative (Specialized Calls)	\$24.33	\$26.29	\$28.83
Customer Service Representative Financial	\$17.00	\$18.47	\$20.38
Data Entry Operator	\$13.73	\$14.67	\$15.89
Data Entry Supervisor	\$22.52	\$24.19	\$26.36
Executive Assistant	\$29.37	\$32.28	\$36.08
Export/Import Clerk	\$17.80	\$19.12	\$20.84
File Clerk	\$14.74	\$15.74	\$17.04
Front Desk Receptionist	\$13.73	\$14.83	\$16.26
General Clerk	\$15.80	\$16.88	\$18.28
Help Desk Representative	\$21.93	\$23.97	\$26.62
Human Resources Assistant	\$18.40	\$19.76	\$21.53
Human Resources Clerk	\$18.40	\$19.76	\$21.53
Insurance Claims Clerk	\$16.03	\$17.13	\$18.54
Insurance Claims Processor	\$17.46	\$18.76	\$20.44
Insurance Customer Service Representative (Commercial)	\$20.69	\$22.35	\$24.51
Insurance Customer Service Representative (Personal)	\$17.33	\$18.72	\$20.53
Inventory Clerk	\$16.48	\$17.60	\$19.06
Inventory Control Clerk	\$16.48	\$17.60	\$19.06
Lead Data Entry Operator	\$17.26	\$18.54	\$20.21
Legal Secretary	\$24.15	\$26.39	\$29.31
Mailroom Clerk	\$14.39	\$15.28	\$16.44
Marketing Survey Worker	\$14.52	\$15.51	\$16.80
Medical Billing Clerk	\$17.59	\$18.89	\$20.59
Medical Receptionist	\$14.94	\$15.95	\$17.27
Medical Records Administrator	\$40.36	\$43.36	\$47.25
Medical Records Clerk	\$15.19	\$16.32	\$17.78
Medical Records Coding Technician	\$20.20	\$21.70	\$23.65
Medical Secretary	\$17.13	\$18.51	\$20.30
Medical Transcriptionist	\$17.22	\$18.50	\$20.16
Office Manager	\$23.93	\$26.15	\$29.04
Order Processing Clerk	\$17.06	\$18.22	\$19.73
Order Processing Supervisor	\$29.19	\$31.53	\$34.58
Payroll Clerk	\$20.27	\$21.78	\$23.73
Payroll Supervisor	\$28.83	\$31.33	\$34.57
Receptionist	\$15.09	\$16.20	\$17.66
Secretary	\$16.51	\$17.73	\$19.33
Telemarketing Representative	\$14.82	\$15.91	\$17.34
Word Processor	\$18.55	\$19.81	\$21.46

# Pennsylvania

Carlisle, PA

Job Title	Low	Mid	High
Accounting Clerk	\$16.39	\$17.51	\$18.96
Accounts Payable Clerk	\$17.03	\$17.99	\$19.23
Accounts Payable Supervisor	\$25.95	\$28.03	\$30.74
Accounts Receivable Clerk	\$17.49	\$18.47	\$19.75
Accounts Receivable Supervisor	\$23.30	\$25.17	\$27.60
Administrative Assistant	\$18.73	\$20.35	\$22.46
Administrative Assistant, CEO	\$30.12	\$32.92	\$36.55
Administrative Secretary	\$22.51	\$24.46	\$26.99
Assistant Buyer	\$17.98	\$19.31	\$21.04
Banking Loan Clerk	\$15.41	\$16.46	\$17.83
Banking Loan Processor	\$17.05	\$18.42	\$20.20
Banking Mortgage Clerk	\$16.22	\$17.53	\$19.22
Benefits Clerk	\$17.66	\$18.97	\$20.67
Bilingual Secretary	\$17.81	\$19.47	\$21.62
Billing Clerk	\$16.39	\$17.61	\$19.19
Bookkeeper	\$16.07	\$17.36	\$19.04
Call Center Representative (Complex Calls)	\$17.29	\$18.68	\$20.48
Call Center Representative (General Calls)	\$12.16	\$13.21	\$14.58
Call Center Representative (Specialized Calls)	\$14.34	\$15.40	\$16.79
Call Center Sales Representative	\$13.71	\$14.72	\$16.05
Call Center Supervisor	\$25.21	\$27.23	\$29.86
Cost Accounting Clerk	\$16.67	\$17.91	\$19.52
Credit & Collection Clerk	\$15.56	\$16.62	\$18.00
Customer Service Representative (General Calls)	\$16.11	\$17.40	\$19.08
Customer Service Representative (Specialized Calls)	\$22.89	\$24.73	\$27.12
Customer Service Representative Financial	\$15.79	\$17.15	\$18.93
Data Entry Operator	\$12.64	\$13.50	\$14.62
Data Entry Supervisor	\$21.14	\$22.71	\$24.74
Executive Assistant	\$27.54	\$30.27	\$33.83
Export/Import Clerk	\$16.50	\$17.72	\$19.31
File Clerk	\$13.60	\$14.53	\$15.73
Front Desk Receptionist	\$12.65	\$13.66	\$14.98
General Clerk	\$14.62	\$15.62	\$16.91
Help Desk Representative	\$20.15	\$22.02	\$24.46
Human Resources Assistant	\$17.14	\$18.41	\$20.06
Human Resources Clerk	\$17.14	\$18.41	\$20.06
Insurance Claims Clerk	\$14.84	\$15.85	\$17.17
Insurance Claims Processor	\$16.23	\$17.44	\$19.00
Insurance Customer Service Representative (Commercial)	\$19.27	\$20.82	\$22.83
Insurance Customer Service Representative (Personal)	\$16.02	\$17.30	\$18.98
Inventory Clerk	\$15.23	\$16.26	\$17.61
Inventory Control Clerk	\$15.23	\$16.26	\$17.61
Lead Data Entry Operator	\$16.03	\$17.21	\$18.76
Legal Secretary	\$22.56	\$24.65	\$27.38
Mailroom Clerk	\$13.26	\$14.08	\$15.15
Marketing Survey Worker	\$13.40	\$14.31	\$15.50
Medical Billing Clerk	\$16.29	\$17.50	\$19.07
Medical Receptionist	\$13.69	\$14.63	\$15.84
Medical Records Administrator	\$37.41	\$40.18	\$43.79
Medical Records Clerk	\$13.35	\$14.34	\$15.63
Medical Records Coding Technician	\$18.00	\$19.34	\$21.07
Medical Secretary	\$15.80	\$17.07	\$18.72
Medical Transcriptionist	\$15.53	\$16.69	\$18.19
Office Manager	\$22.46	\$24.55	\$27.26
Order Processing Clerk	\$15.83	\$16.91	\$18.31
Order Processing Supervisor	\$27.49	\$29.70	\$32.58
Payroll Clerk	\$18.89	\$20.29	\$22.12
Payroll Supervisor	\$27.15	\$29.50	\$32.56
Receptionist	\$13.94	\$14.98	\$16.32
Secretary	\$15.20	\$16.33	\$17.79
Telemarketing Representative	\$13.71	\$14.72	\$16.05
Word Processor	\$17.28	\$18.45	\$19.98

# Pennsylvania

## Chambersburg, PA

Job Title	Low	Mid	High
Accounting Clerk	\$15.64	\$16.70	\$18.09
Accounts Payable Clerk	\$16.26	\$17.17	\$18.36
Accounts Payable Supervisor	\$24.97	\$26.98	\$29.59
Accounts Receivable Clerk	\$16.71	\$17.64	\$18.86
Accounts Receivable Supervisor	\$22.25	\$24.04	\$26.36
Administrative Assistant	\$17.88	\$19.43	\$21.44
Administrative Assistant, CEO	\$29.22	\$31.94	\$35.47
Administrative Secretary	\$21.61	\$23.48	\$25.91
Assistant Buyer	\$17.19	\$18.46	\$20.12
Banking Loan Clerk	\$14.68	\$15.68	\$16.98
Banking Loan Processor	\$16.28	\$17.59	\$19.29
Banking Mortgage Clerk	\$15.48	\$16.72	\$18.34
Benefits Clerk	\$16.88	\$18.13	\$19.76
Bilingual Secretary	\$16.99	\$18.57	\$20.62
Billing Clerk	\$15.64	\$16.80	\$18.30
Bookkeeper	\$15.32	\$16.55	\$18.16
Call Center Representative (Complex Calls)	\$16.56	\$17.89	\$19.62
Call Center Representative (General Calls)	\$11.57	\$12.57	\$13.88
Call Center Representative (Specialized Calls)	\$13.67	\$14.69	\$16.01
Call Center Sales Representative	\$13.20	\$14.18	\$15.46
Call Center Supervisor	\$24.27	\$26.22	\$28.75
Cost Accounting Clerk	\$15.91	\$17.09	\$18.63
Credit & Collection Clerk	\$14.83	\$15.84	\$17.15
Customer Service Representative (General Calls)	\$15.36	\$16.60	\$18.20
Customer Service Representative (Specialized Calls)	\$22.03	\$23.80	\$26.11
Customer Service Representative Financial	\$15.05	\$16.35	\$18.05
Data Entry Operator	\$12.06	\$12.88	\$13.95
Data Entry Supervisor	\$20.33	\$21.84	\$23.80
Executive Assistant	\$26.64	\$29.29	\$32.73
Export/Import Clerk	\$15.74	\$16.91	\$18.43
File Clerk	\$12.95	\$13.83	\$14.97
Front Desk Receptionist	\$12.03	\$13.00	\$14.25
General Clerk	\$13.96	\$14.91	\$16.15
Help Desk Representative	\$19.36	\$21.16	\$23.50
Human Resources Assistant	\$16.37	\$17.58	\$19.16
Human Resources Clerk	\$16.37	\$17.58	\$19.16
Insurance Claims Clerk	\$14.18	\$15.14	\$16.40
Insurance Claims Processor	\$15.33	\$16.46	\$17.94
Insurance Customer Service Representative (Commercial)	\$18.38	\$19.86	\$21.78
Insurance Customer Service Representative (Personal)	\$15.21	\$16.44	\$18.03
Inventory Clerk	\$14.54	\$15.53	\$16.82
Inventory Control Clerk	\$14.54	\$15.53	\$16.82
Lead Data Entry Operator	\$15.32	\$16.46	\$17.94
Legal Secretary	\$21.66	\$23.67	\$26.29
Mailroom Clerk	\$12.65	\$13.44	\$14.46
Marketing Survey Worker	\$12.75	\$13.62	\$14.75
Medical Billing Clerk	\$15.54	\$16.69	\$18.19
Medical Receptionist	\$13.00	\$13.88	\$15.03
Medical Records Administrator	\$36.01	\$38.68	\$42.16
Medical Records Clerk	\$13.01	\$13.98	\$15.23
Medical Records Coding Technician	\$17.62	\$18.92	\$20.62
Medical Secretary	\$15.02	\$16.23	\$17.80
Medical Transcriptionist	\$15.25	\$16.38	\$17.86
Office Manager	\$21.51	\$23.51	\$26.11
Order Processing Clerk	\$15.09	\$16.12	\$17.46
Order Processing Supervisor	\$26.52	\$28.65	\$31.42
Payroll Clerk	\$18.08	\$19.42	\$21.17
Payroll Supervisor	\$26.19	\$28.45	\$31.40
Receptionist	\$13.27	\$14.26	\$15.54
Secretary	\$14.44	\$15.51	\$16.90
Telemarketing Representative	\$13.20	\$14.18	\$15.46
Word Processor	\$16.55	\$17.67	\$19.14

## Harrisburg, PA

Job Title	Low	Mid	High
Accounting Clerk	\$16.65	\$17.78	\$19.26
Accounts Payable Clerk	\$17.29	\$18.25	\$19.52
Accounts Payable Supervisor	\$26.11	\$28.21	\$30.93
Accounts Receivable Clerk	\$17.74	\$18.73	\$20.03
Accounts Receivable Supervisor	\$23.46	\$25.34	\$27.79
Administrative Assistant	\$18.94	\$20.58	\$22.72
Administrative Assistant, CEO	\$30.26	\$33.07	\$36.72
Administrative Secretary	\$22.69	\$24.65	\$27.21
Assistant Buyer	\$18.21	\$19.56	\$21.31
Banking Loan Clerk	\$15.68	\$16.74	\$18.13
Banking Loan Processor	\$17.29	\$18.68	\$20.48
Banking Mortgage Clerk	\$16.48	\$17.80	\$19.52
Benefits Clerk	\$17.90	\$19.23	\$20.95
Bilingual Secretary	\$18.04	\$19.71	\$21.89
Billing Clerk	\$16.64	\$17.88	\$19.48
Bookkeeper	\$16.32	\$17.63	\$19.34
Call Center Representative (Complex Calls)	\$17.47	\$18.88	\$20.70
Call Center Representative (General Calls)	\$12.39	\$13.46	\$14.86
Call Center Representative (Specialized Calls)	\$14.57	\$15.65	\$17.06
Call Center Sales Representative	\$13.93	\$14.97	\$16.31
Call Center Supervisor	\$25.35	\$27.39	\$30.04
Cost Accounting Clerk	\$16.92	\$18.18	\$19.81
Credit & Collection Clerk	\$15.83	\$16.90	\$18.30
Customer Service Representative (General Calls)	\$16.36	\$17.68	\$19.39
Customer Service Representative (Specialized Calls)	\$23.07	\$24.92	\$27.33
Customer Service Representative Financial	\$16.04	\$17.43	\$19.24
Data Entry Operator	\$12.90	\$13.78	\$14.92
Data Entry Supervisor	\$21.33	\$22.91	\$24.96
Executive Assistant	\$27.69	\$30.44	\$34.01
Export/Import Clerk	\$16.75	\$17.99	\$19.61
File Clerk	\$13.87	\$14.81	\$16.04
Front Desk Receptionist	\$12.90	\$13.94	\$15.29
General Clerk	\$14.89	\$15.90	\$17.22
Help Desk Representative	\$20.32	\$22.21	\$24.66
Human Resources Assistant	\$17.38	\$18.67	\$20.35
Human Resources Clerk	\$17.38	\$18.67	\$20.35
Insurance Claims Clerk	\$15.11	\$16.13	\$17.47
Insurance Claims Processor	\$16.47	\$17.69	\$19.28
Insurance Customer Service Representative (Commercial)	\$19.47	\$21.04	\$23.07
Insurance Customer Service Representative (Personal)	\$16.26	\$17.57	\$19.27
Inventory Clerk	\$15.49	\$16.55	\$17.92
Inventory Control Clerk	\$15.49	\$16.55	\$17.92
Lead Data Entry Operator	\$16.29	\$17.49	\$19.06
Legal Secretary	\$22.73	\$24.84	\$27.59
Mailroom Clerk	\$13.52	\$14.36	\$15.45
Marketing Survey Worker	\$13.66	\$14.59	\$15.80
Medical Billing Clerk	\$16.55	\$17.78	\$19.37
Medical Receptionist	\$13.95	\$14.91	\$16.14
Medical Records Administrator	\$37.58	\$40.37	\$43.99
Medical Records Clerk	\$13.61	\$14.62	\$15.93
Medical Records Coding Technician	\$18.21	\$19.56	\$21.32
Medical Secretary	\$16.06	\$17.35	\$19.03
Medical Transcriptionist	\$15.80	\$16.97	\$18.49
Office Manager	\$22.64	\$24.74	\$27.47
Order Processing Clerk	\$16.10	\$17.19	\$18.62
Order Processing Supervisor	\$27.65	\$29.87	\$32.76
Payroll Clerk	\$19.11	\$20.53	\$22.37
Payroll Supervisor	\$27.31	\$29.67	\$32.75
Receptionist	\$14.20	\$15.26	\$16.63
Secretary	\$15.46	\$16.61	\$18.10
Telemarketing Representative	\$13.93	\$14.97	\$16.31
Word Processor	\$17.52	\$18.72	\$20.27

# Pennsylvania

## Norristown, PA

Job Title	Low	Mid	High
Accounting Clerk	\$17.51	\$18.71	\$20.26
Accounts Payable Clerk	\$18.21	\$19.23	\$20.56
Accounts Payable Supervisor	\$28.13	\$30.39	\$33.33
Accounts Receivable Clerk	\$18.71	\$19.76	\$21.13
Accounts Receivable Supervisor	\$25.73	\$27.80	\$30.49
Administrative Assistant	\$20.12	\$21.86	\$24.12
Administrative Assistant, CEO	\$32.63	\$35.66	\$39.61
Administrative Secretary	\$24.27	\$26.37	\$29.11
Assistant Buyer	\$19.25	\$20.68	\$22.54
Banking Loan Clerk	\$16.45	\$17.56	\$19.02
Banking Loan Processor	\$18.19	\$19.65	\$21.56
Banking Mortgage Clerk	\$17.29	\$18.68	\$20.49
Benefits Clerk	\$18.86	\$20.26	\$22.08
Bilingual Secretary	\$19.11	\$20.89	\$23.20
Billing Clerk	\$17.51	\$18.81	\$20.50
Bookkeeper	\$17.16	\$18.54	\$20.34
Call Center Representative (Complex Calls)	\$18.50	\$19.99	\$21.92
Call Center Representative (General Calls)	\$12.92	\$14.04	\$15.49
Call Center Representative (Specialized Calls)	\$15.28	\$16.41	\$17.88
Call Center Sales Representative	\$14.92	\$16.03	\$17.46
Call Center Supervisor	\$27.77	\$30.01	\$32.91
Cost Accounting Clerk	\$17.82	\$19.15	\$20.87
Credit & Collection Clerk	\$16.60	\$17.74	\$19.21
Customer Service Representative (General Calls)	\$17.16	\$18.54	\$20.34
Customer Service Representative (Specialized Calls)	\$24.59	\$26.56	\$29.13
Customer Service Representative Financial	\$16.81	\$18.27	\$20.16
Data Entry Operator	\$13.42	\$14.33	\$15.52
Data Entry Supervisor	\$22.69	\$24.37	\$26.56
Executive Assistant	\$29.81	\$32.77	\$36.61
Export/Import Clerk	\$17.63	\$18.94	\$20.64
File Clerk	\$14.45	\$15.43	\$16.71
Front Desk Receptionist	\$13.41	\$14.49	\$15.89
General Clerk	\$15.57	\$16.63	\$18.00
Help Desk Representative	\$22.45	\$24.54	\$27.25
Human Resources Assistant	\$18.29	\$19.64	\$21.41
Human Resources Clerk	\$18.29	\$19.64	\$21.41
Insurance Claims Clerk	\$15.80	\$16.88	\$18.28
Insurance Claims Processor	\$17.69	\$19.01	\$20.71
Insurance Customer Service Representative (Commercial)	\$21.13	\$22.83	\$25.04
Insurance Customer Service Representative (Personal)	\$17.49	\$18.90	\$20.73
Inventory Clerk	\$16.15	\$17.25	\$18.68
Inventory Control Clerk	\$16.15	\$17.25	\$18.68
Lead Data Entry Operator	\$17.09	\$18.36	\$20.01
Legal Secretary	\$24.33	\$26.59	\$29.53
Mailroom Clerk	\$14.09	\$14.96	\$16.10
Marketing Survey Worker	\$14.23	\$15.19	\$16.45
Medical Billing Clerk	\$17.41	\$18.70	\$20.38
Medical Receptionist	\$14.60	\$15.60	\$16.89
Medical Records Administrator	\$42.38	\$45.52	\$49.61
Medical Records Clerk	\$14.28	\$15.34	\$16.72
Medical Records Coding Technician	\$19.35	\$20.79	\$22.66
Medical Secretary	\$16.90	\$18.26	\$20.02
Medical Transcriptionist	\$16.68	\$17.91	\$19.52
Office Manager	\$24.29	\$26.55	\$29.48
Order Processing Clerk	\$16.86	\$18.01	\$19.50
Order Processing Supervisor	\$29.83	\$32.23	\$35.35
Payroll Clerk	\$20.26	\$21.76	\$23.71
Payroll Supervisor	\$29.46	\$32.01	\$35.33
Receptionist	\$14.81	\$15.91	\$17.34
Secretary	\$16.24	\$17.44	\$19.01
Telemarketing Representative	\$14.92	\$16.03	\$17.46
Word Processor	\$18.46	\$19.72	\$21.35

## Philadelphia, PA

Job Title	Low	Mid	High
Accounting Clerk	\$17.96	\$19.18	\$20.77
Accounts Payable Clerk	\$18.65	\$19.70	\$21.06
Accounts Payable Supervisor	\$28.48	\$30.77	\$33.74
Accounts Receivable Clerk	\$19.15	\$20.22	\$21.62
Accounts Receivable Supervisor	\$26.08	\$28.18	\$30.90
Administrative Assistant	\$20.52	\$22.29	\$24.60
Administrative Assistant, CEO	\$32.96	\$36.02	\$40.00
Administrative Secretary	\$24.64	\$26.77	\$29.54
Assistant Buyer	\$19.67	\$21.13	\$23.03
Banking Loan Clerk	\$16.89	\$18.04	\$19.54
Banking Loan Processor	\$18.62	\$20.12	\$22.06
Banking Mortgage Clerk	\$17.73	\$19.15	\$21.01
Benefits Clerk	\$19.28	\$20.71	\$22.57
Bilingual Secretary	\$19.52	\$21.34	\$23.69
Billing Clerk	\$17.95	\$19.28	\$21.02
Bookkeeper	\$17.60	\$19.02	\$20.86
Call Center Representative (Complex Calls)	\$18.86	\$20.37	\$22.34
Call Center Representative (General Calls)	\$13.30	\$14.45	\$15.95
Call Center Representative (Specialized Calls)	\$15.67	\$16.84	\$18.35
Call Center Sales Representative	\$15.31	\$16.45	\$17.92
Call Center Supervisor	\$28.11	\$30.36	\$33.30
Cost Accounting Clerk	\$18.26	\$19.61	\$21.38
Credit & Collection Clerk	\$17.05	\$18.21	\$19.72
Customer Service Representative (General Calls)	\$17.60	\$19.02	\$20.86
Customer Service Representative (Specialized Calls)	\$24.96	\$26.96	\$29.57
Customer Service Representative Financial	\$17.25	\$18.75	\$20.69
Data Entry Operator	\$13.84	\$14.78	\$16.01
Data Entry Supervisor	\$23.07	\$24.78	\$27.00
Executive Assistant	\$30.14	\$33.14	\$37.03
Export/Import Clerk	\$18.07	\$19.41	\$21.15
File Clerk	\$14.88	\$15.89	\$17.21
Front Desk Receptionist	\$13.83	\$14.94	\$16.39
General Clerk	\$16.01	\$17.10	\$18.52
Help Desk Representative	\$22.81	\$24.93	\$27.69
Human Resources Assistant	\$18.72	\$20.10	\$21.91
Human Resources Clerk	\$18.72	\$20.10	\$21.91
Insurance Claims Clerk	\$16.25	\$17.35	\$18.79
Insurance Claims Processor	\$18.11	\$19.46	\$21.20
Insurance Customer Service Representative (Commercial)	\$21.53	\$23.26	\$25.51
Insurance Customer Service Representative (Personal)	\$17.93	\$19.37	\$21.25
Inventory Clerk	\$16.60	\$17.73	\$19.19
Inventory Control Clerk	\$16.60	\$17.73	\$19.19
Lead Data Entry Operator	\$17.54	\$18.84	\$20.53
Legal Secretary	\$24.69	\$26.98	\$29.97
Mailroom Clerk	\$14.52	\$15.42	\$16.59
Marketing Survey Worker	\$14.66	\$15.65	\$16.95
Medical Billing Clerk	\$17.85	\$19.17	\$20.89
Medical Receptionist	\$15.04	\$16.06	\$17.39
Medical Records Administrator	\$42.79	\$45.96	\$50.09
Medical Records Clerk	\$14.70	\$15.79	\$17.21
Medical Records Coding Technician	\$19.75	\$21.21	\$23.12
Medical Secretary	\$17.34	\$18.73	\$20.54
Medical Transcriptionist	\$17.12	\$18.39	\$20.05
Office Manager	\$24.65	\$26.94	\$29.92
Order Processing Clerk	\$17.31	\$18.49	\$20.02
Order Processing Supervisor	\$30.18	\$32.61	\$35.76
Payroll Clerk	\$20.66	\$22.20	\$24.19
Payroll Supervisor	\$29.81	\$32.39	\$35.74
Receptionist	\$15.25	\$16.38	\$17.85
Secretary	\$16.68	\$17.92	\$19.53
Telemarketing Representative	\$15.31	\$16.45	\$17.92
Word Processor	\$18.89	\$20.18	\$21.85

# Pennsylvania

## Pittsburgh, PA

Job Title	Low	Mid	High
Accounting Clerk	\$16.14	\$17.24	\$18.67
Accounts Payable Clerk	\$16.77	\$17.71	\$18.94
Accounts Payable Supervisor	\$25.87	\$27.95	\$30.65
Accounts Receivable Clerk	\$17.23	\$18.19	\$19.45
Accounts Receivable Supervisor	\$23.53	\$25.42	\$27.87
Administrative Assistant	\$18.46	\$20.05	\$22.13
Administrative Assistant, CEO	\$29.95	\$32.73	\$36.34
Administrative Secretary	\$22.24	\$24.17	\$26.67
Assistant Buyer	\$17.71	\$19.03	\$20.73
Banking Loan Clerk	\$15.16	\$16.20	\$17.54
Banking Loan Processor	\$16.78	\$18.13	\$19.88
Banking Mortgage Clerk	\$15.96	\$17.25	\$18.91
Benefits Clerk	\$17.39	\$18.68	\$20.36
Bilingual Secretary	\$17.55	\$19.18	\$21.30
Billing Clerk	\$16.14	\$17.33	\$18.89
Bookkeeper	\$15.82	\$17.09	\$18.74
Call Center Representative (Complex Calls)	\$17.03	\$18.40	\$20.18
Call Center Representative (General Calls)	\$11.95	\$12.98	\$14.33
Call Center Representative (Specialized Calls)	\$14.11	\$15.15	\$16.51
Call Center Sales Representative	\$13.72	\$14.74	\$16.06
Call Center Supervisor	\$25.56	\$27.62	\$30.29
Cost Accounting Clerk	\$16.42	\$17.64	\$19.22
Credit & Collection Clerk	\$15.31	\$16.35	\$17.71
Customer Service Representative (General Calls)	\$15.85	\$17.12	\$18.78
Customer Service Representative (Specialized Calls)	\$22.61	\$24.43	\$26.79
Customer Service Representative Financial	\$15.53	\$16.87	\$18.62
Data Entry Operator	\$12.42	\$13.26	\$14.36
Data Entry Supervisor	\$20.84	\$22.38	\$24.39
Executive Assistant	\$27.34	\$30.05	\$33.58
Export/Import Clerk	\$16.24	\$17.45	\$19.02
File Clerk	\$13.37	\$14.28	\$15.46
Front Desk Receptionist	\$12.42	\$13.42	\$14.72
General Clerk	\$14.37	\$15.35	\$16.62
Help Desk Representative	\$20.15	\$22.02	\$24.46
Human Resources Assistant	\$16.87	\$18.12	\$19.75
Human Resources Clerk	\$16.87	\$18.12	\$19.75
Insurance Claims Clerk	\$14.59	\$15.58	\$16.87
Insurance Claims Processor	\$16.22	\$17.43	\$18.99
Insurance Customer Service Representative (Commercial)	\$19.51	\$21.07	\$23.11
Insurance Customer Service Representative (Personal)	\$16.19	\$17.49	\$19.18
Inventory Clerk	\$14.99	\$16.01	\$17.34
Inventory Control Clerk	\$14.99	\$16.01	\$17.34
Lead Data Entry Operator	\$15.76	\$16.93	\$18.45
Legal Secretary	\$22.29	\$24.36	\$27.05
Mailroom Clerk	\$13.03	\$13.84	\$14.89
Marketing Survey Worker	\$13.17	\$14.06	\$15.23
Medical Billing Clerk	\$16.04	\$17.23	\$18.78
Medical Receptionist	\$13.46	\$14.38	\$15.57
Medical Records Administrator	\$38.26	\$41.10	\$44.79
Medical Records Clerk	\$13.17	\$14.14	\$15.41
Medical Records Coding Technician	\$17.78	\$19.10	\$20.82
Medical Secretary	\$15.55	\$16.79	\$18.42
Medical Transcriptionist	\$15.50	\$16.65	\$18.14
Office Manager	\$22.33	\$24.40	\$27.10
Order Processing Clerk	\$15.57	\$16.63	\$18.01
Order Processing Supervisor	\$27.45	\$29.65	\$32.52
Payroll Clerk	\$18.62	\$20.00	\$21.80
Payroll Supervisor	\$27.10	\$29.45	\$32.50
Receptionist	\$13.70	\$14.72	\$16.04
Secretary	\$14.95	\$16.06	\$17.50
Telemarketing Representative	\$13.72	\$14.74	\$16.06
Word Processor	\$17.00	\$18.16	\$19.67

## Wexford, PA

Job Title	Low	Mid	High
Accounting Clerk	\$16.28	\$17.39	\$18.83
Accounts Payable Clerk	\$16.94	\$17.89	\$19.12
Accounts Payable Supervisor	\$26.37	\$28.49	\$31.25
Accounts Receivable Clerk	\$17.41	\$18.39	\$19.66
Accounts Receivable Supervisor	\$23.97	\$25.89	\$28.40
Administrative Assistant	\$18.71	\$20.33	\$22.44
Administrative Assistant, CEO	\$30.58	\$33.42	\$37.11
Administrative Secretary	\$22.64	\$24.60	\$27.14
Assistant Buyer	\$17.93	\$19.26	\$20.98
Banking Loan Clerk	\$15.27	\$16.31	\$17.66
Banking Loan Processor	\$16.96	\$18.32	\$20.09
Banking Mortgage Clerk	\$16.10	\$17.40	\$19.08
Benefits Clerk	\$17.59	\$18.89	\$20.59
Bilingual Secretary	\$17.77	\$19.42	\$21.56
Billing Clerk	\$16.28	\$17.49	\$19.06
Bookkeeper	\$15.95	\$17.23	\$18.90
Call Center Representative (Complex Calls)	\$17.28	\$18.67	\$20.47
Call Center Representative (General Calls)	\$12.01	\$13.05	\$14.40
Call Center Representative (Specialized Calls)	\$14.22	\$15.28	\$16.65
Call Center Sales Representative	\$13.83	\$14.86	\$16.19
Call Center Supervisor	\$26.07	\$28.17	\$30.89
Cost Accounting Clerk	\$16.58	\$17.81	\$19.40
Credit & Collection Clerk	\$15.42	\$16.47	\$17.84
Customer Service Representative (General Calls)	\$15.98	\$17.27	\$18.94
Customer Service Representative (Specialized Calls)	\$23.02	\$24.87	\$27.27
Customer Service Representative Financial	\$15.65	\$17.01	\$18.77
Data Entry Operator	\$12.45	\$13.30	\$14.40
Data Entry Supervisor	\$21.18	\$22.75	\$24.80
Executive Assistant	\$27.89	\$30.66	\$34.26
Export/Import Clerk	\$16.40	\$17.61	\$19.19
File Clerk	\$13.43	\$14.34	\$15.53
Front Desk Receptionist	\$12.46	\$13.46	\$14.76
General Clerk	\$14.46	\$15.44	\$16.72
Help Desk Representative	\$20.50	\$22.40	\$24.88
Human Resources Assistant	\$17.04	\$18.31	\$19.95
Human Resources Clerk	\$17.04	\$18.31	\$19.95
Insurance Claims Clerk	\$14.68	\$15.68	\$16.98
Insurance Claims Processor	\$16.39	\$17.60	\$19.18
Insurance Customer Service Representative (Commercial)	\$19.79	\$21.39	\$23.45
Insurance Customer Service Representative (Personal)	\$16.34	\$17.65	\$19.36
Inventory Clerk	\$15.09	\$16.12	\$17.46
Inventory Control Clerk	\$15.09	\$16.12	\$17.46
Lead Data Entry Operator	\$15.89	\$17.07	\$18.60
Legal Secretary	\$22.69	\$24.80	\$27.54
Mailroom Clerk	\$13.08	\$13.89	\$14.94
Marketing Survey Worker	\$13.22	\$14.12	\$15.29
Medical Billing Clerk	\$16.18	\$17.38	\$18.94
Medical Receptionist	\$13.52	\$14.45	\$15.64
Medical Records Administrator	\$39.00	\$41.89	\$45.66
Medical Records Clerk	\$13.23	\$14.22	\$15.49
Medical Records Coding Technician	\$18.02	\$19.36	\$21.09
Medical Secretary	\$15.67	\$16.93	\$18.57
Medical Transcriptionist	\$15.61	\$16.77	\$18.28
Office Manager	\$22.73	\$24.84	\$27.59
Order Processing Clerk	\$15.69	\$16.76	\$18.15
Order Processing Supervisor	\$28.00	\$30.25	\$33.17
Payroll Clerk	\$18.88	\$20.28	\$22.10
Payroll Supervisor	\$27.65	\$30.04	\$33.15
Receptionist	\$13.77	\$14.79	\$16.12
Secretary	\$15.05	\$16.17	\$17.62
Telemarketing Representative	\$13.83	\$14.86	\$16.19
Word Processor	\$17.18	\$18.35	\$19.87

# Rhode Island

## Providence, RI

Job Title	Low	Mid	High
Accounting Clerk	\$17.28	\$18.45	\$19.98
Accounts Payable Clerk	\$17.95	\$18.96	\$20.27
Accounts Payable Supervisor	\$27.43	\$29.63	\$32.50
Accounts Receivable Clerk	\$18.43	\$19.47	\$20.81
Accounts Receivable Supervisor	\$24.92	\$26.92	\$29.52
Administrative Assistant	\$19.81	\$21.53	\$23.76
Administrative Assistant, CEO	\$31.97	\$34.95	\$38.81
Administrative Secretary	\$23.84	\$25.90	\$28.59
Assistant Buyer	\$18.95	\$20.35	\$22.18
Banking Loan Clerk	\$16.24	\$17.35	\$18.79
Banking Loan Processor	\$17.91	\$19.34	\$21.22
Banking Mortgage Clerk	\$17.04	\$18.41	\$20.19
Benefits Clerk	\$18.55	\$19.93	\$21.72
Bilingual Secretary	\$18.84	\$20.60	\$22.87
Billing Clerk	\$17.27	\$18.55	\$20.22
Bookkeeper	\$16.93	\$18.29	\$20.06
Call Center Representative (Complex Calls)	\$18.16	\$19.62	\$21.52
Call Center Representative (General Calls)	\$12.77	\$13.88	\$15.32
Call Center Representative (Specialized Calls)	\$15.06	\$16.18	\$17.63
Call Center Sales Representative	\$14.57	\$15.65	\$17.06
Call Center Supervisor	\$26.60	\$28.74	\$31.52
Cost Accounting Clerk	\$17.57	\$18.88	\$20.57
Credit & Collection Clerk	\$16.40	\$17.51	\$18.96
Customer Service Representative (General Calls)	\$16.92	\$18.28	\$20.04
Customer Service Representative (Specialized Calls)	\$24.08	\$26.01	\$28.52
Customer Service Representative Financial	\$16.58	\$18.01	\$19.88
Data Entry Operator	\$13.25	\$14.15	\$15.32
Data Entry Supervisor	\$22.16	\$23.80	\$25.94
Executive Assistant	\$29.22	\$32.12	\$35.89
Export/Import Clerk	\$17.39	\$18.68	\$20.35
File Clerk	\$14.29	\$15.26	\$16.53
Front Desk Receptionist	\$13.28	\$14.35	\$15.74
General Clerk	\$15.32	\$16.37	\$17.72
Help Desk Representative	\$21.69	\$23.70	\$26.32
Human Resources Assistant	\$18.00	\$19.34	\$21.07
Human Resources Clerk	\$18.00	\$19.34	\$21.07
Insurance Claims Clerk	\$15.55	\$16.61	\$17.99
Insurance Claims Processor	\$17.19	\$18.47	\$20.13
Insurance Customer Service Representative (Commercial)	\$20.22	\$21.85	\$23.96
Insurance Customer Service Representative (Personal)	\$16.80	\$18.15	\$19.91
Inventory Clerk	\$15.96	\$17.05	\$18.46
Inventory Control Clerk	\$15.96	\$17.05	\$18.46
Lead Data Entry Operator	\$16.79	\$18.04	\$19.66
Legal Secretary	\$23.89	\$26.11	\$29.00
Mailroom Clerk	\$13.90	\$14.76	\$15.88
Marketing Survey Worker	\$14.08	\$15.04	\$16.28
Medical Billing Clerk	\$17.17	\$18.44	\$20.10
Medical Receptionist	\$14.49	\$15.48	\$16.76
Medical Records Administrator	\$41.30	\$44.37	\$48.35
Medical Records Clerk	\$14.60	\$15.68	\$17.09
Medical Records Coding Technician	\$19.65	\$21.11	\$23.00
Medical Secretary	\$16.71	\$18.05	\$19.80
Medical Transcriptionist	\$16.80	\$18.05	\$19.67
Office Manager	\$23.71	\$25.92	\$28.78
Order Processing Clerk	\$16.63	\$17.76	\$19.23
Order Processing Supervisor	\$29.08	\$31.42	\$34.45
Payroll Clerk	\$19.92	\$21.39	\$23.31
Payroll Supervisor	\$28.72	\$31.20	\$34.44
Receptionist	\$14.65	\$15.73	\$17.14
Secretary	\$16.07	\$17.27	\$18.82
Telemarketing Representative	\$14.57	\$15.65	\$17.06
Word Processor	\$18.11	\$19.34	\$20.94

# South Carolina

## Charleston, SC

Job Title	Low	Mid	High
Accounting Clerk	\$15.59	\$16.65	\$18.03
Accounts Payable Clerk	\$16.20	\$17.11	\$18.30
Accounts Payable Supervisor	\$24.84	\$26.84	\$29.44
Accounts Receivable Clerk	\$16.65	\$17.58	\$18.80
Accounts Receivable Supervisor	\$22.66	\$24.48	\$26.85
Administrative Assistant	\$17.94	\$19.49	\$21.51
Administrative Assistant, CEO	\$29.24	\$31.95	\$35.48
Administrative Secretary	\$21.66	\$23.54	\$25.97
Assistant Buyer	\$17.12	\$18.39	\$20.05
Banking Loan Clerk	\$14.64	\$15.64	\$16.93
Banking Loan Processor	\$16.16	\$17.46	\$19.15
Banking Mortgage Clerk	\$15.37	\$16.60	\$18.21
Benefits Clerk	\$16.76	\$18.00	\$19.62
Bilingual Secretary	\$17.05	\$18.64	\$20.70
Billing Clerk	\$15.59	\$16.74	\$18.25
Bookkeeper	\$15.27	\$16.50	\$18.10
Call Center Representative (Complex Calls)	\$16.43	\$17.75	\$19.47
Call Center Representative (General Calls)	\$11.50	\$12.50	\$13.79
Call Center Representative (Specialized Calls)	\$13.58	\$14.59	\$15.90
Call Center Sales Representative	\$13.03	\$14.00	\$15.26
Call Center Supervisor	\$24.28	\$26.23	\$28.76
Cost Accounting Clerk	\$15.86	\$17.04	\$18.57
Credit & Collection Clerk	\$14.78	\$15.79	\$17.10
Customer Service Representative (General Calls)	\$15.26	\$16.48	\$18.08
Customer Service Representative (Specialized Calls)	\$21.85	\$23.61	\$25.89
Customer Service Representative Financial	\$14.95	\$16.24	\$17.92
Data Entry Operator	\$11.92	\$12.74	\$13.79
Data Entry Supervisor	\$20.07	\$21.56	\$23.49
Executive Assistant	\$26.67	\$29.32	\$32.77
Export/Import Clerk	\$15.69	\$16.86	\$18.37
File Clerk	\$12.87	\$13.74	\$14.88
Front Desk Receptionist	\$11.96	\$12.92	\$14.16
General Clerk	\$13.80	\$14.74	\$15.96
Help Desk Representative	\$19.14	\$20.92	\$23.23
Human Resources Assistant	\$16.25	\$17.46	\$19.02
Human Resources Clerk	\$16.25	\$17.46	\$19.02
Insurance Claims Clerk	\$14.01	\$14.97	\$16.21
Insurance Claims Processor	\$15.52	\$16.67	\$18.17
Insurance Customer Service Representative (Commercial)	\$18.20	\$19.66	\$21.56
Insurance Customer Service Representative (Personal)	\$15.07	\$16.29	\$17.86
Inventory Clerk	\$14.43	\$15.42	\$16.69
Inventory Control Clerk	\$14.43	\$15.42	\$16.69
Lead Data Entry Operator	\$15.14	\$16.26	\$17.73
Legal Secretary	\$21.71	\$23.73	\$26.35
Mailroom Clerk	\$12.51	\$13.29	\$14.30
Marketing Survey Worker	\$12.67	\$13.54	\$14.66
Medical Billing Clerk	\$15.49	\$16.64	\$18.14
Medical Receptionist	\$13.06	\$13.95	\$15.11
Medical Records Administrator	\$36.57	\$39.29	\$42.81
Medical Records Clerk	\$12.97	\$13.94	\$15.19
Medical Records Coding Technician	\$17.54	\$18.84	\$20.54
Medical Secretary	\$15.09	\$16.30	\$17.88
Medical Transcriptionist	\$14.97	\$16.08	\$17.53
Office Manager	\$21.41	\$23.40	\$25.99
Order Processing Clerk	\$14.99	\$16.01	\$17.34
Order Processing Supervisor	\$26.37	\$28.49	\$31.25
Payroll Clerk	\$18.01	\$19.35	\$21.09
Payroll Supervisor	\$26.04	\$28.29	\$31.23
Receptionist	\$13.19	\$14.17	\$15.44
Secretary	\$14.50	\$15.58	\$16.98
Telemarketing Representative	\$13.03	\$14.00	\$15.26
Word Processor	\$16.35	\$17.46	\$18.91

# South Carolina

## Columbia, SC

Job Title	Low	Mid	High
Accounting Clerk	\$15.43	\$16.48	\$17.85
Accounts Payable Clerk	\$16.05	\$16.95	\$18.12
Accounts Payable Supervisor	\$24.66	\$26.64	\$29.22
Accounts Receivable Clerk	\$16.49	\$17.42	\$18.62
Accounts Receivable Supervisor	\$22.30	\$24.09	\$26.42
Administrative Assistant	\$17.72	\$19.25	\$21.24
Administrative Assistant, CEO	\$28.96	\$31.65	\$35.15
Administrative Secretary	\$21.42	\$23.28	\$25.69
Assistant Buyer	\$16.97	\$18.23	\$19.87
Banking Loan Clerk	\$14.49	\$15.47	\$16.76
Banking Loan Processor	\$16.04	\$17.33	\$19.01
Banking Mortgage Clerk	\$15.24	\$16.47	\$18.06
Benefits Clerk	\$16.64	\$17.87	\$19.48
Bilingual Secretary	\$16.83	\$18.39	\$20.42
Billing Clerk	\$15.43	\$16.58	\$18.07
Bookkeeper	\$15.12	\$16.34	\$17.92
Call Center Representative (Complex Calls)	\$16.33	\$17.64	\$19.35
Call Center Representative (General Calls)	\$11.39	\$12.38	\$13.66
Call Center Representative (Specialized Calls)	\$13.47	\$14.47	\$15.76
Call Center Sales Representative	\$12.85	\$13.80	\$15.04
Call Center Supervisor	\$24.00	\$25.93	\$28.44
Cost Accounting Clerk	\$15.71	\$16.87	\$18.39
Credit & Collection Clerk	\$14.63	\$15.62	\$16.92
Customer Service Representative (General Calls)	\$15.13	\$16.35	\$17.93
Customer Service Representative (Specialized Calls)	\$21.75	\$23.49	\$25.77
Customer Service Representative Financial	\$14.82	\$16.10	\$17.77
Data Entry Operator	\$11.81	\$12.61	\$13.66
Data Entry Supervisor	\$19.97	\$21.45	\$23.38
Executive Assistant	\$26.41	\$29.03	\$32.44
Export/Import Clerk	\$15.54	\$16.69	\$18.19
File Clerk	\$12.74	\$13.61	\$14.74
Front Desk Receptionist	\$11.84	\$12.79	\$14.02
General Clerk	\$13.68	\$14.62	\$15.83
Help Desk Representative	\$19.12	\$20.90	\$23.21
Human Resources Assistant	\$16.13	\$17.32	\$18.88
Human Resources Clerk	\$16.13	\$17.32	\$18.88
Insurance Claims Clerk	\$13.89	\$14.84	\$16.07
Insurance Claims Processor	\$15.22	\$16.35	\$17.82
Insurance Customer Service Representative (Commercial)	\$18.25	\$19.72	\$21.62
Insurance Customer Service Representative (Personal)	\$15.08	\$16.30	\$17.87
Inventory Clerk	\$14.25	\$15.22	\$16.49
Inventory Control Clerk	\$14.25	\$15.22	\$16.49
Lead Data Entry Operator	\$15.02	\$16.14	\$17.58
Legal Secretary	\$21.47	\$23.47	\$26.06
Mailroom Clerk	\$12.39	\$13.16	\$14.16
Marketing Survey Worker	\$12.55	\$13.40	\$14.52
Medical Billing Clerk	\$15.34	\$16.48	\$17.96
Medical Receptionist	\$12.86	\$13.73	\$14.87
Medical Records Administrator	\$36.30	\$39.00	\$42.50
Medical Records Clerk	\$12.71	\$13.65	\$14.88
Medical Records Coding Technician	\$17.24	\$18.52	\$20.18
Medical Secretary	\$14.86	\$16.06	\$17.61
Medical Transcriptionist	\$14.76	\$15.86	\$17.28
Office Manager	\$21.24	\$23.22	\$25.78
Order Processing Clerk	\$14.86	\$15.87	\$17.19
Order Processing Supervisor	\$26.19	\$28.29	\$31.03
Payroll Clerk	\$17.87	\$19.19	\$20.91
Payroll Supervisor	\$25.85	\$28.09	\$31.00
Receptionist	\$13.06	\$14.03	\$15.29
Secretary	\$14.29	\$15.34	\$16.72
Telemarketing Representative	\$12.85	\$13.80	\$15.04
Word Processor	\$16.23	\$17.34	\$18.77

## Hilton Head Island, SC

Job Title	Low	Mid	High
Accounting Clerk	\$15.14	\$16.18	\$17.52
Accounts Payable Clerk	\$15.74	\$16.63	\$17.78
Accounts Payable Supervisor	\$24.45	\$26.41	\$28.97
Accounts Receivable Clerk	\$16.18	\$17.08	\$18.26
Accounts Receivable Supervisor	\$22.03	\$23.80	\$26.10
Administrative Assistant	\$17.34	\$18.84	\$20.79
Administrative Assistant, CEO	\$28.52	\$31.17	\$34.62
Administrative Secretary	\$20.98	\$22.80	\$25.16
Assistant Buyer	\$16.64	\$17.88	\$19.48
Banking Loan Clerk	\$14.23	\$15.20	\$16.45
Banking Loan Processor	\$15.76	\$17.02	\$18.67
Banking Mortgage Clerk	\$14.98	\$16.18	\$17.75
Benefits Clerk	\$16.33	\$17.55	\$19.12
Bilingual Secretary	\$16.48	\$18.01	\$20.00
Billing Clerk	\$15.14	\$16.27	\$17.73
Bookkeeper	\$14.84	\$16.03	\$17.58
Call Center Representative (Complex Calls)	\$16.02	\$17.30	\$18.98
Call Center Representative (General Calls)	\$11.22	\$12.19	\$13.45
Call Center Representative (Specialized Calls)	\$13.23	\$14.22	\$15.49
Call Center Sales Representative	\$12.72	\$13.66	\$14.89
Call Center Supervisor	\$23.76	\$25.67	\$28.16
Cost Accounting Clerk	\$15.41	\$16.55	\$18.04
Credit & Collection Clerk	\$14.36	\$15.34	\$16.61
Customer Service Representative (General Calls)	\$14.87	\$16.06	\$17.62
Customer Service Representative (Specialized Calls)	\$21.35	\$23.07	\$25.30
Customer Service Representative Financial	\$14.57	\$15.83	\$17.47
Data Entry Operator	\$11.60	\$12.39	\$13.42
Data Entry Supervisor	\$19.49	\$20.94	\$22.82
Executive Assistant	\$25.98	\$28.56	\$31.91
Export/Import Clerk	\$15.25	\$16.38	\$17.85
File Clerk	\$12.55	\$13.41	\$14.52
Front Desk Receptionist	\$11.68	\$12.61	\$13.83
General Clerk	\$13.41	\$14.32	\$15.51
Help Desk Representative	\$18.49	\$20.21	\$22.44
Human Resources Assistant	\$15.84	\$17.01	\$18.54
Human Resources Clerk	\$15.84	\$17.01	\$18.54
Insurance Claims Clerk	\$13.61	\$14.53	\$15.74
Insurance Claims Processor	\$15.10	\$16.22	\$17.68
Insurance Customer Service Representative (Commercial)	\$17.85	\$19.28	\$21.15
Insurance Customer Service Representative (Personal)	\$14.78	\$15.97	\$17.51
Inventory Clerk	\$14.04	\$15.00	\$16.24
Inventory Control Clerk	\$14.04	\$15.00	\$16.24
Lead Data Entry Operator	\$14.70	\$15.79	\$17.21
Legal Secretary	\$21.03	\$22.99	\$25.53
Mailroom Clerk	\$12.16	\$12.92	\$13.90
Marketing Survey Worker	\$12.37	\$13.21	\$14.30
Medical Billing Clerk	\$15.05	\$16.17	\$17.62
Medical Receptionist	\$12.63	\$13.49	\$14.61
Medical Records Administrator	\$36.14	\$38.82	\$42.31
Medical Records Clerk	\$12.73	\$13.67	\$14.90
Medical Records Coding Technician	\$17.19	\$18.47	\$20.13
Medical Secretary	\$14.57	\$15.74	\$17.27
Medical Transcriptionist	\$14.73	\$15.82	\$17.24
Office Manager	\$21.00	\$22.95	\$25.49
Order Processing Clerk	\$14.61	\$15.60	\$16.89
Order Processing Supervisor	\$25.99	\$28.07	\$30.79
Payroll Clerk	\$17.51	\$18.81	\$20.49
Payroll Supervisor	\$25.65	\$27.88	\$30.76
Receptionist	\$12.86	\$13.82	\$15.06
Secretary	\$14.01	\$15.05	\$16.40
Telemarketing Representative	\$12.72	\$13.66	\$14.89
Word Processor	\$15.87	\$16.95	\$18.36

# South Carolina

## Spartanburg, SC

Job Title	Low	Mid	High
Accounting Clerk	\$15.63	\$16.70	\$18.08
Accounts Payable Clerk	\$16.27	\$17.18	\$18.37
Accounts Payable Supervisor	\$25.37	\$27.41	\$30.06
Accounts Receivable Clerk	\$16.74	\$17.68	\$18.90
Accounts Receivable Supervisor	\$22.91	\$24.75	\$27.14
Administrative Assistant	\$18.02	\$19.58	\$21.61
Administrative Assistant, CEO	\$30.05	\$32.84	\$36.47
Administrative Secretary	\$21.94	\$23.84	\$26.31
Assistant Buyer	\$17.25	\$18.52	\$20.19
Banking Loan Clerk	\$14.65	\$15.65	\$16.95
Banking Loan Processor	\$16.28	\$17.58	\$19.28
Banking Mortgage Clerk	\$15.44	\$16.68	\$18.30
Benefits Clerk	\$16.89	\$18.14	\$19.77
Bilingual Secretary	\$17.10	\$18.69	\$20.75
Billing Clerk	\$15.64	\$16.80	\$18.31
Bookkeeper	\$15.32	\$16.55	\$18.15
Call Center Representative (Complex Calls)	\$16.63	\$17.96	\$19.70
Call Center Representative (General Calls)	\$11.50	\$12.50	\$13.79
Call Center Representative (Specialized Calls)	\$13.64	\$14.65	\$15.96
Call Center Sales Representative	\$12.92	\$13.88	\$15.13
Call Center Supervisor	\$24.61	\$26.59	\$29.16
Cost Accounting Clerk	\$15.92	\$17.11	\$18.64
Credit & Collection Clerk	\$14.80	\$15.81	\$17.12
Customer Service Representative (General Calls)	\$15.33	\$16.56	\$18.16
Customer Service Representative (Specialized Calls)	\$22.28	\$24.07	\$26.40
Customer Service Representative Financial	\$15.00	\$16.30	\$17.99
Data Entry Operator	\$11.86	\$12.67	\$13.72
Data Entry Supervisor	\$20.36	\$21.87	\$23.83
Executive Assistant	\$27.31	\$30.02	\$33.55
Export/Import Clerk	\$15.75	\$16.92	\$18.43
File Clerk	\$12.86	\$13.74	\$14.88
Front Desk Receptionist	\$11.93	\$12.89	\$14.14
General Clerk	\$13.79	\$14.73	\$15.95
Help Desk Representative	\$19.68	\$21.51	\$23.89
Human Resources Assistant	\$16.36	\$17.57	\$19.15
Human Resources Clerk	\$16.36	\$17.57	\$19.15
Insurance Claims Clerk	\$14.00	\$14.96	\$16.20
Insurance Claims Processor	\$15.55	\$16.71	\$18.21
Insurance Customer Service Representative (Commercial)	\$18.21	\$19.68	\$21.58
Insurance Customer Service Representative (Personal)	\$14.97	\$16.17	\$17.74
Inventory Clerk	\$14.43	\$15.42	\$16.69
Inventory Control Clerk	\$14.43	\$15.42	\$16.69
Lead Data Entry Operator	\$15.17	\$16.30	\$17.76
Legal Secretary	\$22.00	\$24.05	\$26.70
Mailroom Clerk	\$12.46	\$13.24	\$14.24
Marketing Survey Worker	\$12.66	\$13.53	\$14.65
Medical Billing Clerk	\$15.54	\$16.69	\$18.19
Medical Receptionist	\$12.97	\$13.86	\$15.01
Medical Records Administrator	\$37.75	\$40.55	\$44.19
Medical Records Clerk	\$12.62	\$13.55	\$14.77
Medical Records Coding Technician	\$17.23	\$18.50	\$20.17
Medical Secretary	\$15.04	\$16.25	\$17.83
Medical Transcriptionist	\$14.83	\$15.93	\$17.36
Office Manager	\$21.73	\$23.75	\$26.38
Order Processing Clerk	\$15.04	\$16.06	\$17.39
Order Processing Supervisor	\$27.00	\$29.17	\$31.99
Payroll Clerk	\$18.18	\$19.53	\$21.28
Payroll Supervisor	\$26.65	\$28.96	\$31.96
Receptionist	\$13.19	\$14.17	\$15.44
Secretary	\$14.44	\$15.52	\$16.91
Telemarketing Representative	\$12.92	\$13.88	\$15.13
Word Processor	\$16.43	\$17.55	\$19.01

# Tennessee

## Athens, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.36	\$15.34	\$16.61
Accounts Payable Clerk	\$14.94	\$15.78	\$16.87
Accounts Payable Supervisor	\$23.31	\$25.19	\$27.62
Accounts Receivable Clerk	\$15.36	\$16.23	\$17.35
Accounts Receivable Supervisor	\$21.32	\$23.03	\$25.26
Administrative Assistant	\$16.48	\$17.91	\$19.77
Administrative Assistant, CEO	\$27.62	\$30.18	\$33.52
Administrative Secretary	\$20.08	\$21.82	\$24.08
Assistant Buyer	\$15.82	\$17.00	\$18.52
Banking Loan Clerk	\$13.48	\$14.40	\$15.59
Banking Loan Processor	\$14.98	\$16.18	\$17.75
Banking Mortgage Clerk	\$14.22	\$15.36	\$16.85
Benefits Clerk	\$15.54	\$16.70	\$18.20
Bilingual Secretary	\$15.64	\$17.10	\$18.99
Billing Clerk	\$14.37	\$15.43	\$16.82
Bookkeeper	\$14.07	\$15.20	\$16.67
Call Center Representative (Complex Calls)	\$15.29	\$16.51	\$18.11
Call Center Representative (General Calls)	\$10.62	\$11.53	\$12.73
Call Center Representative (Specialized Calls)	\$12.56	\$13.49	\$14.70
Call Center Sales Representative	\$11.76	\$12.63	\$13.77
Call Center Supervisor	\$22.35	\$24.15	\$26.48
Cost Accounting Clerk	\$14.63	\$15.71	\$17.12
Credit & Collection Clerk	\$13.61	\$14.54	\$15.74
Customer Service Representative (General Calls)	\$14.11	\$15.25	\$16.72
Customer Service Representative (Specialized Calls)	\$20.50	\$22.15	\$24.29
Customer Service Representative Financial	\$13.82	\$15.01	\$16.57
Data Entry Operator	\$11.00	\$11.75	\$12.72
Data Entry Supervisor	\$18.67	\$20.06	\$21.86
Executive Assistant	\$25.07	\$27.56	\$30.80
Export/Import Clerk	\$14.47	\$15.54	\$16.93
File Clerk	\$11.88	\$12.69	\$13.74
Front Desk Receptionist	\$11.04	\$11.92	\$13.08
General Clerk	\$12.73	\$13.60	\$14.73
Help Desk Representative	\$18.53	\$20.26	\$22.49
Human Resources Assistant	\$15.06	\$16.18	\$17.63
Human Resources Clerk	\$15.06	\$16.18	\$17.63
Insurance Claims Clerk	\$12.93	\$13.81	\$14.95
Insurance Claims Processor	\$14.44	\$15.51	\$16.91
Insurance Customer Service Representative (Commercial)	\$16.71	\$18.05	\$19.80
Insurance Customer Service Representative (Personal)	\$13.76	\$14.87	\$16.31
Inventory Clerk	\$13.34	\$14.25	\$15.43
Inventory Control Clerk	\$13.34	\$14.25	\$15.43
Lead Data Entry Operator	\$13.98	\$15.02	\$16.37
Legal Secretary	\$20.14	\$22.01	\$24.44
Mailroom Clerk	\$11.54	\$12.26	\$13.19
Marketing Survey Worker	\$11.70	\$12.49	\$13.53
Medical Billing Clerk	\$14.28	\$15.34	\$16.71
Medical Receptionist	\$11.91	\$12.72	\$13.77
Medical Records Administrator	\$33.73	\$36.24	\$39.49
Medical Records Clerk	\$11.96	\$12.85	\$14.00
Medical Records Coding Technician	\$16.25	\$17.46	\$19.02
Medical Secretary	\$13.78	\$14.88	\$16.32
Medical Transcriptionist	\$13.82	\$14.85	\$16.18
Office Manager	\$19.94	\$21.79	\$24.20
Order Processing Clerk	\$13.85	\$14.79	\$16.02
Order Processing Supervisor	\$24.83	\$26.82	\$29.41
Payroll Clerk	\$16.67	\$17.90	\$19.51
Payroll Supervisor	\$24.50	\$26.63	\$29.39
Receptionist	\$12.17	\$13.08	\$14.25
Secretary	\$13.23	\$14.22	\$15.49
Telemarketing Representative	\$11.76	\$12.63	\$13.77
Word Processor	\$15.13	\$16.16	\$17.50

# Tennessee

## Chattanooga, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.00	\$16.03	\$17.35
Accounts Payable Clerk	\$15.60	\$16.47	\$17.61
Accounts Payable Supervisor	\$24.27	\$26.22	\$28.75
Accounts Receivable Clerk	\$16.03	\$16.93	\$18.10
Accounts Receivable Supervisor	\$21.77	\$23.52	\$25.79
Administrative Assistant	\$17.18	\$18.66	\$20.60
Administrative Assistant, CEO	\$28.43	\$31.07	\$34.50
Administrative Secretary	\$20.82	\$22.63	\$24.97
Assistant Buyer	\$16.49	\$17.71	\$19.30
Banking Loan Clerk	\$14.10	\$15.06	\$16.30
Banking Loan Processor	\$15.57	\$16.82	\$18.45
Banking Mortgage Clerk	\$14.80	\$15.99	\$17.53
Benefits Clerk	\$16.14	\$17.34	\$18.89
Bilingual Secretary	\$16.32	\$17.84	\$19.81
Billing Clerk	\$15.00	\$16.12	\$17.56
Bookkeeper	\$14.70	\$15.89	\$17.42
Call Center Representative (Complex Calls)	\$15.83	\$17.10	\$18.75
Call Center Representative (General Calls)	\$11.09	\$12.05	\$13.30
Call Center Representative (Specialized Calls)	\$13.07	\$14.04	\$15.31
Call Center Sales Representative	\$12.64	\$13.57	\$14.79
Call Center Supervisor	\$23.54	\$25.43	\$27.89
Cost Accounting Clerk	\$15.27	\$16.40	\$17.87
Credit & Collection Clerk	\$14.23	\$15.20	\$16.46
Customer Service Representative (General Calls)	\$14.69	\$15.87	\$17.41
Customer Service Representative (Specialized Calls)	\$21.14	\$22.84	\$25.05
Customer Service Representative Financial	\$14.39	\$15.64	\$17.26
Data Entry Operator	\$11.55	\$12.34	\$13.36
Data Entry Supervisor	\$19.41	\$20.85	\$22.72
Executive Assistant	\$25.86	\$28.43	\$31.77
Export/Import Clerk	\$15.11	\$16.23	\$17.68
File Clerk	\$12.41	\$13.26	\$14.35
Front Desk Receptionist	\$11.54	\$12.47	\$13.68
General Clerk	\$13.35	\$14.26	\$15.44
Help Desk Representative	\$18.41	\$20.12	\$22.35
Human Resources Assistant	\$15.65	\$16.81	\$18.32
Human Resources Clerk	\$15.65	\$16.81	\$18.32
Insurance Claims Clerk	\$13.55	\$14.47	\$15.67
Insurance Claims Processor	\$14.76	\$15.85	\$17.27
Insurance Customer Service Representative (Commercial)	\$17.84	\$19.28	\$21.14
Insurance Customer Service Representative (Personal)	\$14.77	\$15.96	\$17.50
Inventory Clerk	\$13.90	\$14.84	\$16.07
Inventory Control Clerk	\$13.90	\$14.84	\$16.07
Lead Data Entry Operator	\$14.63	\$15.72	\$17.13
Legal Secretary	\$20.88	\$22.82	\$25.34
Mailroom Clerk	\$12.12	\$12.87	\$13.85
Marketing Survey Worker	\$12.23	\$13.06	\$14.14
Medical Billing Clerk	\$14.91	\$16.02	\$17.46
Medical Receptionist	\$12.52	\$13.37	\$14.48
Medical Records Administrator	\$35.16	\$37.77	\$41.16
Medical Records Clerk	\$12.53	\$13.46	\$14.67
Medical Records Coding Technician	\$16.93	\$18.19	\$19.82
Medical Secretary	\$14.43	\$15.59	\$17.10
Medical Transcriptionist	\$14.36	\$15.43	\$16.81
Office Manager	\$20.80	\$22.74	\$25.25
Order Processing Clerk	\$14.43	\$15.41	\$16.69
Order Processing Supervisor	\$25.82	\$27.89	\$30.59
Payroll Clerk	\$17.35	\$18.64	\$20.31
Payroll Supervisor	\$25.48	\$27.69	\$30.56
Receptionist	\$12.72	\$13.66	\$14.89
Secretary	\$13.88	\$14.91	\$16.25
Telemarketing Representative	\$12.64	\$13.57	\$14.79
Word Processor	\$15.80	\$16.87	\$18.27

## Clarksville, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.68	\$15.68	\$16.98
Accounts Payable Clerk	\$15.28	\$16.14	\$17.25
Accounts Payable Supervisor	\$23.66	\$25.57	\$28.04
Accounts Receivable Clerk	\$15.71	\$16.59	\$17.74
Accounts Receivable Supervisor	\$21.43	\$23.16	\$25.40
Administrative Assistant	\$16.77	\$18.23	\$20.11
Administrative Assistant, CEO	\$28.13	\$30.74	\$34.13
Administrative Secretary	\$20.44	\$22.21	\$24.52
Assistant Buyer	\$16.18	\$17.38	\$18.95
Banking Loan Clerk	\$13.78	\$14.71	\$15.93
Banking Loan Processor	\$15.19	\$16.41	\$18.00
Banking Mortgage Clerk	\$14.42	\$15.58	\$17.09
Benefits Clerk	\$15.76	\$16.93	\$18.45
Bilingual Secretary	\$15.91	\$17.39	\$19.31
Billing Clerk	\$14.69	\$15.78	\$17.19
Bookkeeper	\$14.39	\$15.54	\$17.05
Call Center Representative (Complex Calls)	\$15.51	\$16.75	\$18.37
Call Center Representative (General Calls)	\$10.77	\$11.70	\$12.91
Call Center Representative (Specialized Calls)	\$12.74	\$13.68	\$14.91
Call Center Sales Representative	\$12.03	\$12.92	\$14.08
Call Center Supervisor	\$22.66	\$24.48	\$26.85
Cost Accounting Clerk	\$14.95	\$16.06	\$17.50
Credit & Collection Clerk	\$13.91	\$14.86	\$16.09
Customer Service Representative (General Calls)	\$14.31	\$15.46	\$16.96
Customer Service Representative (Specialized Calls)	\$20.78	\$22.45	\$24.62
Customer Service Representative Financial	\$14.02	\$15.23	\$16.81
Data Entry Operator	\$11.23	\$12.00	\$12.99
Data Entry Supervisor	\$19.11	\$20.53	\$22.37
Executive Assistant	\$25.52	\$28.06	\$31.35
Export/Import Clerk	\$14.79	\$15.89	\$17.31
File Clerk	\$12.04	\$12.86	\$13.93
Front Desk Receptionist	\$11.19	\$12.09	\$13.26
General Clerk	\$13.01	\$13.90	\$15.05
Help Desk Representative	\$18.09	\$19.77	\$21.96
Human Resources Assistant	\$15.27	\$16.40	\$17.88
Human Resources Clerk	\$15.27	\$16.40	\$17.88
Insurance Claims Clerk	\$13.21	\$14.11	\$15.28
Insurance Claims Processor	\$14.57	\$15.65	\$17.06
Insurance Customer Service Representative (Commercial)	\$16.93	\$18.29	\$20.05
Insurance Customer Service Representative (Personal)	\$13.93	\$15.05	\$16.51
Inventory Clerk	\$13.57	\$14.49	\$15.70
Inventory Control Clerk	\$13.57	\$14.49	\$15.70
Lead Data Entry Operator	\$14.29	\$15.35	\$16.73
Legal Secretary	\$20.50	\$22.41	\$24.88
Mailroom Clerk	\$11.79	\$12.52	\$13.47
Marketing Survey Worker	\$11.86	\$12.67	\$13.72
Medical Billing Clerk	\$14.60	\$15.68	\$17.09
Medical Receptionist	\$12.10	\$12.92	\$13.99
Medical Records Administrator	\$34.28	\$36.83	\$40.13
Medical Records Clerk	\$12.19	\$13.09	\$14.27
Medical Records Coding Technician	\$16.56	\$17.78	\$19.38
Medical Secretary	\$14.01	\$15.13	\$16.59
Medical Transcriptionist	\$13.99	\$15.03	\$16.38
Office Manager	\$20.25	\$22.13	\$24.58
Order Processing Clerk	\$14.05	\$15.00	\$16.25
Order Processing Supervisor	\$25.20	\$27.23	\$29.86
Payroll Clerk	\$17.05	\$18.32	\$19.96
Payroll Supervisor	\$24.87	\$27.03	\$29.83
Receptionist	\$12.35	\$13.26	\$14.45
Secretary	\$13.45	\$14.45	\$15.75
Telemarketing Representative	\$12.03	\$12.92	\$14.08
Word Processor	\$15.46	\$16.52	\$17.88

# Tennessee

## Cleveland, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.81	\$15.82	\$17.13
Accounts Payable Clerk	\$15.43	\$16.29	\$17.42
Accounts Payable Supervisor	\$24.37	\$26.33	\$28.88
Accounts Receivable Clerk	\$15.88	\$16.77	\$17.92
Accounts Receivable Supervisor	\$21.36	\$23.08	\$25.31
Administrative Assistant	\$17.10	\$18.58	\$20.51
Administrative Assistant, CEO	\$29.00	\$31.70	\$35.20
Administrative Secretary	\$20.94	\$22.75	\$25.11
Assistant Buyer	\$16.38	\$17.59	\$19.17
Banking Loan Clerk	\$13.87	\$14.81	\$16.04
Banking Loan Processor	\$15.41	\$16.65	\$18.26
Banking Mortgage Clerk	\$14.61	\$15.78	\$17.31
Benefits Clerk	\$16.01	\$17.20	\$18.74
Bilingual Secretary	\$16.21	\$17.71	\$19.67
Billing Clerk	\$14.81	\$15.91	\$17.34
Bookkeeper	\$14.51	\$15.67	\$17.19
Call Center Representative (Complex Calls)	\$15.80	\$17.07	\$18.72
Call Center Representative (General Calls)	\$10.85	\$11.79	\$13.02
Call Center Representative (Specialized Calls)	\$12.89	\$13.85	\$15.09
Call Center Sales Representative	\$12.30	\$13.21	\$14.39
Call Center Supervisor	\$23.77	\$25.68	\$28.17
Cost Accounting Clerk	\$15.09	\$16.21	\$17.67
Credit & Collection Clerk	\$14.00	\$14.96	\$16.20
Customer Service Representative (General Calls)	\$14.49	\$15.66	\$17.17
Customer Service Representative (Specialized Calls)	\$21.28	\$22.99	\$25.22
Customer Service Representative Financial	\$14.19	\$15.41	\$17.01
Data Entry Operator	\$11.28	\$12.05	\$13.04
Data Entry Supervisor	\$19.47	\$20.91	\$22.79
Executive Assistant	\$26.28	\$28.89	\$32.28
Export/Import Clerk	\$14.92	\$16.03	\$17.47
File Clerk	\$12.14	\$12.97	\$14.04
Front Desk Receptionist	\$11.26	\$12.16	\$13.34
General Clerk	\$13.11	\$14.01	\$15.17
Help Desk Representative	\$18.16	\$19.85	\$22.04
Human Resources Assistant	\$15.50	\$16.64	\$18.14
Human Resources Clerk	\$15.50	\$16.64	\$18.14
Insurance Claims Clerk	\$13.32	\$14.22	\$15.40
Insurance Claims Processor	\$14.40	\$15.47	\$16.85
Insurance Customer Service Representative (Commercial)	\$17.95	\$19.39	\$21.26
Insurance Customer Service Representative (Personal)	\$14.75	\$15.94	\$17.48
Inventory Clerk	\$13.61	\$14.54	\$15.74
Inventory Control Clerk	\$13.61	\$14.54	\$15.74
Lead Data Entry Operator	\$14.44	\$15.51	\$16.90
Legal Secretary	\$21.01	\$22.96	\$25.49
Mailroom Clerk	\$11.85	\$12.58	\$13.54
Marketing Survey Worker	\$11.95	\$12.76	\$13.82
Medical Billing Clerk	\$14.72	\$15.81	\$17.23
Medical Receptionist	\$12.24	\$13.07	\$14.15
Medical Records Administrator	\$34.77	\$37.35	\$40.70
Medical Records Clerk	\$12.20	\$13.11	\$14.28
Medical Records Coding Technician	\$16.66	\$17.90	\$19.50
Medical Secretary	\$14.22	\$15.36	\$16.84
Medical Transcriptionist	\$14.26	\$15.32	\$16.70
Office Manager	\$20.79	\$22.72	\$25.23
Order Processing Clerk	\$14.21	\$15.18	\$16.44
Order Processing Supervisor	\$25.98	\$28.07	\$30.78
Payroll Clerk	\$17.28	\$18.56	\$20.23
Payroll Supervisor	\$25.64	\$27.86	\$30.75
Receptionist	\$12.45	\$13.38	\$14.58
Secretary	\$13.64	\$14.65	\$15.96
Telemarketing Representative	\$12.30	\$13.21	\$14.39
Word Processor	\$15.66	\$16.73	\$18.11

## Columbia, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.59	\$15.58	\$16.87
Accounts Payable Clerk	\$15.17	\$16.02	\$17.13
Accounts Payable Supervisor	\$23.56	\$25.45	\$27.91
Accounts Receivable Clerk	\$15.60	\$16.47	\$17.61
Accounts Receivable Supervisor	\$21.17	\$22.87	\$25.08
Administrative Assistant	\$16.72	\$18.17	\$20.05
Administrative Assistant, CEO	\$27.62	\$30.18	\$33.52
Administrative Secretary	\$20.28	\$22.04	\$24.32
Assistant Buyer	\$16.06	\$17.25	\$18.80
Banking Loan Clerk	\$13.69	\$14.62	\$15.83
Banking Loan Processor	\$15.19	\$16.41	\$18.00
Banking Mortgage Clerk	\$14.43	\$15.59	\$17.09
Benefits Clerk	\$15.76	\$16.92	\$18.44
Bilingual Secretary	\$15.87	\$17.35	\$19.26
Billing Clerk	\$14.59	\$15.67	\$17.08
Bookkeeper	\$14.29	\$15.44	\$16.93
Call Center Representative (Complex Calls)	\$15.48	\$16.72	\$18.34
Call Center Representative (General Calls)	\$10.77	\$11.70	\$12.91
Call Center Representative (Specialized Calls)	\$12.74	\$13.69	\$14.91
Call Center Sales Representative	\$12.24	\$13.15	\$14.33
Call Center Supervisor	\$22.82	\$24.65	\$27.03
Cost Accounting Clerk	\$14.85	\$15.95	\$17.38
Credit & Collection Clerk	\$13.82	\$14.76	\$15.98
Customer Service Representative (General Calls)	\$14.32	\$15.47	\$16.96
Customer Service Representative (Specialized Calls)	\$20.68	\$22.34	\$24.50
Customer Service Representative Financial	\$14.02	\$15.24	\$16.82
Data Entry Operator	\$11.24	\$12.01	\$13.00
Data Entry Supervisor	\$19.08	\$20.50	\$22.34
Executive Assistant	\$25.14	\$27.63	\$30.88
Export/Import Clerk	\$14.69	\$15.78	\$17.19
File Clerk	\$12.05	\$12.87	\$13.93
Front Desk Receptionist	\$11.19	\$12.09	\$13.25
General Clerk	\$13.03	\$13.92	\$15.07
Help Desk Representative	\$18.59	\$20.32	\$22.57
Human Resources Assistant	\$15.27	\$16.40	\$17.87
Human Resources Clerk	\$15.27	\$16.40	\$17.87
Insurance Claims Clerk	\$13.23	\$14.13	\$15.30
Insurance Claims Processor	\$14.53	\$15.61	\$17.01
Insurance Customer Service Representative (Commercial)	\$17.23	\$18.61	\$20.41
Insurance Customer Service Representative (Personal)	\$14.24	\$15.39	\$16.88
Inventory Clerk	\$13.52	\$14.44	\$15.64
Inventory Control Clerk	\$13.52	\$14.44	\$15.64
Lead Data Entry Operator	\$14.31	\$15.37	\$16.75
Legal Secretary	\$20.33	\$22.22	\$24.68
Mailroom Clerk	\$11.80	\$12.53	\$13.48
Marketing Survey Worker	\$11.86	\$12.67	\$13.72
Medical Billing Clerk	\$14.50	\$15.57	\$16.97
Medical Receptionist	\$12.10	\$12.92	\$13.99
Medical Records Administrator	\$32.66	\$35.08	\$38.23
Medical Records Clerk	\$12.19	\$13.10	\$14.27
Medical Records Coding Technician	\$16.51	\$17.73	\$19.33
Medical Secretary	\$14.00	\$15.13	\$16.59
Medical Transcriptionist	\$14.03	\$15.07	\$16.43
Office Manager	\$20.23	\$22.10	\$24.55
Order Processing Clerk	\$14.06	\$15.02	\$16.26
Order Processing Supervisor	\$25.05	\$27.06	\$29.68
Payroll Clerk	\$16.91	\$18.17	\$19.80
Payroll Supervisor	\$24.73	\$26.87	\$29.65
Receptionist	\$12.35	\$13.27	\$14.46
Secretary	\$13.45	\$14.45	\$15.74
Telemarketing Representative	\$12.24	\$13.15	\$14.33
Word Processor	\$15.47	\$16.53	\$17.90

# Tennessee

## Dyersburg, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.09	\$15.05	\$16.29
Accounts Payable Clerk	\$14.67	\$15.49	\$16.56
Accounts Payable Supervisor	\$23.13	\$24.99	\$27.40
Accounts Receivable Clerk	\$15.10	\$15.94	\$17.04
Accounts Receivable Supervisor	\$20.82	\$22.49	\$24.67
Administrative Assistant	\$16.24	\$17.64	\$19.47
Administrative Assistant, CEO	\$27.65	\$30.22	\$33.55
Administrative Secretary	\$19.90	\$21.62	\$23.86
Assistant Buyer	\$15.57	\$16.73	\$18.23
Banking Loan Clerk	\$13.20	\$14.09	\$15.26
Banking Loan Processor	\$14.66	\$15.84	\$17.37
Banking Mortgage Clerk	\$13.90	\$15.02	\$16.47
Benefits Clerk	\$15.23	\$16.36	\$17.83
Bilingual Secretary	\$15.39	\$16.82	\$18.68
Billing Clerk	\$14.09	\$15.14	\$16.50
Bookkeeper	\$13.80	\$14.91	\$16.35
Call Center Representative (Complex Calls)	\$15.01	\$16.22	\$17.79
Call Center Representative (General Calls)	\$10.36	\$11.25	\$12.42
Call Center Representative (Specialized Calls)	\$12.27	\$13.18	\$14.37
Call Center Sales Representative	\$11.91	\$12.79	\$13.94
Call Center Supervisor	\$22.50	\$24.31	\$26.66
Cost Accounting Clerk	\$14.36	\$15.42	\$16.80
Credit & Collection Clerk	\$13.33	\$14.23	\$15.41
Customer Service Representative (General Calls)	\$13.79	\$14.90	\$16.34
Customer Service Representative (Specialized Calls)	\$20.23	\$21.86	\$23.97
Customer Service Representative Financial	\$13.50	\$14.67	\$16.19
Data Entry Operator	\$10.70	\$11.43	\$12.38
Data Entry Supervisor	\$18.37	\$19.73	\$21.50
Executive Assistant	\$25.03	\$27.52	\$30.75
Export/Import Clerk	\$14.19	\$15.25	\$16.61
File Clerk	\$11.59	\$12.37	\$13.40
Front Desk Receptionist	\$10.76	\$11.62	\$12.75
General Clerk	\$12.41	\$13.25	\$14.35
Help Desk Representative	\$17.94	\$19.61	\$21.78
Human Resources Assistant	\$14.74	\$15.83	\$17.26
Human Resources Clerk	\$14.74	\$15.83	\$17.26
Insurance Claims Clerk	\$12.60	\$13.46	\$14.57
Insurance Claims Processor	\$13.96	\$15.00	\$16.35
Insurance Customer Service Representative (Commercial)	\$16.67	\$18.01	\$19.75
Insurance Customer Service Representative (Personal)	\$13.66	\$14.76	\$16.19
Inventory Clerk	\$12.99	\$13.88	\$15.03
Inventory Control Clerk	\$12.99	\$13.88	\$15.03
Lead Data Entry Operator	\$13.64	\$14.66	\$15.97
Legal Secretary	\$19.96	\$21.82	\$24.23
Mailroom Clerk	\$11.23	\$11.93	\$12.84
Marketing Survey Worker	\$11.41	\$12.19	\$13.20
Medical Billing Clerk	\$14.00	\$15.04	\$16.39
Medical Receptionist	\$11.65	\$12.44	\$13.47
Medical Records Administrator	\$33.08	\$35.54	\$38.73
Medical Records Clerk	\$11.84	\$12.71	\$13.85
Medical Records Coding Technician	\$16.13	\$17.33	\$18.88
Medical Secretary	\$13.50	\$14.59	\$16.00
Medical Transcriptionist	\$13.44	\$14.43	\$15.73
Office Manager	\$19.68	\$21.51	\$23.88
Order Processing Clerk	\$13.53	\$14.45	\$15.65
Order Processing Supervisor	\$24.68	\$26.67	\$29.25
Payroll Clerk	\$16.43	\$17.65	\$19.23
Payroll Supervisor	\$24.36	\$26.47	\$29.21
Receptionist	\$11.88	\$12.76	\$13.91
Secretary	\$12.96	\$13.92	\$15.17
Telemarketing Representative	\$11.91	\$12.79	\$13.94
Word Processor	\$14.79	\$15.80	\$17.11

## Jackson, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.89	\$15.90	\$17.22
Accounts Payable Clerk	\$15.50	\$16.37	\$17.50
Accounts Payable Supervisor	\$24.25	\$26.20	\$28.73
Accounts Receivable Clerk	\$15.95	\$16.85	\$18.01
Accounts Receivable Supervisor	\$21.87	\$23.62	\$25.91
Administrative Assistant	\$17.15	\$18.64	\$20.57
Administrative Assistant, CEO	\$28.53	\$31.19	\$34.63
Administrative Secretary	\$20.91	\$22.72	\$25.07
Assistant Buyer	\$16.46	\$17.68	\$19.27
Banking Loan Clerk	\$13.94	\$14.88	\$16.12
Banking Loan Processor	\$15.53	\$16.78	\$18.40
Banking Mortgage Clerk	\$14.72	\$15.90	\$17.44
Benefits Clerk	\$16.13	\$17.33	\$18.88
Bilingual Secretary	\$16.26	\$17.77	\$19.73
Billing Clerk	\$14.89	\$15.99	\$17.43
Bookkeeper	\$14.58	\$15.75	\$17.27
Call Center Representative (Complex Calls)	\$15.92	\$17.19	\$18.86
Call Center Representative (General Calls)	\$10.94	\$11.89	\$13.12
Call Center Representative (Specialized Calls)	\$12.99	\$13.95	\$15.21
Call Center Sales Representative	\$12.37	\$13.29	\$14.48
Call Center Supervisor	\$23.51	\$25.40	\$27.85
Cost Accounting Clerk	\$15.17	\$16.29	\$17.76
Credit & Collection Clerk	\$14.07	\$15.03	\$16.28
Customer Service Representative (General Calls)	\$14.60	\$15.78	\$17.30
Customer Service Representative (Specialized Calls)	\$21.34	\$23.05	\$25.28
Customer Service Representative Financial	\$14.29	\$15.53	\$17.14
Data Entry Operator	\$11.31	\$12.08	\$13.08
Data Entry Supervisor	\$19.52	\$20.96	\$22.85
Executive Assistant	\$25.95	\$28.53	\$31.88
Export/Import Clerk	\$15.00	\$16.11	\$17.56
File Clerk	\$12.24	\$13.07	\$14.15
Front Desk Receptionist	\$11.35	\$12.26	\$13.45
General Clerk	\$13.14	\$14.04	\$15.20
Help Desk Representative	\$18.49	\$20.21	\$22.44
Human Resources Assistant	\$15.61	\$16.77	\$18.28
Human Resources Clerk	\$15.61	\$16.77	\$18.28
Insurance Claims Clerk	\$13.35	\$14.26	\$15.44
Insurance Claims Processor	\$14.77	\$15.87	\$17.29
Insurance Customer Service Representative (Commercial)	\$17.70	\$19.12	\$20.97
Insurance Customer Service Representative (Personal)	\$14.48	\$15.65	\$17.16
Inventory Clerk	\$13.79	\$14.73	\$15.95
Inventory Control Clerk	\$13.79	\$14.73	\$15.95
Lead Data Entry Operator	\$14.47	\$15.54	\$16.94
Legal Secretary	\$20.96	\$22.91	\$25.44
Mailroom Clerk	\$11.88	\$12.62	\$13.58
Marketing Survey Worker	\$12.05	\$12.87	\$13.93
Medical Billing Clerk	\$14.79	\$15.89	\$17.32
Medical Receptionist	\$12.28	\$13.11	\$14.20
Medical Records Administrator	\$34.47	\$37.03	\$40.35
Medical Records Clerk	\$12.07	\$12.96	\$14.13
Medical Records Coding Technician	\$16.53	\$17.76	\$19.36
Medical Secretary	\$14.26	\$15.40	\$16.89
Medical Transcriptionist	\$14.11	\$15.15	\$16.51
Office Manager	\$20.80	\$22.73	\$25.24
Order Processing Clerk	\$14.32	\$15.29	\$16.56
Order Processing Supervisor	\$25.80	\$27.87	\$30.57
Payroll Clerk	\$17.37	\$18.66	\$20.33
Payroll Supervisor	\$25.47	\$27.67	\$30.54
Receptionist	\$12.55	\$13.48	\$14.69
Secretary	\$13.68	\$14.69	\$16.01
Telemarketing Representative	\$12.37	\$13.29	\$14.48
Word Processor	\$15.70	\$16.76	\$18.15

# Tennessee

## Knoxville, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.10	\$16.13	\$17.47
Accounts Payable Clerk	\$15.71	\$16.60	\$17.74
Accounts Payable Supervisor	\$24.56	\$26.54	\$29.10
Accounts Receivable Clerk	\$16.16	\$17.07	\$18.24
Accounts Receivable Supervisor	\$22.46	\$24.27	\$26.62
Administrative Assistant	\$17.35	\$18.85	\$20.80
Administrative Assistant, CEO	\$28.80	\$31.47	\$34.95
Administrative Secretary	\$21.08	\$22.91	\$25.28
Assistant Buyer	\$16.64	\$17.88	\$19.48
Banking Loan Clerk	\$14.17	\$15.13	\$16.39
Banking Loan Processor	\$15.71	\$16.97	\$18.61
Banking Mortgage Clerk	\$14.91	\$16.11	\$17.66
Benefits Clerk	\$16.30	\$17.50	\$19.08
Bilingual Secretary	\$16.46	\$17.99	\$19.98
Billing Clerk	\$15.10	\$16.23	\$17.68
Bookkeeper	\$14.80	\$15.99	\$17.53
Call Center Representative (Complex Calls)	\$16.02	\$17.31	\$18.98
Call Center Representative (General Calls)	\$11.13	\$12.09	\$13.35
Call Center Representative (Specialized Calls)	\$13.17	\$14.14	\$15.41
Call Center Sales Representative	\$12.77	\$13.72	\$14.95
Call Center Supervisor	\$24.14	\$26.08	\$28.60
Cost Accounting Clerk	\$15.38	\$16.52	\$18.00
Credit & Collection Clerk	\$14.30	\$15.28	\$16.54
Customer Service Representative (General Calls)	\$14.80	\$15.98	\$17.53
Customer Service Representative (Specialized Calls)	\$21.44	\$23.16	\$25.40
Customer Service Representative Financial	\$14.49	\$15.74	\$17.37
Data Entry Operator	\$11.60	\$12.39	\$13.42
Data Entry Supervisor	\$19.73	\$21.19	\$23.09
Executive Assistant	\$26.20	\$28.80	\$32.18
Export/Import Clerk	\$15.21	\$16.34	\$17.81
File Clerk	\$12.45	\$13.30	\$14.40
Front Desk Receptionist	\$11.56	\$12.49	\$13.70
General Clerk	\$13.45	\$14.36	\$15.55
Help Desk Representative	\$19.13	\$20.91	\$23.22
Human Resources Assistant	\$15.79	\$16.96	\$18.48
Human Resources Clerk	\$15.79	\$16.96	\$18.48
Insurance Claims Clerk	\$13.65	\$14.58	\$15.79
Insurance Claims Processor	\$15.33	\$16.47	\$17.95
Insurance Customer Service Representative (Commercial)	\$18.12	\$19.58	\$21.47
Insurance Customer Service Representative (Personal)	\$14.93	\$16.13	\$17.69
Inventory Clerk	\$13.99	\$14.94	\$16.18
Inventory Control Clerk	\$13.99	\$14.94	\$16.18
Lead Data Entry Operator	\$14.77	\$15.86	\$17.29
Legal Secretary	\$21.14	\$23.10	\$25.66
Mailroom Clerk	\$12.18	\$12.94	\$13.92
Marketing Survey Worker	\$12.26	\$13.10	\$14.18
Medical Billing Clerk	\$15.01	\$16.12	\$17.57
Medical Receptionist	\$12.54	\$13.39	\$14.50
Medical Records Administrator	\$35.18	\$37.79	\$41.19
Medical Records Clerk	\$12.39	\$13.31	\$14.51
Medical Records Coding Technician	\$16.87	\$18.12	\$19.75
Medical Secretary	\$14.51	\$15.67	\$17.19
Medical Transcriptionist	\$14.44	\$15.51	\$16.90
Office Manager	\$21.05	\$23.01	\$25.55
Order Processing Clerk	\$14.52	\$15.51	\$16.80
Order Processing Supervisor	\$26.14	\$28.24	\$30.97
Payroll Clerk	\$17.53	\$18.83	\$20.52
Payroll Supervisor	\$25.80	\$28.03	\$30.94
Receptionist	\$12.76	\$13.71	\$14.94
Secretary	\$13.93	\$14.97	\$16.31
Telemarketing Representative	\$12.77	\$13.72	\$14.95
Word Processor	\$15.98	\$17.07	\$18.48

## Lawrenceburg/Pulaski, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.55	\$15.54	\$16.83
Accounts Payable Clerk	\$15.14	\$15.98	\$17.09
Accounts Payable Supervisor	\$23.50	\$25.38	\$27.84
Accounts Receivable Clerk	\$15.56	\$16.43	\$17.57
Accounts Receivable Supervisor	\$21.12	\$22.81	\$25.02
Administrative Assistant	\$16.68	\$18.12	\$20.00
Administrative Assistant, CEO	\$27.55	\$30.11	\$33.44
Administrative Secretary	\$20.23	\$21.98	\$24.26
Assistant Buyer	\$16.02	\$17.21	\$18.75
Banking Loan Clerk	\$13.65	\$14.58	\$15.79
Banking Loan Processor	\$15.15	\$16.37	\$17.95
Banking Mortgage Clerk	\$14.39	\$15.55	\$17.05
Benefits Clerk	\$15.72	\$16.88	\$18.40
Bilingual Secretary	\$15.83	\$17.30	\$19.22
Billing Clerk	\$14.55	\$15.63	\$17.03
Bookkeeper	\$14.26	\$15.40	\$16.89
Call Center Representative (Complex Calls)	\$15.44	\$16.68	\$18.29
Call Center Representative (General Calls)	\$10.74	\$11.67	\$12.88
Call Center Representative (Specialized Calls)	\$12.71	\$13.65	\$14.88
Call Center Sales Representative	\$12.21	\$13.11	\$14.29
Call Center Supervisor	\$22.76	\$24.59	\$26.96
Cost Accounting Clerk	\$14.81	\$15.91	\$17.34
Credit & Collection Clerk	\$13.79	\$14.73	\$15.95
Customer Service Representative (General Calls)	\$14.28	\$15.43	\$16.92
Customer Service Representative (Specialized Calls)	\$20.62	\$22.28	\$24.44
Customer Service Representative Financial	\$13.99	\$15.20	\$16.78
Data Entry Operator	\$11.22	\$11.98	\$12.97
Data Entry Supervisor	\$19.03	\$20.44	\$22.28
Executive Assistant	\$25.07	\$27.56	\$30.80
Export/Import Clerk	\$14.65	\$15.74	\$17.15
File Clerk	\$12.02	\$12.84	\$13.90
Front Desk Receptionist	\$11.16	\$12.06	\$13.23
General Clerk	\$13.00	\$13.89	\$15.04
Help Desk Representative	\$18.55	\$20.27	\$22.51
Human Resources Assistant	\$15.23	\$16.36	\$17.83
Human Resources Clerk	\$15.23	\$16.36	\$17.83
Insurance Claims Clerk	\$13.20	\$14.10	\$15.27
Insurance Claims Processor	\$14.49	\$15.57	\$16.97
Insurance Customer Service Representative (Commercial)	\$17.18	\$18.56	\$20.36
Insurance Customer Service Representative (Personal)	\$14.21	\$15.35	\$16.84
Inventory Clerk	\$13.49	\$14.41	\$15.60
Inventory Control Clerk	\$13.49	\$14.41	\$15.60
Lead Data Entry Operator	\$14.28	\$15.34	\$16.72
Legal Secretary	\$20.28	\$22.16	\$24.61
Mailroom Clerk	\$11.77	\$12.50	\$13.45
Marketing Survey Worker	\$11.84	\$12.64	\$13.69
Medical Billing Clerk	\$14.46	\$15.54	\$16.93
Medical Receptionist	\$12.07	\$12.89	\$13.96
Medical Records Administrator	\$32.60	\$35.02	\$38.17
Medical Records Clerk	\$12.17	\$13.07	\$14.24
Medical Records Coding Technician	\$16.47	\$17.69	\$19.28
Medical Secretary	\$13.97	\$15.09	\$16.55
Medical Transcriptionist	\$14.00	\$15.04	\$16.39
Office Manager	\$20.17	\$22.05	\$24.48
Order Processing Clerk	\$14.03	\$14.98	\$16.22
Order Processing Supervisor	\$24.99	\$26.99	\$29.60
Payroll Clerk	\$16.87	\$18.12	\$19.75
Payroll Supervisor	\$24.66	\$26.80	\$29.58
Receptionist	\$12.32	\$13.24	\$14.43
Secretary	\$13.42	\$14.41	\$15.71
Telemarketing Representative	\$12.21	\$13.11	\$14.29
Word Processor	\$15.44	\$16.49	\$17.85

# Tennessee

## Lebanon, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.54	\$16.59	\$17.97
Accounts Payable Clerk	\$16.14	\$17.04	\$18.22
Accounts Payable Supervisor	\$24.61	\$26.58	\$29.15
Accounts Receivable Clerk	\$16.57	\$17.50	\$18.71
Accounts Receivable Supervisor	\$22.26	\$24.05	\$26.38
Administrative Assistant	\$17.65	\$19.18	\$21.16
Administrative Assistant, CEO	\$28.58	\$31.23	\$34.68
Administrative Secretary	\$21.24	\$23.08	\$25.47
Assistant Buyer	\$17.03	\$18.29	\$19.93
Banking Loan Clerk	\$14.62	\$15.61	\$16.91
Banking Loan Processor	\$16.08	\$17.38	\$19.06
Banking Mortgage Clerk	\$15.31	\$16.54	\$18.14
Benefits Clerk	\$16.66	\$17.90	\$19.50
Bilingual Secretary	\$16.79	\$18.35	\$20.38
Billing Clerk	\$15.53	\$16.68	\$18.18
Bookkeeper	\$15.23	\$16.45	\$18.04
Call Center Representative (Complex Calls)	\$16.30	\$17.61	\$19.31
Call Center Representative (General Calls)	\$11.50	\$12.50	\$13.80
Call Center Representative (Specialized Calls)	\$13.53	\$14.54	\$15.84
Call Center Sales Representative	\$12.86	\$13.81	\$15.05
Call Center Supervisor	\$23.67	\$25.57	\$28.04
Cost Accounting Clerk	\$15.80	\$16.97	\$18.49
Credit & Collection Clerk	\$14.75	\$15.76	\$17.07
Customer Service Representative (General Calls)	\$15.20	\$16.42	\$18.01
Customer Service Representative (Specialized Calls)	\$21.61	\$23.35	\$25.61
Customer Service Representative Financial	\$14.90	\$16.19	\$17.87
Data Entry Operator	\$12.01	\$12.82	\$13.89
Data Entry Supervisor	\$19.96	\$21.44	\$23.37
Executive Assistant	\$26.09	\$28.68	\$32.05
Export/Import Clerk	\$15.64	\$16.80	\$18.30
File Clerk	\$12.88	\$13.75	\$14.89
Front Desk Receptionist	\$11.98	\$12.95	\$14.20
General Clerk	\$13.85	\$14.79	\$16.02
Help Desk Representative	\$19.00	\$20.77	\$23.06
Human Resources Assistant	\$16.17	\$17.37	\$18.93
Human Resources Clerk	\$16.17	\$17.37	\$18.93
Insurance Claims Clerk	\$14.05	\$15.01	\$16.25
Insurance Claims Processor	\$15.34	\$16.48	\$17.96
Insurance Customer Service Representative (Commercial)	\$18.05	\$19.50	\$21.38
Insurance Customer Service Representative (Personal)	\$15.01	\$16.22	\$17.79
Inventory Clerk	\$14.36	\$15.34	\$16.61
Inventory Control Clerk	\$14.36	\$15.34	\$16.61
Lead Data Entry Operator	\$15.16	\$16.28	\$17.74
Legal Secretary	\$21.29	\$23.26	\$25.83
Mailroom Clerk	\$12.58	\$13.37	\$14.38
Marketing Survey Worker	\$12.69	\$13.55	\$14.67
Medical Billing Clerk	\$15.44	\$16.59	\$18.08
Medical Receptionist	\$12.95	\$13.83	\$14.98
Medical Records Administrator	\$34.85	\$37.44	\$40.80
Medical Records Clerk	\$12.97	\$13.93	\$15.18
Medical Records Coding Technician	\$17.41	\$18.70	\$20.38
Medical Secretary	\$14.90	\$16.10	\$17.66
Medical Transcriptionist	\$14.85	\$15.95	\$17.38
Office Manager	\$21.25	\$23.22	\$25.78
Order Processing Clerk	\$14.95	\$15.96	\$17.29
Order Processing Supervisor	\$26.10	\$28.20	\$30.93
Payroll Clerk	\$17.89	\$19.22	\$20.94
Payroll Supervisor	\$25.78	\$28.01	\$30.91
Receptionist	\$13.19	\$14.17	\$15.44
Secretary	\$14.34	\$15.40	\$16.79
Telemarketing Representative	\$12.86	\$13.81	\$15.05
Word Processor	\$16.33	\$17.44	\$18.89

## Manchester/Tullahoma, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.72	\$15.72	\$17.03
Accounts Payable Clerk	\$15.31	\$16.17	\$17.29
Accounts Payable Supervisor	\$23.77	\$25.68	\$28.17
Accounts Receivable Clerk	\$15.74	\$16.63	\$17.77
Accounts Receivable Supervisor	\$21.36	\$23.08	\$25.31
Administrative Assistant	\$16.87	\$18.33	\$20.23
Administrative Assistant, CEO	\$27.88	\$30.47	\$33.83
Administrative Secretary	\$20.47	\$22.24	\$24.54
Assistant Buyer	\$16.21	\$17.41	\$18.97
Banking Loan Clerk	\$13.81	\$14.75	\$15.98
Banking Loan Processor	\$15.33	\$16.56	\$18.16
Banking Mortgage Clerk	\$14.56	\$15.73	\$17.25
Benefits Clerk	\$15.90	\$17.08	\$18.61
Bilingual Secretary	\$16.02	\$17.51	\$19.44
Billing Clerk	\$14.72	\$15.81	\$17.23
Bookkeeper	\$14.42	\$15.58	\$17.09
Call Center Representative (Complex Calls)	\$15.62	\$16.88	\$18.51
Call Center Representative (General Calls)	\$10.87	\$11.81	\$13.03
Call Center Representative (Specialized Calls)	\$12.86	\$13.81	\$15.05
Call Center Sales Representative	\$12.35	\$13.27	\$14.46
Call Center Supervisor	\$23.02	\$24.87	\$27.28
Cost Accounting Clerk	\$14.99	\$16.10	\$17.54
Credit & Collection Clerk	\$13.95	\$14.90	\$16.13
Customer Service Representative (General Calls)	\$14.45	\$15.61	\$17.12
Customer Service Representative (Specialized Calls)	\$20.87	\$22.55	\$24.73
Customer Service Representative Financial	\$14.15	\$15.38	\$16.97
Data Entry Operator	\$11.34	\$12.12	\$13.12
Data Entry Supervisor	\$19.25	\$20.68	\$22.54
Executive Assistant	\$25.37	\$27.89	\$31.16
Export/Import Clerk	\$14.82	\$15.92	\$17.35
File Clerk	\$12.16	\$12.99	\$14.06
Front Desk Receptionist	\$11.29	\$12.20	\$13.38
General Clerk	\$13.15	\$14.05	\$15.21
Help Desk Representative	\$18.76	\$20.51	\$22.77
Human Resources Assistant	\$15.41	\$16.55	\$18.04
Human Resources Clerk	\$15.41	\$16.55	\$18.04
Insurance Claims Clerk	\$13.35	\$14.26	\$15.44
Insurance Claims Processor	\$14.66	\$15.75	\$17.17
Insurance Customer Service Representative (Commercial)	\$17.38	\$18.78	\$20.60
Insurance Customer Service Representative (Personal)	\$14.38	\$15.53	\$17.03
Inventory Clerk	\$13.65	\$14.58	\$15.78
Inventory Control Clerk	\$13.65	\$14.58	\$15.78
Lead Data Entry Operator	\$14.45	\$15.52	\$16.91
Legal Secretary	\$20.52	\$22.43	\$24.91
Mailroom Clerk	\$11.91	\$12.65	\$13.61
Marketing Survey Worker	\$11.97	\$12.79	\$13.85
Medical Billing Clerk	\$14.63	\$15.72	\$17.13
Medical Receptionist	\$12.21	\$13.04	\$14.12
Medical Records Administrator	\$32.97	\$35.41	\$38.59
Medical Records Clerk	\$12.31	\$13.22	\$14.41
Medical Records Coding Technician	\$16.66	\$17.89	\$19.50
Medical Secretary	\$14.13	\$15.27	\$16.74
Medical Transcriptionist	\$14.16	\$15.22	\$16.58
Office Manager	\$20.41	\$22.31	\$24.77
Order Processing Clerk	\$14.19	\$15.16	\$16.41
Order Processing Supervisor	\$25.28	\$27.31	\$29.95
Payroll Clerk	\$17.07	\$18.33	\$19.98
Payroll Supervisor	\$24.96	\$27.12	\$29.93
Receptionist	\$12.46	\$13.39	\$14.59
Secretary	\$13.58	\$14.58	\$15.89
Telemarketing Representative	\$12.35	\$13.27	\$14.46
Word Processor	\$15.62	\$16.68	\$18.06

# Tennessee

## Memphis, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.93	\$17.02	\$18.43
Accounts Payable Clerk	\$16.56	\$17.49	\$18.70
Accounts Payable Supervisor	\$25.51	\$27.56	\$30.22
Accounts Receivable Clerk	\$17.02	\$17.97	\$19.21
Accounts Receivable Supervisor	\$23.48	\$25.37	\$27.82
Administrative Assistant	\$18.19	\$19.76	\$21.81
Administrative Assistant, CEO	\$29.87	\$32.65	\$36.26
Administrative Secretary	\$22.00	\$23.91	\$26.39
Assistant Buyer	\$17.51	\$18.80	\$20.49
Banking Loan Clerk	\$14.97	\$15.99	\$17.31
Banking Loan Processor	\$16.49	\$17.82	\$19.54
Banking Mortgage Clerk	\$15.68	\$16.94	\$18.58
Benefits Clerk	\$17.10	\$18.36	\$20.01
Bilingual Secretary	\$17.29	\$18.89	\$20.98
Billing Clerk	\$15.93	\$17.11	\$18.65
Bookkeeper	\$15.61	\$16.87	\$18.50
Call Center Representative (Complex Calls)	\$16.76	\$18.11	\$19.86
Call Center Representative (General Calls)	\$11.73	\$12.75	\$14.07
Call Center Representative (Specialized Calls)	\$13.85	\$14.88	\$16.22
Call Center Sales Representative	\$13.15	\$14.12	\$15.39
Call Center Supervisor	\$24.77	\$26.76	\$29.35
Cost Accounting Clerk	\$16.21	\$17.42	\$18.98
Credit & Collection Clerk	\$15.11	\$16.14	\$17.48
Customer Service Representative (General Calls)	\$15.56	\$16.81	\$18.44
Customer Service Representative (Specialized Calls)	\$22.34	\$24.14	\$26.47
Customer Service Representative Financial	\$15.25	\$16.57	\$18.28
Data Entry Operator	\$12.22	\$13.05	\$14.14
Data Entry Supervisor	\$20.57	\$22.10	\$24.08
Executive Assistant	\$27.22	\$29.92	\$33.43
Export/Import Clerk	\$16.04	\$17.23	\$18.78
File Clerk	\$13.13	\$14.02	\$15.18
Front Desk Receptionist	\$12.20	\$13.18	\$14.45
General Clerk	\$14.15	\$15.11	\$16.36
Help Desk Representative	\$19.94	\$21.79	\$24.20
Human Resources Assistant	\$16.58	\$17.81	\$19.41
Human Resources Clerk	\$16.58	\$17.81	\$19.41
Insurance Claims Clerk	\$14.36	\$15.34	\$16.61
Insurance Claims Processor	\$16.11	\$17.31	\$18.86
Insurance Customer Service Representative (Commercial)	\$18.89	\$20.41	\$22.38
Insurance Customer Service Representative (Personal)	\$15.65	\$16.90	\$18.54
Inventory Clerk	\$14.72	\$15.72	\$17.02
Inventory Control Clerk	\$14.72	\$15.72	\$17.02
Lead Data Entry Operator	\$15.52	\$16.67	\$18.16
Legal Secretary	\$22.06	\$24.11	\$26.78
Mailroom Clerk	\$12.82	\$13.62	\$14.65
Marketing Survey Worker	\$12.93	\$13.81	\$14.95
Medical Billing Clerk	\$15.84	\$17.01	\$18.54
Medical Receptionist	\$13.24	\$14.14	\$15.31
Medical Records Administrator	\$36.90	\$39.64	\$43.20
Medical Records Clerk	\$13.14	\$14.12	\$15.38
Medical Records Coding Technician	\$17.77	\$19.09	\$20.81
Medical Secretary	\$15.29	\$16.52	\$18.11
Medical Transcriptionist	\$14.98	\$16.09	\$17.53
Office Manager	\$21.93	\$23.96	\$26.61
Order Processing Clerk	\$15.29	\$16.33	\$17.68
Order Processing Supervisor	\$27.11	\$29.28	\$32.12
Payroll Clerk	\$18.42	\$19.78	\$21.56
Payroll Supervisor	\$26.76	\$29.08	\$32.09
Receptionist	\$13.45	\$14.45	\$15.75
Secretary	\$14.70	\$15.79	\$17.21
Telemarketing Representative	\$13.15	\$14.12	\$15.39
Word Processor	\$16.75	\$17.89	\$19.38

## Murfreesboro, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.87	\$16.95	\$18.35
Accounts Payable Clerk	\$16.48	\$17.41	\$18.61
Accounts Payable Supervisor	\$25.15	\$27.17	\$29.80
Accounts Receivable Clerk	\$16.92	\$17.87	\$19.11
Accounts Receivable Supervisor	\$22.75	\$24.58	\$26.95
Administrative Assistant	\$18.02	\$19.58	\$21.61
Administrative Assistant, CEO	\$29.22	\$31.94	\$35.47
Administrative Secretary	\$21.70	\$23.57	\$26.02
Assistant Buyer	\$17.39	\$18.68	\$20.35
Banking Loan Clerk	\$14.93	\$15.95	\$17.27
Banking Loan Processor	\$16.43	\$17.75	\$19.46
Banking Mortgage Clerk	\$15.64	\$16.90	\$18.53
Benefits Clerk	\$17.02	\$18.28	\$19.92
Bilingual Secretary	\$17.15	\$18.74	\$20.81
Billing Clerk	\$15.86	\$17.04	\$18.57
Bookkeeper	\$15.55	\$16.80	\$18.43
Call Center Representative (Complex Calls)	\$16.65	\$17.98	\$19.72
Call Center Representative (General Calls)	\$11.75	\$12.77	\$14.09
Call Center Representative (Specialized Calls)	\$13.82	\$14.85	\$16.18
Call Center Sales Representative	\$13.13	\$14.11	\$15.37
Call Center Supervisor	\$24.20	\$26.14	\$28.67
Cost Accounting Clerk	\$16.14	\$17.33	\$18.89
Credit & Collection Clerk	\$15.07	\$16.10	\$17.43
Customer Service Representative (General Calls)	\$15.53	\$16.78	\$18.40
Customer Service Representative (Specialized Calls)	\$22.08	\$23.86	\$26.16
Customer Service Representative Financial	\$15.22	\$16.54	\$18.25
Data Entry Operator	\$12.26	\$13.10	\$14.18
Data Entry Supervisor	\$20.39	\$21.90	\$23.86
Executive Assistant	\$26.67	\$29.32	\$32.77
Export/Import Clerk	\$15.97	\$17.15	\$18.69
File Clerk	\$13.15	\$14.05	\$15.21
Front Desk Receptionist	\$12.24	\$13.22	\$14.50
General Clerk	\$14.14	\$15.11	\$16.36
Help Desk Representative	\$19.41	\$21.21	\$23.56
Human Resources Assistant	\$16.51	\$17.74	\$19.33
Human Resources Clerk	\$16.51	\$17.74	\$19.33
Insurance Claims Clerk	\$14.35	\$15.33	\$16.60
Insurance Claims Processor	\$15.67	\$16.83	\$18.34
Insurance Customer Service Representative (Commercial)	\$18.43	\$19.91	\$21.84
Insurance Customer Service Representative (Personal)	\$15.33	\$16.57	\$18.17
Inventory Clerk	\$14.67	\$15.66	\$16.96
Inventory Control Clerk	\$14.67	\$15.66	\$16.96
Lead Data Entry Operator	\$15.48	\$16.63	\$18.12
Legal Secretary	\$21.75	\$23.77	\$26.39
Mailroom Clerk	\$12.85	\$13.65	\$14.69
Marketing Survey Worker	\$12.96	\$13.84	\$14.99
Medical Billing Clerk	\$15.77	\$16.94	\$18.46
Medical Receptionist	\$13.22	\$14.12	\$15.29
Medical Records Administrator	\$35.64	\$38.29	\$41.72
Medical Records Clerk	\$13.25	\$14.23	\$15.51
Medical Records Coding Technician	\$17.78	\$19.10	\$20.81
Medical Secretary	\$15.22	\$16.44	\$18.03
Medical Transcriptionist	\$15.16	\$16.29	\$17.75
Office Manager	\$21.70	\$23.72	\$26.34
Order Processing Clerk	\$15.27	\$16.31	\$17.66
Order Processing Supervisor	\$26.69	\$28.83	\$31.62
Payroll Clerk	\$18.27	\$19.63	\$21.39
Payroll Supervisor	\$26.35	\$28.63	\$31.60
Receptionist	\$13.47	\$14.47	\$15.77
Secretary	\$14.65	\$15.73	\$17.15
Telemarketing Representative	\$13.13	\$14.11	\$15.37
Word Processor	\$16.68	\$17.82	\$19.29

# Tennessee

## Nashville, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.86	\$16.94	\$18.34
Accounts Payable Clerk	\$16.47	\$17.39	\$18.59
Accounts Payable Supervisor	\$25.04	\$27.06	\$29.67
Accounts Receivable Clerk	\$16.90	\$17.85	\$19.08
Accounts Receivable Supervisor	\$22.66	\$24.48	\$26.85
Administrative Assistant	\$17.98	\$19.54	\$21.57
Administrative Assistant, CEO	\$29.08	\$31.78	\$35.29
Administrative Secretary	\$21.62	\$23.49	\$25.93
Assistant Buyer	\$17.36	\$18.65	\$20.32
Banking Loan Clerk	\$14.93	\$15.94	\$17.26
Banking Loan Processor	\$16.41	\$17.73	\$19.44
Banking Mortgage Clerk	\$15.63	\$16.88	\$18.52
Benefits Clerk	\$16.99	\$18.25	\$19.89
Bilingual Secretary	\$17.12	\$18.71	\$20.77
Billing Clerk	\$15.85	\$17.03	\$18.56
Bookkeeper	\$15.54	\$16.79	\$18.42
Call Center Representative (Complex Calls)	\$16.61	\$17.94	\$19.67
Call Center Representative (General Calls)	\$11.76	\$12.77	\$14.10
Call Center Representative (Specialized Calls)	\$13.82	\$14.84	\$16.17
Call Center Sales Representative	\$13.13	\$14.10	\$15.37
Call Center Supervisor	\$24.09	\$26.03	\$28.54
Cost Accounting Clerk	\$16.12	\$17.32	\$18.87
Credit & Collection Clerk	\$15.07	\$16.09	\$17.43
Customer Service Representative (General Calls)	\$15.52	\$16.77	\$18.39
Customer Service Representative (Specialized Calls)	\$22.00	\$23.77	\$26.07
Customer Service Representative Financial	\$15.21	\$16.53	\$18.24
Data Entry Operator	\$12.28	\$13.11	\$14.20
Data Entry Supervisor	\$20.32	\$21.83	\$23.79
Executive Assistant	\$26.55	\$29.19	\$32.62
Export/Import Clerk	\$15.96	\$17.14	\$18.68
File Clerk	\$13.16	\$14.05	\$15.22
Front Desk Receptionist	\$12.25	\$13.23	\$14.51
General Clerk	\$14.15	\$15.11	\$16.36
Help Desk Representative	\$19.35	\$21.14	\$23.48
Human Resources Assistant	\$16.49	\$17.72	\$19.31
Human Resources Clerk	\$16.49	\$17.72	\$19.31
Insurance Claims Clerk	\$14.35	\$15.33	\$16.60
Insurance Claims Processor	\$15.65	\$16.81	\$18.32
Insurance Customer Service Representative (Commercial)	\$18.39	\$19.86	\$21.78
Insurance Customer Service Representative (Personal)	\$15.32	\$16.55	\$18.15
Inventory Clerk	\$14.66	\$15.66	\$16.96
Inventory Control Clerk	\$14.66	\$15.66	\$16.96
Lead Data Entry Operator	\$15.47	\$16.62	\$18.11
Legal Secretary	\$21.67	\$23.68	\$26.30
Mailroom Clerk	\$12.86	\$13.66	\$14.70
Marketing Survey Worker	\$12.97	\$13.85	\$15.00
Medical Billing Clerk	\$15.76	\$16.93	\$18.45
Medical Receptionist	\$13.23	\$14.13	\$15.30
Medical Records Administrator	\$35.46	\$38.09	\$41.51
Medical Records Clerk	\$13.25	\$14.24	\$15.51
Medical Records Coding Technician	\$17.75	\$19.06	\$20.77
Medical Secretary	\$15.21	\$16.44	\$18.03
Medical Transcriptionist	\$15.16	\$16.29	\$17.75
Office Manager	\$21.63	\$23.64	\$26.25
Order Processing Clerk	\$15.26	\$16.30	\$17.65
Order Processing Supervisor	\$26.57	\$28.70	\$31.48
Payroll Clerk	\$18.23	\$19.58	\$21.34
Payroll Supervisor	\$26.23	\$28.50	\$31.46
Receptionist	\$13.47	\$14.47	\$15.77
Secretary	\$14.65	\$15.73	\$17.15
Telemarketing Representative	\$13.13	\$14.10	\$15.37
Word Processor	\$16.66	\$17.80	\$19.27

## Shelbyville, TN

Job Title	Low	Mid	High
Accounting Clerk	\$14.50	\$15.49	\$16.77
Accounts Payable Clerk	\$15.08	\$15.93	\$17.03
Accounts Payable Supervisor	\$23.44	\$25.32	\$27.77
Accounts Receivable Clerk	\$15.50	\$16.37	\$17.51
Accounts Receivable Supervisor	\$21.06	\$22.75	\$24.95
Administrative Assistant	\$16.62	\$18.06	\$19.93
Administrative Assistant, CEO	\$27.49	\$30.04	\$33.36
Administrative Secretary	\$20.17	\$21.91	\$24.18
Assistant Buyer	\$15.96	\$17.15	\$18.69
Banking Loan Clerk	\$13.60	\$14.53	\$15.74
Banking Loan Processor	\$15.10	\$16.31	\$17.89
Banking Mortgage Clerk	\$14.34	\$15.49	\$16.99
Benefits Clerk	\$15.66	\$16.82	\$18.33
Bilingual Secretary	\$15.78	\$17.24	\$19.15
Billing Clerk	\$14.50	\$15.58	\$16.97
Bookkeeper	\$14.21	\$15.35	\$16.83
Call Center Representative (Complex Calls)	\$15.39	\$16.63	\$18.23
Call Center Representative (General Calls)	\$10.70	\$11.63	\$12.84
Call Center Representative (Specialized Calls)	\$12.67	\$13.61	\$14.83
Call Center Sales Representative	\$12.17	\$13.07	\$14.24
Call Center Supervisor	\$22.70	\$24.53	\$26.90
Cost Accounting Clerk	\$14.76	\$15.86	\$17.28
Credit & Collection Clerk	\$13.74	\$14.67	\$15.89
Customer Service Representative (General Calls)	\$14.23	\$15.38	\$16.86
Customer Service Representative (Specialized Calls)	\$20.56	\$22.21	\$24.36
Customer Service Representative Financial	\$13.94	\$15.15	\$16.72
Data Entry Operator	\$11.17	\$11.94	\$12.92
Data Entry Supervisor	\$18.97	\$20.37	\$22.20
Executive Assistant	\$25.01	\$27.50	\$30.72
Export/Import Clerk	\$14.60	\$15.68	\$17.09
File Clerk	\$11.98	\$12.79	\$13.85
Front Desk Receptionist	\$11.12	\$12.01	\$13.18
General Clerk	\$12.95	\$13.84	\$14.98
Help Desk Representative	\$18.49	\$20.21	\$22.44
Human Resources Assistant	\$15.18	\$16.30	\$17.77
Human Resources Clerk	\$15.18	\$16.30	\$17.77
Insurance Claims Clerk	\$13.15	\$14.05	\$15.21
Insurance Claims Processor	\$14.44	\$15.51	\$16.91
Insurance Customer Service Representative (Commercial)	\$17.13	\$18.50	\$20.29
Insurance Customer Service Representative (Personal)	\$14.16	\$15.30	\$16.78
Inventory Clerk	\$13.44	\$14.36	\$15.55
Inventory Control Clerk	\$13.44	\$14.36	\$15.55
Lead Data Entry Operator	\$14.23	\$15.28	\$16.66
Legal Secretary	\$20.22	\$22.10	\$24.54
Mailroom Clerk	\$11.73	\$12.46	\$13.40
Marketing Survey Worker	\$11.79	\$12.60	\$13.64
Medical Billing Clerk	\$14.41	\$15.48	\$16.87
Medical Receptionist	\$12.03	\$12.84	\$13.91
Medical Records Administrator	\$32.53	\$34.95	\$38.09
Medical Records Clerk	\$12.12	\$13.02	\$14.19
Medical Records Coding Technician	\$16.41	\$17.63	\$19.21
Medical Secretary	\$13.92	\$15.04	\$16.49
Medical Transcriptionist	\$13.95	\$14.99	\$16.33
Office Manager	\$20.11	\$21.98	\$24.41
Order Processing Clerk	\$13.98	\$14.93	\$16.16
Order Processing Supervisor	\$24.92	\$26.93	\$29.53
Payroll Clerk	\$16.81	\$18.06	\$19.68
Payroll Supervisor	\$24.60	\$26.73	\$29.50
Receptionist	\$12.28	\$13.19	\$14.37
Secretary	\$13.37	\$14.36	\$15.65
Telemarketing Representative	\$12.17	\$13.07	\$14.24
Word Processor	\$15.38	\$16.43	\$17.79

# Tennessee

## Smyrna, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.60	\$16.66	\$18.05
Accounts Payable Clerk	\$16.21	\$17.12	\$18.30
Accounts Payable Supervisor	\$24.74	\$26.73	\$29.31
Accounts Receivable Clerk	\$16.64	\$17.57	\$18.79
Accounts Receivable Supervisor	\$22.38	\$24.18	\$26.51
Administrative Assistant	\$17.72	\$19.26	\$21.25
Administrative Assistant, CEO	\$28.75	\$31.42	\$34.89
Administrative Secretary	\$21.34	\$23.19	\$25.59
Assistant Buyer	\$17.10	\$18.37	\$20.02
Banking Loan Clerk	\$14.68	\$15.68	\$16.98
Banking Loan Processor	\$16.15	\$17.45	\$19.14
Banking Mortgage Clerk	\$15.38	\$16.61	\$18.22
Benefits Clerk	\$16.73	\$17.97	\$19.59
Bilingual Secretary	\$16.86	\$18.43	\$20.46
Billing Clerk	\$15.60	\$16.76	\$18.26
Bookkeeper	\$15.29	\$16.52	\$18.12
Call Center Representative (Complex Calls)	\$16.37	\$17.68	\$19.39
Call Center Representative (General Calls)	\$11.55	\$12.55	\$13.85
Call Center Representative (Specialized Calls)	\$13.59	\$14.60	\$15.91
Call Center Sales Representative	\$12.91	\$13.87	\$15.11
Call Center Supervisor	\$23.80	\$25.71	\$28.20
Cost Accounting Clerk	\$15.87	\$17.04	\$18.57
Credit & Collection Clerk	\$14.82	\$15.83	\$17.14
Customer Service Representative (General Calls)	\$15.27	\$16.49	\$18.09
Customer Service Representative (Specialized Calls)	\$21.72	\$23.46	\$25.73
Customer Service Representative Financial	\$14.96	\$16.26	\$17.94
Data Entry Operator	\$12.06	\$12.88	\$13.94
Data Entry Supervisor	\$20.05	\$21.54	\$23.47
Executive Assistant	\$26.24	\$28.84	\$32.23
Export/Import Clerk	\$15.70	\$16.87	\$18.38
File Clerk	\$12.93	\$13.81	\$14.95
Front Desk Receptionist	\$12.03	\$13.00	\$14.26
General Clerk	\$13.91	\$14.85	\$16.08
Help Desk Representative	\$19.09	\$20.86	\$23.17
Human Resources Assistant	\$16.24	\$17.44	\$19.01
Human Resources Clerk	\$16.24	\$17.44	\$19.01
Insurance Claims Clerk	\$14.11	\$15.07	\$16.32
Insurance Claims Processor	\$15.41	\$16.55	\$18.04
Insurance Customer Service Representative (Commercial)	\$18.13	\$19.58	\$21.48
Insurance Customer Service Representative (Personal)	\$15.08	\$16.29	\$17.86
Inventory Clerk	\$14.42	\$15.40	\$16.68
Inventory Control Clerk	\$14.42	\$15.40	\$16.68
Lead Data Entry Operator	\$15.22	\$16.35	\$17.82
Legal Secretary	\$21.39	\$23.38	\$25.96
Mailroom Clerk	\$12.64	\$13.42	\$14.44
Marketing Survey Worker	\$12.74	\$13.61	\$14.73
Medical Billing Clerk	\$15.51	\$16.66	\$18.15
Medical Receptionist	\$13.00	\$13.89	\$15.04
Medical Records Administrator	\$35.05	\$37.66	\$41.04
Medical Records Clerk	\$13.02	\$13.99	\$15.25
Medical Records Coding Technician	\$17.49	\$18.78	\$20.47
Medical Secretary	\$14.96	\$16.17	\$17.73
Medical Transcriptionist	\$14.91	\$16.01	\$17.45
Office Manager	\$21.35	\$23.33	\$25.91
Order Processing Clerk	\$15.01	\$16.03	\$17.36
Order Processing Supervisor	\$26.25	\$28.36	\$31.10
Payroll Clerk	\$17.97	\$19.30	\$21.03
Payroll Supervisor	\$25.92	\$28.16	\$31.08
Receptionist	\$13.24	\$14.22	\$15.50
Secretary	\$14.40	\$15.47	\$16.86
Telemarketing Representative	\$12.91	\$13.87	\$15.11
Word Processor	\$16.40	\$17.52	\$18.97

## Spring Hill, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.83	\$16.90	\$18.31
Accounts Payable Clerk	\$16.44	\$17.36	\$18.56
Accounts Payable Supervisor	\$25.01	\$27.02	\$29.63
Accounts Receivable Clerk	\$16.87	\$17.82	\$19.05
Accounts Receivable Supervisor	\$22.63	\$24.45	\$26.81
Administrative Assistant	\$17.96	\$19.51	\$21.53
Administrative Assistant, CEO	\$29.03	\$31.73	\$35.24
Administrative Secretary	\$21.59	\$23.46	\$25.89
Assistant Buyer	\$17.33	\$18.62	\$20.29
Banking Loan Clerk	\$14.90	\$15.91	\$17.23
Banking Loan Processor	\$16.38	\$17.70	\$19.41
Banking Mortgage Clerk	\$15.60	\$16.85	\$18.48
Benefits Clerk	\$16.96	\$18.22	\$19.86
Bilingual Secretary	\$17.09	\$18.68	\$20.74
Billing Clerk	\$15.82	\$17.00	\$18.52
Bookkeeper	\$15.51	\$16.76	\$18.38
Call Center Representative (Complex Calls)	\$16.58	\$17.91	\$19.65
Call Center Representative (General Calls)	\$11.73	\$12.74	\$14.06
Call Center Representative (Specialized Calls)	\$13.79	\$14.81	\$16.14
Call Center Sales Representative	\$13.10	\$14.07	\$15.34
Call Center Supervisor	\$24.06	\$25.99	\$28.50
Cost Accounting Clerk	\$16.09	\$17.29	\$18.84
Credit & Collection Clerk	\$15.04	\$16.06	\$17.39
Customer Service Representative (General Calls)	\$15.49	\$16.73	\$18.35
Customer Service Representative (Specialized Calls)	\$21.97	\$23.74	\$26.04
Customer Service Representative Financial	\$15.18	\$16.50	\$18.21
Data Entry Operator	\$12.25	\$13.08	\$14.16
Data Entry Supervisor	\$20.30	\$21.80	\$23.76
Executive Assistant	\$26.51	\$29.15	\$32.57
Export/Import Clerk	\$15.93	\$17.11	\$18.64
File Clerk	\$13.13	\$14.02	\$15.18
Front Desk Receptionist	\$12.22	\$13.20	\$14.48
General Clerk	\$14.12	\$15.08	\$16.33
Help Desk Representative	\$19.32	\$21.12	\$23.45
Human Resources Assistant	\$16.46	\$17.69	\$19.27
Human Resources Clerk	\$16.46	\$17.69	\$19.27
Insurance Claims Clerk	\$14.32	\$15.30	\$16.57
Insurance Claims Processor	\$15.63	\$16.78	\$18.29
Insurance Customer Service Representative (Commercial)	\$18.36	\$19.84	\$21.76
Insurance Customer Service Representative (Personal)	\$15.29	\$16.52	\$18.12
Inventory Clerk	\$14.63	\$15.63	\$16.93
Inventory Control Clerk	\$14.63	\$15.63	\$16.93
Lead Data Entry Operator	\$15.44	\$16.59	\$18.08
Legal Secretary	\$21.64	\$23.65	\$26.26
Mailroom Clerk	\$12.83	\$13.63	\$14.67
Marketing Survey Worker	\$12.94	\$13.82	\$14.96
Medical Billing Clerk	\$15.73	\$16.90	\$18.41
Medical Receptionist	\$13.20	\$14.10	\$15.27
Medical Records Administrator	\$35.40	\$38.03	\$41.45
Medical Records Clerk	\$13.22	\$14.20	\$15.48
Medical Records Coding Technician	\$17.72	\$19.03	\$20.74
Medical Secretary	\$15.18	\$16.40	\$17.99
Medical Transcriptionist	\$15.13	\$16.25	\$17.71
Office Manager	\$21.60	\$23.61	\$26.21
Order Processing Clerk	\$15.23	\$16.27	\$17.62
Order Processing Supervisor	\$26.53	\$28.66	\$31.43
Payroll Clerk	\$18.21	\$19.56	\$21.31
Payroll Supervisor	\$26.19	\$28.46	\$31.41
Receptionist	\$13.44	\$14.44	\$15.74
Secretary	\$14.62	\$15.70	\$17.11
Telemarketing Representative	\$13.10	\$14.07	\$15.34
Word Processor	\$16.63	\$17.76	\$19.24

# Tennessee

## Springfield, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.59	\$16.65	\$18.03
Accounts Payable Clerk	\$16.20	\$17.10	\$18.29
Accounts Payable Supervisor	\$24.72	\$26.70	\$29.29
Accounts Receivable Clerk	\$16.63	\$17.56	\$18.77
Accounts Receivable Supervisor	\$22.36	\$24.15	\$26.49
Administrative Assistant	\$17.71	\$19.24	\$21.24
Administrative Assistant, CEO	\$28.72	\$31.39	\$34.86
Administrative Secretary	\$21.32	\$23.17	\$25.57
Assistant Buyer	\$17.08	\$18.35	\$20.00
Banking Loan Clerk	\$14.67	\$15.66	\$16.96
Banking Loan Processor	\$16.14	\$17.44	\$19.12
Banking Mortgage Clerk	\$15.36	\$16.60	\$18.20
Benefits Clerk	\$16.72	\$17.96	\$19.57
Bilingual Secretary	\$16.85	\$18.41	\$20.45
Billing Clerk	\$15.59	\$16.74	\$18.25
Bookkeeper	\$15.28	\$16.51	\$18.10
Call Center Representative (Complex Calls)	\$16.36	\$17.67	\$19.38
Call Center Representative (General Calls)	\$11.54	\$12.54	\$13.84
Call Center Representative (Specialized Calls)	\$13.58	\$14.59	\$15.90
Call Center Sales Representative	\$12.90	\$13.86	\$15.10
Call Center Supervisor	\$23.78	\$25.69	\$28.18
Cost Accounting Clerk	\$15.85	\$17.03	\$18.56
Credit & Collection Clerk	\$14.80	\$15.81	\$17.12
Customer Service Representative (General Calls)	\$15.25	\$16.48	\$18.07
Customer Service Representative (Specialized Calls)	\$21.70	\$23.44	\$25.71
Customer Service Representative Financial	\$14.95	\$16.25	\$17.93
Data Entry Operator	\$12.05	\$12.87	\$13.93
Data Entry Supervisor	\$20.03	\$21.52	\$23.45
Executive Assistant	\$26.22	\$28.82	\$32.20
Export/Import Clerk	\$15.69	\$16.85	\$18.37
File Clerk	\$12.92	\$13.80	\$14.94
Front Desk Receptionist	\$12.02	\$12.99	\$14.24
General Clerk	\$13.90	\$14.84	\$16.07
Help Desk Representative	\$19.07	\$20.85	\$23.15
Human Resources Assistant	\$16.22	\$17.43	\$18.99
Human Resources Clerk	\$16.22	\$17.43	\$18.99
Insurance Claims Clerk	\$14.10	\$15.06	\$16.31
Insurance Claims Processor	\$15.39	\$16.54	\$18.02
Insurance Customer Service Representative (Commercial)	\$18.11	\$19.57	\$21.46
Insurance Customer Service Representative (Personal)	\$15.06	\$16.27	\$17.85
Inventory Clerk	\$14.41	\$15.39	\$16.66
Inventory Control Clerk	\$14.41	\$15.39	\$16.66
Lead Data Entry Operator	\$15.21	\$16.34	\$17.80
Legal Secretary	\$21.37	\$23.36	\$25.94
Mailroom Clerk	\$12.63	\$13.41	\$14.43
Marketing Survey Worker	\$12.73	\$13.60	\$14.72
Medical Billing Clerk	\$15.49	\$16.64	\$18.14
Medical Receptionist	\$12.99	\$13.88	\$15.03
Medical Records Administrator	\$35.02	\$37.62	\$41.00
Medical Records Clerk	\$13.01	\$13.98	\$15.23
Medical Records Coding Technician	\$17.47	\$18.77	\$20.45
Medical Secretary	\$14.95	\$16.15	\$17.72
Medical Transcriptionist	\$14.90	\$16.00	\$17.44
Office Manager	\$21.33	\$23.31	\$25.89
Order Processing Clerk	\$15.00	\$16.02	\$17.35
Order Processing Supervisor	\$26.23	\$28.33	\$31.07
Payroll Clerk	\$17.95	\$19.29	\$21.02
Payroll Supervisor	\$25.90	\$28.14	\$31.06
Receptionist	\$13.23	\$14.21	\$15.49
Secretary	\$14.39	\$15.46	\$16.85
Telemarketing Representative	\$12.90	\$13.86	\$15.10
Word Processor	\$16.39	\$17.51	\$18.96

Job Title	Low	Mid	High
Accounting Clerk	\$14.32	\$15.30	\$16.56
Accounts Payable Clerk	\$14.90	\$15.74	\$16.83
Accounts Payable Supervisor	\$23.58	\$25.47	\$27.94
Accounts Receivable Clerk	\$15.33	\$16.19	\$17.31
Accounts Receivable Supervisor	\$21.02	\$22.71	\$24.91
Administrative Assistant	\$16.36	\$17.77	\$19.62
Administrative Assistant, CEO	\$27.85	\$30.43	\$33.80
Administrative Secretary	\$20.02	\$21.75	\$24.00
Assistant Buyer	\$15.79	\$16.96	\$18.49
Banking Loan Clerk	\$13.43	\$14.34	\$15.53
Banking Loan Processor	\$14.88	\$16.08	\$17.64
Banking Mortgage Clerk	\$14.12	\$15.26	\$16.73
Benefits Clerk	\$15.45	\$16.60	\$18.09
Bilingual Secretary	\$15.52	\$16.96	\$18.84
Billing Clerk	\$14.32	\$15.39	\$16.77
Bookkeeper	\$14.03	\$15.16	\$16.62
Call Center Representative (Complex Calls)	\$15.21	\$16.43	\$18.02
Call Center Representative (General Calls)	\$10.53	\$11.45	\$12.63
Call Center Representative (Specialized Calls)	\$12.47	\$13.39	\$14.59
Call Center Sales Representative	\$11.94	\$12.82	\$13.97
Call Center Supervisor	\$22.98	\$24.82	\$27.22
Cost Accounting Clerk	\$14.59	\$15.67	\$17.07
Credit & Collection Clerk	\$13.56	\$14.48	\$15.68
Customer Service Representative (General Calls)	\$14.01	\$15.14	\$16.60
Customer Service Representative (Specialized Calls)	\$20.51	\$22.16	\$24.30
Customer Service Representative Financial	\$13.72	\$14.91	\$16.45
Data Entry Operator	\$10.98	\$11.72	\$12.69
Data Entry Supervisor	\$18.68	\$20.07	\$21.87
Executive Assistant	\$25.22	\$27.72	\$30.98
Export/Import Clerk	\$14.42	\$15.49	\$16.89
File Clerk	\$11.78	\$12.59	\$13.63
Front Desk Receptionist	\$10.95	\$11.83	\$12.97
General Clerk	\$12.71	\$13.58	\$14.70
Help Desk Representative	\$17.92	\$19.59	\$21.75
Human Resources Assistant	\$14.96	\$16.07	\$17.51
Human Resources Clerk	\$14.96	\$16.07	\$17.51
Insurance Claims Clerk	\$12.90	\$13.78	\$14.92
Insurance Claims Processor	\$14.08	\$15.12	\$16.48
Insurance Customer Service Representative (Commercial)	\$16.91	\$18.27	\$20.04
Insurance Customer Service Representative (Personal)	\$13.91	\$15.03	\$16.48
Inventory Clerk	\$13.27	\$14.17	\$15.35
Inventory Control Clerk	\$13.27	\$14.17	\$15.35
Lead Data Entry Operator	\$13.96	\$14.99	\$16.34
Legal Secretary	\$20.08	\$21.95	\$24.37
Mailroom Clerk	\$11.52	\$12.23	\$13.16
Marketing Survey Worker	\$11.61	\$12.40	\$13.42
Medical Billing Clerk	\$14.23	\$15.29	\$16.66
Medical Receptionist	\$11.81	\$12.61	\$13.66
Medical Records Administrator	\$34.69	\$37.26	\$40.61
Medical Records Clerk	\$11.90	\$12.79	\$13.93
Medical Records Coding Technician	\$16.21	\$17.42	\$18.98
Medical Secretary	\$13.66	\$14.76	\$16.18
Medical Transcriptionist	\$13.94	\$14.98	\$16.32
Office Manager	\$20.03	\$21.89	\$24.31
Order Processing Clerk	\$13.75	\$14.69	\$15.90
Order Processing Supervisor	\$25.17	\$27.20	\$29.83
Payroll Clerk	\$16.64	\$17.88	\$19.48
Payroll Supervisor	\$24.84	\$26.99	\$29.79
Receptionist	\$12.08	\$12.98	\$14.14
Secretary	\$13.12	\$14.09	\$15.36
Telemarketing Representative	\$11.94	\$12.82	\$13.97
Word Processor	\$15.11	\$16.14	\$17.48

# Tennessee

## Williamson County, TN

Job Title	Low	Mid	High
Accounting Clerk	\$15.75	\$16.82	\$18.21
Accounts Payable Clerk	\$16.36	\$17.27	\$18.47
Accounts Payable Supervisor	\$24.93	\$26.94	\$29.54
Accounts Receivable Clerk	\$16.79	\$17.74	\$18.96
Accounts Receivable Supervisor	\$22.56	\$24.37	\$26.73
Administrative Assistant	\$17.88	\$19.43	\$21.44
Administrative Assistant, CEO	\$28.96	\$31.65	\$35.14
Administrative Secretary	\$21.52	\$23.38	\$25.80
Assistant Buyer	\$17.25	\$18.53	\$20.20
Banking Loan Clerk	\$14.81	\$15.82	\$17.14
Banking Loan Processor	\$16.30	\$17.61	\$19.31
Banking Mortgage Clerk	\$15.52	\$16.77	\$18.39
Benefits Clerk	\$16.88	\$18.14	\$19.76
Bilingual Secretary	\$17.01	\$18.59	\$20.65
Billing Clerk	\$15.74	\$16.91	\$18.43
Bookkeeper	\$15.43	\$16.67	\$18.29
Call Center Representative (Complex Calls)	\$16.51	\$17.84	\$19.57
Call Center Representative (General Calls)	\$11.66	\$12.67	\$13.98
Call Center Representative (Specialized Calls)	\$13.72	\$14.73	\$16.06
Call Center Sales Representative	\$13.03	\$14.00	\$15.25
Call Center Supervisor	\$23.98	\$25.91	\$28.42
Cost Accounting Clerk	\$16.01	\$17.20	\$18.74
Credit & Collection Clerk	\$14.95	\$15.97	\$17.30
Customer Service Representative (General Calls)	\$15.41	\$16.65	\$18.26
Customer Service Representative (Specialized Calls)	\$21.90	\$23.66	\$25.95
Customer Service Representative Financial	\$15.10	\$16.41	\$18.11
Data Entry Operator	\$12.17	\$13.00	\$14.08
Data Entry Supervisor	\$20.23	\$21.73	\$23.68
Executive Assistant	\$26.44	\$29.06	\$32.47
Export/Import Clerk	\$15.85	\$17.02	\$18.55
File Clerk	\$13.05	\$13.94	\$15.09
Front Desk Receptionist	\$12.15	\$13.12	\$14.39
General Clerk	\$14.04	\$14.99	\$16.24
Help Desk Representative	\$19.25	\$21.04	\$23.37
Human Resources Assistant	\$16.39	\$17.60	\$19.18
Human Resources Clerk	\$16.39	\$17.60	\$19.18
Insurance Claims Clerk	\$14.24	\$15.21	\$16.47
Insurance Claims Processor	\$15.55	\$16.70	\$18.20
Insurance Customer Service Representative (Commercial)	\$18.29	\$19.76	\$21.67
Insurance Customer Service Representative (Personal)	\$15.21	\$16.44	\$18.03
Inventory Clerk	\$14.55	\$15.54	\$16.83
Inventory Control Clerk	\$14.55	\$15.54	\$16.83
Lead Data Entry Operator	\$15.36	\$16.50	\$17.98
Legal Secretary	\$21.57	\$23.57	\$26.18
Mailroom Clerk	\$12.76	\$13.55	\$14.58
Marketing Survey Worker	\$12.86	\$13.73	\$14.87
Medical Billing Clerk	\$15.65	\$16.81	\$18.32
Medical Receptionist	\$13.12	\$14.02	\$15.18
Medical Records Administrator	\$35.30	\$37.92	\$41.33
Medical Records Clerk	\$13.15	\$14.12	\$15.39
Medical Records Coding Technician	\$17.64	\$18.95	\$20.65
Medical Secretary	\$15.10	\$16.32	\$17.90
Medical Transcriptionist	\$15.05	\$16.16	\$17.62
Office Manager	\$21.53	\$23.53	\$26.13
Order Processing Clerk	\$15.15	\$16.18	\$17.52
Order Processing Supervisor	\$26.45	\$28.57	\$31.34
Payroll Clerk	\$18.13	\$19.47	\$21.22
Payroll Supervisor	\$26.12	\$28.38	\$31.32
Receptionist	\$13.37	\$14.36	\$15.65
Secretary	\$14.54	\$15.61	\$17.02
Telemarketing Representative	\$13.03	\$14.00	\$15.25
Word Processor	\$16.55	\$17.68	\$19.14

# Texas

## Austin, TX

Job Title	Low	Mid	High
Accounting Clerk	\$16.20	\$17.30	\$18.74
Accounts Payable Clerk	\$16.87	\$17.81	\$19.04
Accounts Payable Supervisor	\$26.66	\$28.80	\$31.59
Accounts Receivable Clerk	\$17.35	\$18.32	\$19.59
Accounts Receivable Supervisor	\$24.14	\$26.08	\$28.60
Administrative Assistant	\$18.68	\$20.30	\$22.41
Administrative Assistant, CEO	\$30.96	\$33.83	\$37.57
Administrative Secretary	\$22.72	\$24.69	\$27.25
Assistant Buyer	\$17.88	\$19.21	\$20.93
Banking Loan Clerk	\$15.18	\$16.22	\$17.56
Banking Loan Processor	\$16.86	\$18.22	\$19.98
Banking Mortgage Clerk	\$15.99	\$17.28	\$18.95
Benefits Clerk	\$17.50	\$18.80	\$20.49
Bilingual Secretary	\$17.73	\$19.37	\$21.51
Billing Clerk	\$16.20	\$17.41	\$18.97
Bookkeeper	\$15.87	\$17.15	\$18.80
Call Center Representative (Complex Calls)	\$17.23	\$18.62	\$20.42
Call Center Representative (General Calls)	\$11.92	\$12.95	\$14.29
Call Center Representative (Specialized Calls)	\$14.12	\$15.17	\$16.53
Call Center Sales Representative	\$13.50	\$14.50	\$15.80
Call Center Supervisor	\$25.52	\$27.57	\$30.24
Cost Accounting Clerk	\$16.50	\$17.73	\$19.32
Credit & Collection Clerk	\$15.33	\$16.38	\$17.73
Customer Service Representative (General Calls)	\$15.87	\$17.14	\$18.80
Customer Service Representative (Specialized Calls)	\$23.07	\$24.92	\$27.33
Customer Service Representative Financial	\$15.54	\$16.88	\$18.63
Data Entry Operator	\$12.39	\$13.24	\$14.34
Data Entry Supervisor	\$21.23	\$22.80	\$24.85
Executive Assistant	\$28.19	\$30.99	\$34.62
Export/Import Clerk	\$16.32	\$17.53	\$19.11
File Clerk	\$13.33	\$14.23	\$15.41
Front Desk Receptionist	\$12.36	\$13.36	\$14.65
General Clerk	\$14.40	\$15.38	\$16.65
Help Desk Representative	\$21.09	\$23.05	\$25.59
Human Resources Assistant	\$16.95	\$18.21	\$19.84
Human Resources Clerk	\$16.95	\$18.21	\$19.84
Insurance Claims Clerk	\$14.62	\$15.61	\$16.91
Insurance Claims Processor	\$16.27	\$17.47	\$19.04
Insurance Customer Service Representative (Commercial)	\$19.07	\$20.60	\$22.59
Insurance Customer Service Representative (Personal)	\$15.67	\$16.93	\$18.56
Inventory Clerk	\$14.92	\$15.93	\$17.25
Inventory Control Clerk	\$14.92	\$15.93	\$17.25
Lead Data Entry Operator	\$15.83	\$17.00	\$18.53
Legal Secretary	\$22.79	\$24.90	\$27.65
Mailroom Clerk	\$13.02	\$13.83	\$14.88
Marketing Survey Worker	\$13.12	\$14.01	\$15.18
Medical Billing Clerk	\$16.10	\$17.30	\$18.85
Medical Receptionist	\$13.45	\$14.36	\$15.55
Medical Records Administrator	\$40.14	\$43.12	\$46.99
Medical Records Clerk	\$13.15	\$14.13	\$15.40
Medical Records Coding Technician	\$17.97	\$19.30	\$21.04
Medical Secretary	\$15.58	\$16.84	\$18.46
Medical Transcriptionist	\$15.15	\$16.27	\$17.73
Office Manager	\$22.87	\$25.00	\$27.76
Order Processing Clerk	\$15.57	\$16.63	\$18.00
Order Processing Supervisor	\$28.35	\$30.63	\$33.59
Payroll Clerk	\$18.85	\$20.25	\$22.07
Payroll Supervisor	\$27.99	\$30.41	\$33.56
Receptionist	\$13.67	\$14.68	\$16.00
Secretary	\$14.96	\$16.07	\$17.52
Telemarketing Representative	\$13.50	\$14.50	\$15.80
Word Processor	\$17.15	\$18.31	\$19.83

# Texas

## Dallas/Ft. Worth, TX

Job Title	Low	Mid	High
Accounting Clerk	\$16.78	\$17.93	\$19.41
Accounts Payable Clerk	\$17.47	\$18.45	\$19.72
Accounts Payable Supervisor	\$27.46	\$29.67	\$32.54
Accounts Receivable Clerk	\$17.96	\$18.97	\$20.28
Accounts Receivable Supervisor	\$25.28	\$27.31	\$29.95
Administrative Assistant	\$19.34	\$21.01	\$23.19
Administrative Assistant, CEO	\$32.11	\$35.10	\$38.97
Administrative Secretary	\$23.52	\$25.55	\$28.20
Assistant Buyer	\$18.51	\$19.88	\$21.67
Banking Loan Clerk	\$15.73	\$16.81	\$18.20
Banking Loan Processor	\$17.45	\$18.85	\$20.68
Banking Mortgage Clerk	\$16.56	\$17.89	\$19.62
Benefits Clerk	\$18.11	\$19.45	\$21.20
Bilingual Secretary	\$18.35	\$20.06	\$22.28
Billing Clerk	\$16.79	\$18.03	\$19.65
Bookkeeper	\$16.44	\$17.76	\$19.48
Call Center Representative (Complex Calls)	\$17.82	\$19.25	\$21.11
Call Center Representative (General Calls)	\$12.34	\$13.41	\$14.80
Call Center Representative (Specialized Calls)	\$14.62	\$15.71	\$17.12
Call Center Sales Representative	\$14.19	\$15.24	\$16.61
Call Center Supervisor	\$26.70	\$28.85	\$31.64
Cost Accounting Clerk	\$17.09	\$18.36	\$20.01
Credit & Collection Clerk	\$15.89	\$16.97	\$18.38
Customer Service Representative (General Calls)	\$16.43	\$17.75	\$19.47
Customer Service Representative (Specialized Calls)	\$23.86	\$25.77	\$28.26
Customer Service Representative Financial	\$16.09	\$17.48	\$19.30
Data Entry Operator	\$12.79	\$13.66	\$14.79
Data Entry Supervisor	\$21.86	\$23.48	\$25.59
Executive Assistant	\$29.22	\$32.12	\$35.89
Export/Import Clerk	\$16.91	\$18.16	\$19.79
File Clerk	\$13.80	\$14.74	\$15.96
Front Desk Receptionist	\$12.80	\$13.82	\$15.16
General Clerk	\$14.86	\$15.87	\$17.19
Help Desk Representative	\$21.71	\$23.73	\$26.35
Human Resources Assistant	\$17.54	\$18.84	\$20.54
Human Resources Clerk	\$17.54	\$18.84	\$20.54
Insurance Claims Clerk	\$15.09	\$16.12	\$17.45
Insurance Claims Processor	\$17.09	\$18.36	\$20.01
Insurance Customer Service Representative (Commercial)	\$20.05	\$21.66	\$23.75
Insurance Customer Service Representative (Personal)	\$16.50	\$17.83	\$19.55
Inventory Clerk	\$15.41	\$16.46	\$17.83
Inventory Control Clerk	\$15.41	\$16.46	\$17.83
Lead Data Entry Operator	\$16.34	\$17.55	\$19.13
Legal Secretary	\$23.58	\$25.77	\$28.62
Mailroom Clerk	\$13.44	\$14.27	\$15.35
Marketing Survey Worker	\$13.58	\$14.51	\$15.71
Medical Billing Clerk	\$16.68	\$17.92	\$19.53
Medical Receptionist	\$13.94	\$14.89	\$16.12
Medical Records Administrator	\$41.23	\$44.29	\$48.27
Medical Records Clerk	\$13.79	\$14.81	\$16.14
Medical Records Coding Technician	\$18.81	\$20.21	\$22.02
Medical Secretary	\$16.15	\$17.45	\$19.14
Medical Transcriptionist	\$15.84	\$17.02	\$18.54
Office Manager	\$23.53	\$25.72	\$28.56
Order Processing Clerk	\$16.12	\$17.22	\$18.65
Order Processing Supervisor	\$29.21	\$31.56	\$34.61
Payroll Clerk	\$19.50	\$20.95	\$22.83
Payroll Supervisor	\$28.84	\$31.33	\$34.58
Receptionist	\$14.15	\$15.20	\$16.57
Secretary	\$15.51	\$16.66	\$18.16
Telemarketing Representative	\$14.19	\$15.24	\$16.61
Word Processor	\$17.69	\$18.89	\$20.46

## Houston, TX

Job Title	Low	Mid	High
Accounting Clerk	\$16.77	\$17.91	\$19.40
Accounts Payable Clerk	\$17.47	\$18.45	\$19.72
Accounts Payable Supervisor	\$27.67	\$29.90	\$32.79
Accounts Receivable Clerk	\$17.98	\$18.99	\$20.30
Accounts Receivable Supervisor	\$25.60	\$27.65	\$30.33
Administrative Assistant	\$19.41	\$21.09	\$23.27
Administrative Assistant, CEO	\$32.31	\$35.31	\$39.21
Administrative Secretary	\$23.66	\$25.71	\$28.37
Assistant Buyer	\$18.54	\$19.92	\$21.71
Banking Loan Clerk	\$15.70	\$16.77	\$18.16
Banking Loan Processor	\$17.44	\$18.84	\$20.67
Banking Mortgage Clerk	\$16.53	\$17.86	\$19.58
Benefits Clerk	\$18.12	\$19.46	\$21.21
Bilingual Secretary	\$18.40	\$20.11	\$22.33
Billing Clerk	\$16.78	\$18.02	\$19.64
Bookkeeper	\$16.43	\$17.75	\$19.46
Call Center Representative (Complex Calls)	\$17.86	\$19.30	\$21.17
Call Center Representative (General Calls)	\$12.27	\$13.33	\$14.71
Call Center Representative (Specialized Calls)	\$14.59	\$15.67	\$17.08
Call Center Sales Representative	\$14.06	\$15.10	\$16.46
Call Center Supervisor	\$26.78	\$28.94	\$31.73
Cost Accounting Clerk	\$17.09	\$18.36	\$20.01
Credit & Collection Clerk	\$15.85	\$16.93	\$18.34
Customer Service Representative (General Calls)	\$16.40	\$17.72	\$19.43
Customer Service Representative (Specialized Calls)	\$23.96	\$25.89	\$28.39
Customer Service Representative Financial	\$16.05	\$17.44	\$19.25
Data Entry Operator	\$12.70	\$13.56	\$14.69
Data Entry Supervisor	\$21.97	\$23.60	\$25.72
Executive Assistant	\$29.40	\$32.32	\$36.11
Export/Import Clerk	\$16.90	\$18.15	\$19.78
File Clerk	\$13.71	\$14.65	\$15.86
Front Desk Receptionist	\$12.70	\$13.72	\$15.05
General Clerk	\$14.81	\$15.81	\$17.12
Help Desk Representative	\$21.73	\$23.75	\$26.38
Human Resources Assistant	\$17.53	\$18.83	\$20.53
Human Resources Clerk	\$17.53	\$18.83	\$20.53
Insurance Claims Clerk	\$15.04	\$16.06	\$17.39
Insurance Claims Processor	\$17.16	\$18.43	\$20.08
Insurance Customer Service Representative (Commercial)	\$20.21	\$21.84	\$23.95
Insurance Customer Service Representative (Personal)	\$16.56	\$17.89	\$19.62
Inventory Clerk	\$15.42	\$16.47	\$17.83
Inventory Control Clerk	\$15.42	\$16.47	\$17.83
Lead Data Entry Operator	\$16.31	\$17.52	\$19.09
Legal Secretary	\$23.72	\$25.93	\$28.79
Mailroom Clerk	\$13.35	\$14.18	\$15.26
Marketing Survey Worker	\$13.50	\$14.42	\$15.61
Medical Billing Clerk	\$16.67	\$17.91	\$19.51
Medical Receptionist	\$13.88	\$14.82	\$16.05
Medical Records Administrator	\$41.91	\$45.02	\$49.07
Medical Records Clerk	\$13.67	\$14.69	\$16.01
Medical Records Coding Technician	\$18.79	\$20.18	\$21.99
Medical Secretary	\$16.14	\$17.44	\$19.12
Medical Transcriptionist	\$15.77	\$16.94	\$18.46
Office Manager	\$23.71	\$25.92	\$28.78
Order Processing Clerk	\$16.08	\$17.17	\$18.59
Order Processing Supervisor	\$29.44	\$31.80	\$34.88
Payroll Clerk	\$19.56	\$21.01	\$22.90
Payroll Supervisor	\$29.06	\$31.58	\$34.85
Receptionist	\$14.08	\$15.12	\$16.48
Secretary	\$15.48	\$16.63	\$18.12
Telemarketing Representative	\$14.06	\$15.10	\$16.46
Word Processor	\$17.69	\$18.90	\$20.47

# Texas

## San Antonio, TX

Job Title	Low	Mid	High
Accounting Clerk	\$15.24	\$16.27	\$17.62
Accounts Payable Clerk	\$15.85	\$16.74	\$17.90
Accounts Payable Supervisor	\$24.92	\$26.93	\$29.53
Accounts Receivable Clerk	\$16.30	\$17.22	\$18.41
Accounts Receivable Supervisor	\$22.70	\$24.53	\$26.90
Administrative Assistant	\$17.51	\$19.02	\$20.99
Administrative Assistant, CEO	\$29.03	\$31.72	\$35.23
Administrative Secretary	\$21.28	\$23.12	\$25.51
Assistant Buyer	\$16.79	\$18.04	\$19.66
Banking Loan Clerk	\$14.29	\$15.26	\$16.53
Banking Loan Processor	\$15.80	\$17.07	\$18.73
Banking Mortgage Clerk	\$15.00	\$16.21	\$17.77
Benefits Clerk	\$16.40	\$17.62	\$19.20
Bilingual Secretary	\$16.62	\$18.16	\$20.17
Billing Clerk	\$15.24	\$16.37	\$17.84
Bookkeeper	\$14.93	\$16.13	\$17.68
Call Center Representative (Complex Calls)	\$16.13	\$17.42	\$19.11
Call Center Representative (General Calls)	\$11.19	\$12.16	\$13.42
Call Center Representative (Specialized Calls)	\$13.25	\$14.23	\$15.51
Call Center Sales Representative	\$12.63	\$13.57	\$14.79
Call Center Supervisor	\$23.89	\$25.81	\$28.31
Cost Accounting Clerk	\$15.52	\$16.67	\$18.16
Credit & Collection Clerk	\$14.43	\$15.41	\$16.69
Customer Service Representative (General Calls)	\$14.89	\$16.08	\$17.64
Customer Service Representative (Specialized Calls)	\$21.58	\$23.31	\$25.57
Customer Service Representative Financial	\$14.58	\$15.84	\$17.48
Data Entry Operator	\$11.63	\$12.42	\$13.45
Data Entry Supervisor	\$19.81	\$21.28	\$23.19
Executive Assistant	\$26.42	\$29.04	\$32.45
Export/Import Clerk	\$15.34	\$16.48	\$17.96
File Clerk	\$12.52	\$13.37	\$14.48
Front Desk Receptionist	\$11.62	\$12.55	\$13.77
General Clerk	\$13.49	\$14.41	\$15.61
Help Desk Representative	\$19.59	\$21.41	\$23.78
Human Resources Assistant	\$15.89	\$17.07	\$18.60
Human Resources Clerk	\$15.89	\$17.07	\$18.60
Insurance Claims Clerk	\$13.70	\$14.63	\$15.85
Insurance Claims Processor	\$15.44	\$16.58	\$18.07
Insurance Customer Service Representative (Commercial)	\$17.82	\$19.25	\$21.12
Insurance Customer Service Representative (Personal)	\$14.68	\$15.86	\$17.39
Inventory Clerk	\$14.08	\$15.03	\$16.28
Inventory Control Clerk	\$14.08	\$15.03	\$16.28
Lead Data Entry Operator	\$14.82	\$15.92	\$17.35
Legal Secretary	\$21.33	\$23.32	\$25.89
Mailroom Clerk	\$12.21	\$12.97	\$13.96
Marketing Survey Worker	\$12.33	\$13.17	\$14.26
Medical Billing Clerk	\$15.14	\$16.27	\$17.73
Medical Receptionist	\$12.64	\$13.50	\$14.62
Medical Records Administrator	\$37.54	\$40.32	\$43.94
Medical Records Clerk	\$12.75	\$13.70	\$14.93
Medical Records Coding Technician	\$17.36	\$18.65	\$20.32
Medical Secretary	\$14.64	\$15.81	\$17.34
Medical Transcriptionist	\$14.39	\$15.46	\$16.85
Office Manager	\$21.37	\$23.35	\$25.93
Order Processing Clerk	\$14.61	\$15.60	\$16.90
Order Processing Supervisor	\$26.51	\$28.64	\$31.41
Payroll Clerk	\$17.69	\$19.00	\$20.71
Payroll Supervisor	\$26.17	\$28.43	\$31.38
Receptionist	\$12.84	\$13.79	\$15.03
Secretary	\$14.06	\$15.10	\$16.46
Telemarketing Representative	\$12.63	\$13.57	\$14.79
Word Processor	\$16.04	\$17.14	\$18.56

# Virginia

## Chesapeake, VA

Job Title	Low	Mid	High
Accounting Clerk	\$15.62	\$16.69	\$18.07
Accounts Payable Clerk	\$16.26	\$17.17	\$18.36
Accounts Payable Supervisor	\$25.42	\$27.46	\$30.11
Accounts Receivable Clerk	\$16.72	\$17.66	\$18.88
Accounts Receivable Supervisor	\$22.95	\$24.80	\$27.19
Administrative Assistant	\$18.04	\$19.61	\$21.64
Administrative Assistant, CEO	\$29.78	\$32.54	\$36.14
Administrative Secretary	\$21.91	\$23.81	\$26.27
Assistant Buyer	\$17.23	\$18.51	\$20.17
Banking Loan Clerk	\$14.65	\$15.64	\$16.94
Banking Loan Processor	\$16.19	\$17.50	\$19.19
Banking Mortgage Clerk	\$15.37	\$16.60	\$18.21
Benefits Clerk	\$16.81	\$18.05	\$19.67
Bilingual Secretary	\$17.12	\$18.71	\$20.78
Billing Clerk	\$15.63	\$16.79	\$18.29
Bookkeeper	\$15.31	\$16.54	\$18.13
Call Center Representative (Complex Calls)	\$16.53	\$17.86	\$19.59
Call Center Representative (General Calls)	\$11.44	\$12.43	\$13.72
Call Center Representative (Specialized Calls)	\$13.57	\$14.58	\$15.88
Call Center Sales Representative	\$12.97	\$13.94	\$15.19
Call Center Supervisor	\$24.46	\$26.43	\$28.98
Cost Accounting Clerk	\$15.91	\$17.09	\$18.63
Credit & Collection Clerk	\$14.79	\$15.80	\$17.11
Customer Service Representative (General Calls)	\$15.25	\$16.48	\$18.07
Customer Service Representative (Specialized Calls)	\$22.10	\$23.88	\$26.19
Customer Service Representative Financial	\$14.93	\$16.22	\$17.91
Data Entry Operator	\$11.87	\$12.68	\$13.73
Data Entry Supervisor	\$20.31	\$21.82	\$23.78
Executive Assistant	\$27.13	\$29.82	\$33.32
Export/Import Clerk	\$15.74	\$16.90	\$18.42
File Clerk	\$12.80	\$13.67	\$14.80
Front Desk Receptionist	\$11.87	\$12.82	\$14.06
General Clerk	\$13.80	\$14.74	\$15.96
Help Desk Representative	\$19.82	\$21.67	\$24.06
Human Resources Assistant	\$16.28	\$17.49	\$19.06
Human Resources Clerk	\$16.28	\$17.49	\$19.06
Insurance Claims Clerk	\$14.02	\$14.97	\$16.21
Insurance Claims Processor	\$15.69	\$16.85	\$18.36
Insurance Customer Service Representative (Commercial)	\$18.39	\$19.87	\$21.79
Insurance Customer Service Representative (Personal)	\$15.14	\$16.35	\$17.93
Inventory Clerk	\$14.44	\$15.42	\$16.70
Inventory Control Clerk	\$14.44	\$15.42	\$16.70
Lead Data Entry Operator	\$15.18	\$16.30	\$17.77
Legal Secretary	\$21.97	\$24.01	\$26.66
Mailroom Clerk	\$12.48	\$13.25	\$14.26
Marketing Survey Worker	\$12.60	\$13.46	\$14.57
Medical Billing Clerk	\$15.53	\$16.68	\$18.18
Medical Receptionist	\$13.00	\$13.88	\$15.04
Medical Records Administrator	\$38.16	\$41.00	\$44.68
Medical Records Clerk	\$12.86	\$13.82	\$15.06
Medical Records Coding Technician	\$17.56	\$18.86	\$20.56
Medical Secretary	\$15.07	\$16.28	\$17.86
Medical Transcriptionist	\$14.59	\$15.67	\$17.07
Office Manager	\$21.83	\$23.86	\$26.50
Order Processing Clerk	\$14.96	\$15.98	\$17.31
Order Processing Supervisor	\$27.01	\$29.19	\$32.01
Payroll Clerk	\$18.15	\$19.50	\$21.25
Payroll Supervisor	\$26.67	\$28.98	\$31.98
Receptionist	\$13.13	\$14.10	\$15.37
Secretary	\$14.47	\$15.55	\$16.94
Telemarketing Representative	\$12.97	\$13.94	\$15.19
Word Processor	\$16.43	\$17.55	\$19.01

# Virginia

## Fredericksburg, VA

Job Title	Low	Mid	High
Accounting Clerk	\$18.45	\$19.70	\$21.34
Accounts Payable Clerk	\$19.19	\$20.27	\$21.66
Accounts Payable Supervisor	\$29.60	\$31.98	\$35.07
Accounts Receivable Clerk	\$19.73	\$20.83	\$22.27
Accounts Receivable Supervisor	\$27.27	\$29.47	\$32.31
Administrative Assistant	\$21.38	\$23.24	\$25.64
Administrative Assistant, CEO	\$34.85	\$38.09	\$42.30
Administrative Secretary	\$25.86	\$28.10	\$31.01
Assistant Buyer	\$20.31	\$21.82	\$23.78
Banking Loan Clerk	\$17.30	\$18.48	\$20.01
Banking Loan Processor	\$19.08	\$20.61	\$22.60
Banking Mortgage Clerk	\$18.12	\$19.57	\$21.47
Benefits Clerk	\$19.79	\$21.26	\$23.17
Bilingual Secretary	\$20.31	\$22.19	\$24.64
Billing Clerk	\$18.45	\$19.82	\$21.60
Bookkeeper	\$18.07	\$19.53	\$21.41
Call Center Representative (Complex Calls)	\$19.45	\$21.01	\$23.04
Call Center Representative (General Calls)	\$13.51	\$14.68	\$16.20
Call Center Representative (Specialized Calls)	\$16.00	\$17.19	\$18.73
Call Center Sales Representative	\$15.14	\$16.27	\$17.73
Call Center Supervisor	\$28.09	\$30.34	\$33.28
Cost Accounting Clerk	\$18.78	\$20.17	\$21.99
Credit & Collection Clerk	\$17.47	\$18.66	\$20.21
Customer Service Representative (General Calls)	\$17.98	\$19.43	\$21.30
Customer Service Representative (Specialized Calls)	\$25.88	\$27.96	\$30.67
Customer Service Representative Financial	\$17.61	\$19.13	\$21.12
Data Entry Operator	\$14.01	\$14.96	\$16.20
Data Entry Supervisor	\$23.86	\$25.63	\$27.93
Executive Assistant	\$31.81	\$34.96	\$39.07
Export/Import Clerk	\$18.58	\$19.95	\$21.75
File Clerk	\$15.10	\$16.13	\$17.47
Front Desk Receptionist	\$14.01	\$15.13	\$16.60
General Clerk	\$16.28	\$17.39	\$18.83
Help Desk Representative	\$23.59	\$25.78	\$28.63
Human Resources Assistant	\$19.18	\$20.60	\$22.45
Human Resources Clerk	\$19.18	\$20.60	\$22.45
Insurance Claims Clerk	\$16.53	\$17.66	\$19.12
Insurance Claims Processor	\$18.79	\$20.19	\$22.00
Insurance Customer Service Representative (Commercial)	\$21.53	\$23.26	\$25.51
Insurance Customer Service Representative (Personal)	\$17.77	\$19.19	\$21.05
Inventory Clerk	\$16.85	\$17.99	\$19.49
Inventory Control Clerk	\$16.85	\$17.99	\$19.49
Lead Data Entry Operator	\$17.89	\$19.22	\$20.95
Legal Secretary	\$25.92	\$28.32	\$31.45
Mailroom Clerk	\$14.72	\$15.63	\$16.82
Marketing Survey Worker	\$14.87	\$15.88	\$17.20
Medical Billing Clerk	\$18.33	\$19.69	\$21.46
Medical Receptionist	\$15.45	\$16.51	\$17.88
Medical Records Administrator	\$43.78	\$47.02	\$51.25
Medical Records Clerk	\$14.96	\$16.08	\$17.52
Medical Records Coding Technician	\$20.36	\$21.87	\$23.83
Medical Secretary	\$17.91	\$19.35	\$21.22
Medical Transcriptionist	\$17.14	\$18.41	\$20.06
Office Manager	\$25.54	\$27.91	\$30.99
Order Processing Clerk	\$17.65	\$18.85	\$20.41
Order Processing Supervisor	\$31.41	\$33.94	\$37.22
Payroll Clerk	\$21.39	\$22.98	\$25.04
Payroll Supervisor	\$31.02	\$33.70	\$37.20
Receptionist	\$15.49	\$16.64	\$18.14
Secretary	\$17.20	\$18.48	\$20.14
Telemarketing Representative	\$15.14	\$16.27	\$17.73
Word Processor	\$19.35	\$20.67	\$22.38

## Greater Richmond, VA

Job Title	Low	Mid	High
Accounting Clerk	\$16.69	\$17.82	\$19.30
Accounts Payable Clerk	\$17.35	\$18.32	\$19.59
Accounts Payable Supervisor	\$26.74	\$28.89	\$31.68
Accounts Receivable Clerk	\$17.83	\$18.83	\$20.13
Accounts Receivable Supervisor	\$24.22	\$26.16	\$28.69
Administrative Assistant	\$19.12	\$20.78	\$22.93
Administrative Assistant, CEO	\$31.13	\$34.02	\$37.78
Administrative Secretary	\$23.09	\$25.09	\$27.69
Assistant Buyer	\$18.34	\$19.70	\$21.47
Banking Loan Clerk	\$15.67	\$16.74	\$18.13
Banking Loan Processor	\$17.27	\$18.66	\$20.47
Banking Mortgage Clerk	\$16.42	\$17.74	\$19.46
Benefits Clerk	\$17.91	\$19.24	\$20.96
Bilingual Secretary	\$18.17	\$19.86	\$22.05
Billing Clerk	\$16.69	\$17.93	\$19.54
Bookkeeper	\$16.35	\$17.67	\$19.38
Call Center Representative (Complex Calls)	\$17.56	\$18.97	\$20.81
Call Center Representative (General Calls)	\$12.28	\$13.34	\$14.72
Call Center Representative (Specialized Calls)	\$14.51	\$15.58	\$16.98
Call Center Sales Representative	\$14.04	\$15.08	\$16.43
Call Center Supervisor	\$26.06	\$28.16	\$30.88
Cost Accounting Clerk	\$16.98	\$18.24	\$19.88
Credit & Collection Clerk	\$15.83	\$16.90	\$18.30
Customer Service Representative (General Calls)	\$16.30	\$17.61	\$19.31
Customer Service Representative (Specialized Calls)	\$23.36	\$25.24	\$27.68
Customer Service Representative Financial	\$15.97	\$17.35	\$19.15
Data Entry Operator	\$12.75	\$13.62	\$14.74
Data Entry Supervisor	\$21.50	\$23.10	\$25.17
Executive Assistant	\$28.42	\$31.24	\$34.91
Export/Import Clerk	\$16.80	\$18.05	\$19.67
File Clerk	\$13.73	\$14.67	\$15.89
Front Desk Receptionist	\$12.75	\$13.78	\$15.11
General Clerk	\$14.77	\$15.78	\$17.09
Help Desk Representative	\$21.18	\$23.14	\$25.70
Human Resources Assistant	\$17.36	\$18.65	\$20.33
Human Resources Clerk	\$17.36	\$18.65	\$20.33
Insurance Claims Clerk	\$15.00	\$16.02	\$17.35
Insurance Claims Processor	\$16.61	\$17.84	\$19.45
Insurance Customer Service Representative (Commercial)	\$19.81	\$21.40	\$23.47
Insurance Customer Service Representative (Personal)	\$16.40	\$17.72	\$19.43
Inventory Clerk	\$15.38	\$16.43	\$17.79
Inventory Control Clerk	\$15.38	\$16.43	\$17.79
Lead Data Entry Operator	\$16.21	\$17.42	\$18.98
Legal Secretary	\$23.14	\$25.29	\$28.09
Mailroom Clerk	\$13.38	\$14.21	\$15.29
Marketing Survey Worker	\$13.53	\$14.45	\$15.64
Medical Billing Clerk	\$16.59	\$17.82	\$19.42
Medical Receptionist	\$13.90	\$14.85	\$16.08
Medical Records Administrator	\$39.97	\$42.94	\$46.80
Medical Records Clerk	\$13.53	\$14.53	\$15.84
Medical Records Coding Technician	\$18.32	\$19.67	\$21.44
Medical Secretary	\$16.07	\$17.36	\$19.04
Medical Transcriptionist	\$15.54	\$16.70	\$18.20
Office Manager	\$23.05	\$25.19	\$27.98
Order Processing Clerk	\$16.01	\$17.10	\$18.52
Order Processing Supervisor	\$28.38	\$30.66	\$33.62
Payroll Clerk	\$19.29	\$20.73	\$22.59
Payroll Supervisor	\$28.02	\$30.44	\$33.60
Receptionist	\$14.08	\$15.13	\$16.48
Secretary	\$15.45	\$16.59	\$18.08
Telemarketing Representative	\$14.04	\$15.08	\$16.43
Word Processor	\$17.51	\$18.70	\$20.25

# Virginia

## Northern Virginia, VA

Job Title	Low	Mid	High
Accounting Clerk	\$18.68	\$19.95	\$21.60
Accounts Payable Clerk	\$19.43	\$20.52	\$21.93
Accounts Payable Supervisor	\$29.92	\$32.33	\$35.46
Accounts Receivable Clerk	\$19.97	\$21.09	\$22.55
Accounts Receivable Supervisor	\$27.58	\$29.79	\$32.68
Administrative Assistant	\$21.64	\$23.52	\$25.95
Administrative Assistant, CEO	\$35.21	\$38.48	\$42.74
Administrative Secretary	\$26.15	\$28.42	\$31.36
Assistant Buyer	\$20.56	\$22.09	\$24.07
Banking Loan Clerk	\$17.52	\$18.71	\$20.27
Banking Loan Processor	\$19.31	\$20.87	\$22.88
Banking Mortgage Clerk	\$18.34	\$19.82	\$21.73
Benefits Clerk	\$20.03	\$21.52	\$23.45
Bilingual Secretary	\$20.55	\$22.46	\$24.95
Billing Clerk	\$18.68	\$20.06	\$21.86
Bookkeeper	\$18.30	\$19.77	\$21.68
Call Center Representative (Complex Calls)	\$19.68	\$21.26	\$23.32
Call Center Representative (General Calls)	\$13.68	\$14.86	\$16.40
Call Center Representative (Specialized Calls)	\$16.20	\$17.40	\$18.97
Call Center Sales Representative	\$15.33	\$16.47	\$17.95
Call Center Supervisor	\$28.39	\$30.67	\$33.63
Cost Accounting Clerk	\$19.01	\$20.43	\$22.26
Credit & Collection Clerk	\$17.69	\$18.90	\$20.46
Customer Service Representative (General Calls)	\$18.21	\$19.67	\$21.57
Customer Service Representative (Specialized Calls)	\$26.18	\$28.29	\$31.02
Customer Service Representative Financial	\$17.83	\$19.37	\$21.38
Data Entry Operator	\$14.19	\$15.15	\$16.41
Data Entry Supervisor	\$24.14	\$25.93	\$28.26
Executive Assistant	\$32.14	\$35.34	\$39.48
Export/Import Clerk	\$18.81	\$20.20	\$22.02
File Clerk	\$15.30	\$16.34	\$17.69
Front Desk Receptionist	\$14.19	\$15.33	\$16.81
General Clerk	\$16.49	\$17.61	\$19.07
Help Desk Representative	\$23.86	\$26.08	\$28.96
Human Resources Assistant	\$19.41	\$20.86	\$22.73
Human Resources Clerk	\$19.41	\$20.86	\$22.73
Insurance Claims Clerk	\$16.74	\$17.88	\$19.36
Insurance Claims Processor	\$19.03	\$20.44	\$22.27
Insurance Customer Service Representative (Commercial)	\$21.79	\$23.54	\$25.81
Insurance Customer Service Representative (Personal)	\$17.99	\$19.43	\$21.31
Inventory Clerk	\$17.06	\$18.22	\$19.73
Inventory Control Clerk	\$17.06	\$18.22	\$19.73
Lead Data Entry Operator	\$18.12	\$19.46	\$21.21
Legal Secretary	\$26.21	\$28.65	\$31.81
Mailroom Clerk	\$14.91	\$15.83	\$17.03
Marketing Survey Worker	\$15.06	\$16.09	\$17.42
Medical Billing Clerk	\$18.56	\$19.94	\$21.73
Medical Receptionist	\$15.65	\$16.72	\$18.10
Medical Records Administrator	\$44.23	\$47.51	\$51.77
Medical Records Clerk	\$15.16	\$16.28	\$17.74
Medical Records Coding Technician	\$20.61	\$22.14	\$24.12
Medical Secretary	\$18.13	\$19.59	\$21.48
Medical Transcriptionist	\$17.35	\$18.64	\$20.31
Office Manager	\$25.83	\$28.23	\$31.35
Order Processing Clerk	\$17.87	\$19.09	\$20.67
Order Processing Supervisor	\$31.75	\$34.30	\$37.62
Payroll Clerk	\$21.65	\$23.26	\$25.35
Payroll Supervisor	\$31.35	\$34.06	\$37.59
Receptionist	\$15.69	\$16.85	\$18.37
Secretary	\$17.42	\$18.71	\$20.39
Telemarketing Representative	\$15.33	\$16.47	\$17.95
Word Processor	\$19.59	\$20.93	\$22.66

## Petersburg, VA

Job Title	Low	Mid	High
Accounting Clerk	\$16.60	\$17.73	\$19.20
Accounts Payable Clerk	\$17.27	\$18.23	\$19.49
Accounts Payable Supervisor	\$26.71	\$28.85	\$31.64
Accounts Receivable Clerk	\$17.75	\$18.74	\$20.04
Accounts Receivable Supervisor	\$24.19	\$26.13	\$28.66
Administrative Assistant	\$19.06	\$20.71	\$22.86
Administrative Assistant, CEO	\$31.10	\$33.99	\$37.75
Administrative Secretary	\$23.06	\$25.05	\$27.65
Assistant Buyer	\$18.27	\$19.63	\$21.39
Banking Loan Clerk	\$15.58	\$16.64	\$18.01
Banking Loan Processor	\$17.20	\$18.58	\$20.37
Banking Mortgage Clerk	\$16.33	\$17.65	\$19.35
Benefits Clerk	\$17.83	\$19.16	\$20.88
Bilingual Secretary	\$18.10	\$19.79	\$21.97
Billing Clerk	\$16.60	\$17.83	\$19.43
Bookkeeper	\$16.26	\$17.57	\$19.27
Call Center Representative (Complex Calls)	\$17.52	\$18.92	\$20.75
Call Center Representative (General Calls)	\$12.19	\$13.24	\$14.62
Call Center Representative (Specialized Calls)	\$14.43	\$15.50	\$16.89
Call Center Sales Representative	\$13.96	\$14.99	\$16.34
Call Center Supervisor	\$26.03	\$28.12	\$30.84
Cost Accounting Clerk	\$16.90	\$18.15	\$19.78
Credit & Collection Clerk	\$15.73	\$16.80	\$18.19
Customer Service Representative (General Calls)	\$16.21	\$17.51	\$19.21
Customer Service Representative (Specialized Calls)	\$23.33	\$25.20	\$27.64
Customer Service Representative Financial	\$15.88	\$17.25	\$19.04
Data Entry Operator	\$12.64	\$13.50	\$14.62
Data Entry Supervisor	\$21.47	\$23.06	\$25.13
Executive Assistant	\$28.39	\$31.21	\$34.87
Export/Import Clerk	\$16.71	\$17.96	\$19.57
File Clerk	\$13.63	\$14.56	\$15.77
Front Desk Receptionist	\$12.65	\$13.67	\$14.99
General Clerk	\$14.67	\$15.67	\$16.97
Help Desk Representative	\$21.15	\$23.11	\$25.66
Human Resources Assistant	\$17.29	\$18.57	\$20.23
Human Resources Clerk	\$17.29	\$18.57	\$20.23
Insurance Claims Clerk	\$14.90	\$15.91	\$17.23
Insurance Claims Processor	\$16.53	\$17.76	\$19.35
Insurance Customer Service Representative (Commercial)	\$19.76	\$21.35	\$23.41
Insurance Customer Service Representative (Personal)	\$16.32	\$17.63	\$19.33
Inventory Clerk	\$15.29	\$16.33	\$17.68
Inventory Control Clerk	\$15.29	\$16.33	\$17.68
Lead Data Entry Operator	\$16.12	\$17.32	\$18.87
Legal Secretary	\$23.11	\$25.26	\$28.05
Mailroom Clerk	\$13.28	\$14.10	\$15.17
Marketing Survey Worker	\$13.42	\$14.34	\$15.53
Medical Billing Clerk	\$16.50	\$17.72	\$19.31
Medical Receptionist	\$13.80	\$14.74	\$15.96
Medical Records Administrator	\$39.94	\$42.90	\$46.75
Medical Records Clerk	\$13.43	\$14.43	\$15.72
Medical Records Coding Technician	\$18.26	\$19.61	\$21.37
Medical Secretary	\$15.98	\$17.26	\$18.93
Medical Transcriptionist	\$15.45	\$16.60	\$18.09
Office Manager	\$23.02	\$25.16	\$27.94
Order Processing Clerk	\$15.92	\$17.00	\$18.41
Order Processing Supervisor	\$28.34	\$30.62	\$33.58
Payroll Clerk	\$19.24	\$20.66	\$22.52
Payroll Supervisor	\$27.99	\$30.41	\$33.56
Receptionist	\$13.98	\$15.02	\$16.37
Secretary	\$15.35	\$16.49	\$17.97
Telemarketing Representative	\$13.96	\$14.99	\$16.34
Word Processor	\$17.43	\$18.61	\$20.16

# Virginia

## Roanoke, VA

Job Title	Low	Mid	High
Accounting Clerk	\$15.22	\$16.25	\$17.60
Accounts Payable Clerk	\$15.83	\$16.71	\$17.87
Accounts Payable Supervisor	\$24.72	\$26.70	\$29.29
Accounts Receivable Clerk	\$16.27	\$17.18	\$18.37
Accounts Receivable Supervisor	\$22.08	\$23.85	\$26.16
Administrative Assistant	\$17.55	\$19.07	\$21.05
Administrative Assistant, CEO	\$28.93	\$31.61	\$35.11
Administrative Secretary	\$21.27	\$23.11	\$25.51
Assistant Buyer	\$16.74	\$17.99	\$19.60
Banking Loan Clerk	\$14.28	\$15.26	\$16.52
Banking Loan Processor	\$15.80	\$17.07	\$18.72
Banking Mortgage Clerk	\$15.01	\$16.21	\$17.78
Benefits Clerk	\$16.38	\$17.60	\$19.18
Bilingual Secretary	\$16.67	\$18.22	\$20.23
Billing Clerk	\$15.22	\$16.35	\$17.81
Bookkeeper	\$14.91	\$16.11	\$17.67
Call Center Representative (Complex Calls)	\$16.08	\$17.38	\$19.06
Call Center Representative (General Calls)	\$11.22	\$12.19	\$13.46
Call Center Representative (Specialized Calls)	\$13.26	\$14.24	\$15.52
Call Center Sales Representative	\$12.66	\$13.60	\$14.83
Call Center Supervisor	\$23.79	\$25.70	\$28.19
Cost Accounting Clerk	\$15.49	\$16.64	\$18.13
Credit & Collection Clerk	\$14.42	\$15.40	\$16.68
Customer Service Representative (General Calls)	\$14.90	\$16.09	\$17.65
Customer Service Representative (Specialized Calls)	\$21.47	\$23.20	\$25.44
Customer Service Representative Financial	\$14.59	\$15.85	\$17.50
Data Entry Operator	\$11.72	\$12.52	\$13.55
Data Entry Supervisor	\$19.80	\$21.27	\$23.18
Executive Assistant	\$26.35	\$28.96	\$32.36
Export/Import Clerk	\$15.32	\$16.46	\$17.94
File Clerk	\$12.55	\$13.41	\$14.52
Front Desk Receptionist	\$11.67	\$12.60	\$13.82
General Clerk	\$13.57	\$14.49	\$15.69
Help Desk Representative	\$19.08	\$20.85	\$23.15
Human Resources Assistant	\$15.88	\$17.06	\$18.59
Human Resources Clerk	\$15.88	\$17.06	\$18.59
Insurance Claims Clerk	\$13.77	\$14.71	\$15.93
Insurance Claims Processor	\$15.00	\$16.11	\$17.56
Insurance Customer Service Representative (Commercial)	\$17.86	\$19.29	\$21.16
Insurance Customer Service Representative (Personal)	\$14.75	\$15.94	\$17.48
Inventory Clerk	\$14.11	\$15.07	\$16.32
Inventory Control Clerk	\$14.11	\$15.07	\$16.32
Lead Data Entry Operator	\$14.89	\$15.99	\$17.43
Legal Secretary	\$21.33	\$23.31	\$25.88
Mailroom Clerk	\$12.30	\$13.06	\$14.05
Marketing Survey Worker	\$12.37	\$13.21	\$14.30
Medical Billing Clerk	\$15.12	\$16.25	\$17.70
Medical Receptionist	\$12.74	\$13.61	\$14.74
Medical Records Administrator	\$37.37	\$40.14	\$43.75
Medical Records Clerk	\$12.64	\$13.57	\$14.79
Medical Records Coding Technician	\$17.13	\$18.40	\$20.06
Medical Secretary	\$14.72	\$15.90	\$17.44
Medical Transcriptionist	\$14.61	\$15.69	\$17.10
Office Manager	\$21.23	\$23.20	\$25.76
Order Processing Clerk	\$14.63	\$15.62	\$16.92
Order Processing Supervisor	\$26.27	\$28.38	\$31.13
Payroll Clerk	\$17.63	\$18.93	\$20.63
Payroll Supervisor	\$25.94	\$28.18	\$31.10
Receptionist	\$12.87	\$13.82	\$15.06
Secretary	\$14.15	\$15.20	\$16.56
Telemarketing Representative	\$12.66	\$13.60	\$14.83
Word Processor	\$16.09	\$17.18	\$18.61

## Virginia Beach, VA

Job Title	Low	Mid	High
Accounting Clerk	\$15.79	\$16.87	\$18.27
Accounts Payable Clerk	\$16.44	\$17.36	\$18.56
Accounts Payable Supervisor	\$25.78	\$27.86	\$30.55
Accounts Receivable Clerk	\$16.91	\$17.86	\$19.09
Accounts Receivable Supervisor	\$23.28	\$25.15	\$27.58
Administrative Assistant	\$18.26	\$19.84	\$21.90
Administrative Assistant, CEO	\$30.24	\$33.05	\$36.70
Administrative Secretary	\$22.21	\$24.13	\$26.63
Assistant Buyer	\$17.43	\$18.72	\$20.40
Banking Loan Clerk	\$14.80	\$15.81	\$17.12
Banking Loan Processor	\$16.38	\$17.69	\$19.40
Banking Mortgage Clerk	\$15.53	\$16.78	\$18.40
Benefits Clerk	\$17.00	\$18.26	\$19.90
Bilingual Secretary	\$17.32	\$18.93	\$21.03
Billing Clerk	\$15.80	\$16.97	\$18.49
Bookkeeper	\$15.47	\$16.71	\$18.33
Call Center Representative (Complex Calls)	\$16.74	\$18.08	\$19.83
Call Center Representative (General Calls)	\$11.56	\$12.56	\$13.86
Call Center Representative (Specialized Calls)	\$13.71	\$14.73	\$16.05
Call Center Sales Representative	\$13.11	\$14.08	\$15.35
Call Center Supervisor	\$24.82	\$26.82	\$29.41
Cost Accounting Clerk	\$16.09	\$17.28	\$18.83
Credit & Collection Clerk	\$14.94	\$15.96	\$17.28
Customer Service Representative (General Calls)	\$15.41	\$16.65	\$18.26
Customer Service Representative (Specialized Calls)	\$22.40	\$24.20	\$26.54
Customer Service Representative Financial	\$15.09	\$16.40	\$18.10
Data Entry Operator	\$11.98	\$12.80	\$13.86
Data Entry Supervisor	\$20.57	\$22.10	\$24.08
Executive Assistant	\$27.53	\$30.27	\$33.82
Export/Import Clerk	\$15.91	\$17.09	\$18.62
File Clerk	\$12.92	\$13.80	\$14.94
Front Desk Receptionist	\$11.98	\$12.94	\$14.19
General Clerk	\$13.94	\$14.89	\$16.12
Help Desk Representative	\$20.09	\$21.95	\$24.38
Human Resources Assistant	\$16.46	\$17.68	\$19.27
Human Resources Clerk	\$16.46	\$17.68	\$19.27
Insurance Claims Clerk	\$14.16	\$15.12	\$16.37
Insurance Claims Processor	\$15.86	\$17.04	\$18.57
Insurance Customer Service Representative (Commercial)	\$18.62	\$20.12	\$22.07
Insurance Customer Service Representative (Personal)	\$15.30	\$16.53	\$18.13
Inventory Clerk	\$14.59	\$15.58	\$16.87
Inventory Control Clerk	\$14.59	\$15.58	\$16.87
Lead Data Entry Operator	\$15.34	\$16.48	\$17.96
Legal Secretary	\$22.26	\$24.33	\$27.02
Mailroom Clerk	\$12.59	\$13.38	\$14.39
Marketing Survey Worker	\$12.72	\$13.59	\$14.71
Medical Billing Clerk	\$15.70	\$16.86	\$18.38
Medical Receptionist	\$13.13	\$14.02	\$15.18
Medical Records Administrator	\$38.76	\$41.64	\$45.38
Medical Records Clerk	\$12.99	\$13.95	\$15.21
Medical Records Coding Technician	\$17.77	\$19.09	\$20.81
Medical Secretary	\$15.23	\$16.46	\$18.05
Medical Transcriptionist	\$14.74	\$15.83	\$17.25
Office Manager	\$22.13	\$24.18	\$26.86
Order Processing Clerk	\$15.12	\$16.15	\$17.49
Order Processing Supervisor	\$27.42	\$29.62	\$32.48
Payroll Clerk	\$18.37	\$19.74	\$21.51
Payroll Supervisor	\$27.06	\$29.41	\$32.46
Receptionist	\$13.26	\$14.24	\$15.52
Secretary	\$14.62	\$15.71	\$17.12
Telemarketing Representative	\$13.11	\$14.08	\$15.35
Word Processor	\$16.62	\$17.75	\$19.22

# Washington

## Kent/Federal Way, WA

Job Title	Low	Mid	High
Accounting Clerk	\$18.91	\$20.19	\$21.87
Accounts Payable Clerk	\$19.62	\$20.72	\$22.15
Accounts Payable Supervisor	\$29.48	\$31.85	\$34.93
Accounts Receivable Clerk	\$20.12	\$21.25	\$22.72
Accounts Receivable Supervisor	\$26.65	\$28.80	\$31.58
Administrative Assistant	\$21.61	\$23.48	\$25.92
Administrative Assistant, CEO	\$34.33	\$37.52	\$41.67
Administrative Secretary	\$25.84	\$28.08	\$30.98
Assistant Buyer	\$20.64	\$22.17	\$24.17
Banking Loan Clerk	\$17.82	\$19.04	\$20.61
Banking Loan Processor	\$19.57	\$21.14	\$23.19
Banking Mortgage Clerk	\$18.67	\$20.17	\$22.12
Benefits Clerk	\$20.25	\$21.75	\$23.70
Bilingual Secretary	\$20.60	\$22.51	\$25.00
Billing Clerk	\$18.90	\$20.30	\$22.12
Bookkeeper	\$18.54	\$20.03	\$21.97
Call Center Representative (Complex Calls)	\$19.73	\$21.32	\$23.38
Call Center Representative (General Calls)	\$14.07	\$15.29	\$16.88
Call Center Representative (Specialized Calls)	\$16.51	\$17.73	\$19.33
Call Center Sales Representative	\$15.93	\$17.11	\$18.65
Call Center Supervisor	\$28.63	\$30.93	\$33.93
Cost Accounting Clerk	\$19.21	\$20.64	\$22.49
Credit & Collection Clerk	\$17.99	\$19.21	\$20.80
Customer Service Representative (General Calls)	\$18.54	\$20.03	\$21.96
Customer Service Representative (Specialized Calls)	\$26.02	\$28.11	\$30.83
Customer Service Representative Financial	\$18.18	\$19.75	\$21.80
Data Entry Operator	\$14.66	\$15.66	\$16.96
Data Entry Supervisor	\$24.05	\$25.84	\$28.16
Executive Assistant	\$31.47	\$34.60	\$38.66
Export/Import Clerk	\$19.02	\$20.43	\$22.26
File Clerk	\$15.75	\$16.82	\$18.22
Front Desk Receptionist	\$14.66	\$15.84	\$17.37
General Clerk	\$16.89	\$18.04	\$19.54
Help Desk Representative	\$23.83	\$26.05	\$28.93
Human Resources Assistant	\$19.67	\$21.13	\$23.03
Human Resources Clerk	\$19.67	\$21.13	\$23.03
Insurance Claims Clerk	\$17.14	\$18.31	\$19.82
Insurance Claims Processor	\$18.75	\$20.14	\$21.95
Insurance Customer Service Representative (Commercial)	\$22.30	\$24.10	\$26.43
Insurance Customer Service Representative (Personal)	\$18.69	\$20.19	\$22.14
Inventory Clerk	\$17.66	\$18.86	\$20.42
Inventory Control Clerk	\$17.66	\$18.86	\$20.42
Lead Data Entry Operator	\$18.45	\$19.82	\$21.60
Legal Secretary	\$25.89	\$28.30	\$31.42
Mailroom Clerk	\$15.37	\$16.32	\$17.56
Marketing Survey Worker	\$15.52	\$16.58	\$17.95
Medical Billing Clerk	\$18.79	\$20.19	\$22.00
Medical Receptionist	\$16.01	\$17.10	\$18.52
Medical Records Administrator	\$45.27	\$48.63	\$52.99
Medical Records Clerk	\$15.97	\$17.16	\$18.70
Medical Records Coding Technician	\$21.25	\$22.83	\$24.88
Medical Secretary	\$18.38	\$19.85	\$21.77
Medical Transcriptionist	\$18.24	\$19.60	\$21.36
Office Manager	\$25.58	\$27.96	\$31.05
Order Processing Clerk	\$18.25	\$19.49	\$21.10
Order Processing Supervisor	\$31.19	\$33.70	\$36.96
Payroll Clerk	\$21.65	\$23.26	\$25.35
Payroll Supervisor	\$30.81	\$33.48	\$36.95
Receptionist	\$16.13	\$17.32	\$18.88
Secretary	\$17.70	\$19.02	\$20.73
Telemarketing Representative	\$15.93	\$17.11	\$18.65
Word Processor	\$19.83	\$21.18	\$22.94

# Wisconsin

## Appleton, WI

Job Title	Low	Mid	High
Accounting Clerk	\$16.15	\$17.25	\$18.68
Accounts Payable Clerk	\$16.78	\$17.72	\$18.95
Accounts Payable Supervisor	\$25.41	\$27.46	\$30.11
Accounts Receivable Clerk	\$17.23	\$18.20	\$19.46
Accounts Receivable Supervisor	\$23.13	\$24.99	\$27.40
Administrative Assistant	\$18.47	\$20.07	\$22.15
Administrative Assistant, CEO	\$29.98	\$32.76	\$36.38
Administrative Secretary	\$22.26	\$24.19	\$26.69
Assistant Buyer	\$17.72	\$19.03	\$20.74
Banking Loan Clerk	\$15.18	\$16.21	\$17.55
Banking Loan Processor	\$16.80	\$18.15	\$19.90
Banking Mortgage Clerk	\$15.98	\$17.27	\$18.94
Benefits Clerk	\$17.41	\$18.70	\$20.38
Bilingual Secretary	\$17.56	\$19.20	\$21.32
Billing Clerk	\$16.14	\$17.34	\$18.90
Bookkeeper	\$15.83	\$17.10	\$18.75
Call Center Representative (Complex Calls)	\$17.06	\$18.43	\$20.21
Call Center Representative (General Calls)	\$11.98	\$13.01	\$14.36
Call Center Representative (Specialized Calls)	\$14.12	\$15.17	\$16.53
Call Center Sales Representative	\$13.43	\$14.43	\$15.72
Call Center Supervisor	\$24.93	\$26.93	\$29.53
Cost Accounting Clerk	\$16.43	\$17.64	\$19.23
Credit & Collection Clerk	\$15.32	\$16.37	\$17.72
Customer Service Representative (General Calls)	\$15.87	\$17.14	\$18.80
Customer Service Representative (Specialized Calls)	\$22.64	\$24.46	\$26.82
Customer Service Representative Financial	\$15.55	\$16.89	\$18.64
Data Entry Operator	\$12.41	\$13.26	\$14.35
Data Entry Supervisor	\$20.80	\$22.35	\$24.36
Executive Assistant	\$27.35	\$30.07	\$33.60
Export/Import Clerk	\$16.25	\$17.46	\$19.03
File Clerk	\$13.40	\$14.31	\$15.50
Front Desk Receptionist	\$12.46	\$13.46	\$14.76
General Clerk	\$14.35	\$15.33	\$16.60
Help Desk Representative	\$19.63	\$21.45	\$23.83
Human Resources Assistant	\$16.89	\$18.14	\$19.77
Human Resources Clerk	\$16.89	\$18.14	\$19.77
Insurance Claims Clerk	\$14.57	\$15.56	\$16.85
Insurance Claims Processor	\$15.91	\$17.10	\$18.63
Insurance Customer Service Representative (Commercial)	\$18.96	\$20.48	\$22.46
Insurance Customer Service Representative (Personal)	\$15.73	\$16.99	\$18.64
Inventory Clerk	\$14.95	\$15.97	\$17.29
Inventory Control Clerk	\$14.95	\$15.97	\$17.29
Lead Data Entry Operator	\$15.73	\$16.90	\$18.42
Legal Secretary	\$22.31	\$24.38	\$27.08
Mailroom Clerk	\$13.02	\$13.83	\$14.88
Marketing Survey Worker	\$13.20	\$14.10	\$15.27
Medical Billing Clerk	\$16.05	\$17.24	\$18.79
Medical Receptionist	\$13.49	\$14.40	\$15.60
Medical Records Administrator	\$37.30	\$40.07	\$43.67
Medical Records Clerk	\$13.39	\$14.38	\$15.67
Medical Records Coding Technician	\$18.06	\$19.40	\$21.14
Medical Secretary	\$15.56	\$16.81	\$18.44
Medical Transcriptionist	\$15.71	\$16.88	\$18.39
Office Manager	\$21.94	\$23.98	\$26.63
Order Processing Clerk	\$15.59	\$16.66	\$18.04
Order Processing Supervisor	\$26.97	\$29.13	\$31.95
Payroll Clerk	\$18.63	\$20.01	\$21.81
Payroll Supervisor	\$26.63	\$28.93	\$31.93
Receptionist	\$13.73	\$14.75	\$16.07
Secretary	\$14.97	\$16.08	\$17.52
Telemarketing Representative	\$13.43	\$14.43	\$15.72
Word Processor	\$16.97	\$18.13	\$19.63

# Wisconsin

## Green Bay, WI

Job Title	Low	Mid	High
Accounting Clerk	\$16.30	\$17.41	\$18.85
Accounts Payable Clerk	\$16.93	\$17.88	\$19.11
Accounts Payable Supervisor	\$25.91	\$27.99	\$30.70
Accounts Receivable Clerk	\$17.38	\$18.35	\$19.62
Accounts Receivable Supervisor	\$22.79	\$24.62	\$27.00
Administrative Assistant	\$18.59	\$20.20	\$22.29
Administrative Assistant, CEO	\$30.19	\$33.00	\$36.65
Administrative Secretary	\$22.37	\$24.31	\$26.83
Assistant Buyer	\$17.85	\$19.17	\$20.89
Banking Loan Clerk	\$15.34	\$16.38	\$17.74
Banking Loan Processor	\$16.96	\$18.32	\$20.09
Banking Mortgage Clerk	\$16.15	\$17.45	\$19.13
Benefits Clerk	\$17.56	\$18.86	\$20.56
Bilingual Secretary	\$17.69	\$19.33	\$21.47
Billing Clerk	\$16.29	\$17.50	\$19.07
Bookkeeper	\$15.98	\$17.26	\$18.93
Call Center Representative (Complex Calls)	\$17.17	\$18.55	\$20.34
Call Center Representative (General Calls)	\$12.14	\$13.19	\$14.56
Call Center Representative (Specialized Calls)	\$14.28	\$15.34	\$16.71
Call Center Sales Representative	\$13.68	\$14.69	\$16.01
Call Center Supervisor	\$24.94	\$26.94	\$29.55
Cost Accounting Clerk	\$16.57	\$17.80	\$19.40
Credit & Collection Clerk	\$15.48	\$16.54	\$17.91
Customer Service Representative (General Calls)	\$16.04	\$17.32	\$19.00
Customer Service Representative (Specialized Calls)	\$22.78	\$24.61	\$26.99
Customer Service Representative Financial	\$15.72	\$17.08	\$18.85
Data Entry Operator	\$12.58	\$13.43	\$14.55
Data Entry Supervisor	\$20.86	\$22.41	\$24.42
Executive Assistant	\$27.55	\$30.28	\$33.84
Export/Import Clerk	\$16.40	\$17.62	\$19.20
File Clerk	\$13.59	\$14.51	\$15.72
Front Desk Receptionist	\$12.65	\$13.67	\$14.99
General Clerk	\$14.50	\$15.49	\$16.77
Help Desk Representative	\$19.81	\$21.65	\$24.04
Human Resources Assistant	\$17.05	\$18.31	\$19.96
Human Resources Clerk	\$17.05	\$18.31	\$19.96
Insurance Claims Clerk	\$14.72	\$15.72	\$17.02
Insurance Claims Processor	\$15.69	\$16.85	\$18.37
Insurance Customer Service Representative (Commercial)	\$19.10	\$20.64	\$22.63
Insurance Customer Service Representative (Personal)	\$15.91	\$17.19	\$18.85
Inventory Clerk	\$15.16	\$16.19	\$17.54
Inventory Control Clerk	\$15.16	\$16.19	\$17.54
Lead Data Entry Operator	\$15.87	\$17.05	\$18.58
Legal Secretary	\$22.43	\$24.51	\$27.22
Mailroom Clerk	\$13.18	\$14.00	\$15.06
Marketing Survey Worker	\$13.39	\$14.30	\$15.49
Medical Billing Clerk	\$16.20	\$17.40	\$18.96
Medical Receptionist	\$13.66	\$14.59	\$15.80
Medical Records Administrator	\$38.27	\$41.11	\$44.80
Medical Records Clerk	\$13.63	\$14.64	\$15.96
Medical Records Coding Technician	\$18.27	\$19.62	\$21.39
Medical Secretary	\$15.71	\$16.98	\$18.62
Medical Transcriptionist	\$15.68	\$16.85	\$18.36
Office Manager	\$22.34	\$24.42	\$27.11
Order Processing Clerk	\$15.77	\$16.84	\$18.24
Order Processing Supervisor	\$27.50	\$29.71	\$32.59
Payroll Clerk	\$18.75	\$20.14	\$21.95
Payroll Supervisor	\$27.16	\$29.51	\$32.57
Receptionist	\$13.92	\$14.95	\$16.29
Secretary	\$15.13	\$16.25	\$17.71
Telemarketing Representative	\$13.68	\$14.69	\$16.01
Word Processor	\$17.09	\$18.26	\$19.77

## Milwaukee, WI

Job Title	Low	Mid	High
Accounting Clerk	\$17.08	\$18.24	\$19.75
Accounts Payable Clerk	\$17.74	\$18.74	\$20.03
Accounts Payable Supervisor	\$27.19	\$29.37	\$32.21
Accounts Receivable Clerk	\$18.22	\$19.24	\$20.57
Accounts Receivable Supervisor	\$24.56	\$26.53	\$29.09
Administrative Assistant	\$19.55	\$21.24	\$23.44
Administrative Assistant, CEO	\$31.68	\$34.63	\$38.45
Administrative Secretary	\$23.54	\$25.57	\$28.22
Assistant Buyer	\$18.72	\$20.11	\$21.92
Banking Loan Clerk	\$16.06	\$17.15	\$18.57
Banking Loan Processor	\$17.80	\$19.23	\$21.09
Banking Mortgage Clerk	\$16.94	\$18.30	\$20.07
Benefits Clerk	\$18.44	\$19.80	\$21.58
Bilingual Secretary	\$18.59	\$20.32	\$22.57
Billing Clerk	\$17.07	\$18.34	\$19.99
Bookkeeper	\$16.74	\$18.08	\$19.83
Call Center Representative (Complex Calls)	\$18.04	\$19.49	\$21.38
Call Center Representative (General Calls)	\$12.71	\$13.81	\$15.24
Call Center Representative (Specialized Calls)	\$14.97	\$16.08	\$17.53
Call Center Sales Representative	\$14.35	\$15.41	\$16.80
Call Center Supervisor	\$26.35	\$28.47	\$31.22
Cost Accounting Clerk	\$17.37	\$18.66	\$20.33
Credit & Collection Clerk	\$16.21	\$17.32	\$18.75
Customer Service Representative (General Calls)	\$16.82	\$18.17	\$19.93
Customer Service Representative (Specialized Calls)	\$23.94	\$25.86	\$28.36
Customer Service Representative Financial	\$16.48	\$17.91	\$19.76
Data Entry Operator	\$13.17	\$14.07	\$15.23
Data Entry Supervisor	\$21.99	\$23.62	\$25.74
Executive Assistant	\$28.92	\$31.79	\$35.53
Export/Import Clerk	\$17.19	\$18.46	\$20.12
File Clerk	\$14.22	\$15.18	\$16.44
Front Desk Receptionist	\$13.22	\$14.28	\$15.66
General Clerk	\$15.22	\$16.26	\$17.61
Help Desk Representative	\$20.90	\$22.84	\$25.36
Human Resources Assistant	\$17.89	\$19.22	\$20.94
Human Resources Clerk	\$17.89	\$19.22	\$20.94
Insurance Claims Clerk	\$15.45	\$16.50	\$17.87
Insurance Claims Processor	\$16.88	\$18.14	\$19.76
Insurance Customer Service Representative (Commercial)	\$20.20	\$21.82	\$23.93
Insurance Customer Service Representative (Personal)	\$16.79	\$18.14	\$19.90
Inventory Clerk	\$15.84	\$16.92	\$18.32
Inventory Control Clerk	\$15.84	\$16.92	\$18.32
Lead Data Entry Operator	\$16.68	\$17.91	\$19.52
Legal Secretary	\$23.59	\$25.78	\$28.63
Mailroom Clerk	\$13.81	\$14.67	\$15.79
Marketing Survey Worker	\$14.00	\$14.96	\$16.20
Medical Billing Clerk	\$16.97	\$18.23	\$19.87
Medical Receptionist	\$14.31	\$15.29	\$16.55
Medical Records Administrator	\$40.62	\$43.63	\$47.55
Medical Records Clerk	\$14.24	\$15.29	\$16.66
Medical Records Coding Technician	\$19.15	\$20.57	\$22.41
Medical Secretary	\$16.50	\$17.82	\$19.55
Medical Transcriptionist	\$16.22	\$17.42	\$18.99
Office Manager	\$23.47	\$25.65	\$28.49
Order Processing Clerk	\$16.53	\$17.66	\$19.12
Order Processing Supervisor	\$28.85	\$31.17	\$34.18
Payroll Clerk	\$19.68	\$21.14	\$23.03
Payroll Supervisor	\$28.49	\$30.95	\$34.16
Receptionist	\$14.57	\$15.65	\$17.05
Secretary	\$15.87	\$17.05	\$18.58
Telemarketing Representative	\$14.35	\$15.41	\$16.80
Word Processor	\$17.98	\$19.20	\$20.79



1.877.922.2468  
[www.randstadstaffing.com](http://www.randstadstaffing.com)



Staffing | Professionals | HR Solutions | Inhouse Services