



CompGeo Online Professional Salary and Compensation Planning Library
 Career Long Range First Forecast Series For **Clerical/Secretarial** Occupation Group

Region: Mid Atlantic

State: Maryland

Salary Survey Area: Baltimore

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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Billing, Posting, and Calculating Machine Operators
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 40,266 | 41,232 | 42,140 | 43,572 | - 45,304 | - 46,392 | 40,623 - 45,705 |
| | | | 47,412 | 49,024 | | | 41,598 - 46,802 |
| | | | | | | | 42,512 - 47,832 |
| | | | | | | | 43,958 - 49,458 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 42,785 | 43,164 | 43,812 | 44,200 | 44,776 | 45,172 | 46,298 | 46,708 |
| Fringe | 14,975 | 15,107 | 15,334 | 15,470 | 15,672 | 15,810 | 16,204 | 16,348 |
| Total | 57,760 | 58,271 | 59,146 | 59,670 | 60,448 | 60,982 | 62,502 | 63,056 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 35,652 | 39,216 | 42,780 | 46,344 | 49,908 | 01/2023 | 35,652 | 40,404 | 45,156 | 49,908 |
| 01/2024 | 36,504 | 40,158 | 43,812 | 47,466 | 51,120 | 01/2024 | 36,504 | 41,376 | 46,248 | 51,120 |
| 01/2025 | 37,308 | 41,040 | 44,772 | 48,504 | 52,236 | 01/2025 | 37,308 | 42,284 | 47,260 | 52,236 |
| 01/2026 | 38,580 | 42,438 | 46,296 | 50,154 | 54,012 | 01/2026 | 38,580 | 43,724 | 48,868 | 54,012 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Clerical and Administrative Support Workers, All Other

Industry/Sector: All

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 48,390 | - | 54,444 | 46,764 | - | 52,616 |
| 07/2024: | 49,551 | - | 55,751 | 47,887 | - | 53,879 |
| 07/2025: | 50,641 | - | 56,977 | 48,940 | - | 55,064 |
| 07/2026: | 52,263 | - | 58,915 | 50,604 | - | 56,936 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 51,417 | 49,690 | 52,651 | 50,883 | 55,809 | 52,002 | 55,639 | 53,770 |
| Fringe | 17,996 | 17,392 | 18,428 | 17,809 | 18,833 | 18,201 | 19,474 | 18,820 |
| Total | 69,413 | 67,082 | 71,079 | 68,692 | 72,642 | 70,203 | 75,113 | 72,590 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 42,852 | 47,136 | 51,420 | 55,704 | 59,988 | 01/2023 | 42,852 | 48,564 | 54,276 | 59,988 |
| 01/2024 | 43,884 | 48,270 | 52,656 | 57,042 | 61,428 | 01/2024 | 43,884 | 49,732 | 55,580 | 61,428 |
| 01/2025 | 44,844 | 49,332 | 53,820 | 58,308 | 62,796 | 01/2025 | 44,844 | 50,828 | 56,812 | 62,796 |
| 01/2026 | 46,368 | 51,006 | 55,644 | 60,282 | 64,920 | 01/2026 | 46,368 | 52,552 | 58,736 | 64,920 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Correspondence Clerk
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 45,853 | 46,953 | 47,987 | 49,019 | - 51,591 | - 52,829 | - 53,991 |
| | 47,043 | 48,172 | 49,232 | 50,906 | | | 52,929 |
| | | | | | | | 54,200 |
| | | | | | | | 55,392 |
| | | | | | | | 57,276 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 48,722 | 49,986 | 49,851 | 51,186 | 50,589 | 52,312 | 52,723 | 54,091 |
| Fringe | 17,053 | 17,495 | 17,462 | 17,915 | 17,846 | 18,309 | 18,453 | 18,932 |
| Total | 65,775 | 67,481 | 67,353 | 69,101 | 68,835 | 70,621 | 71,176 | 73,023 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 40,596 | 44,658 | 48,720 | 52,782 | 56,844 | 01/2023 | 40,596 | 46,012 | 51,428 | 56,844 |
| 01/2024 | 41,568 | 45,726 | 49,884 | 54,042 | 58,200 | 01/2024 | 41,568 | 47,112 | 52,656 | 58,200 |
| 01/2025 | 42,480 | 46,728 | 50,976 | 55,224 | 59,472 | 01/2025 | 42,480 | 48,144 | 53,808 | 59,472 |
| 01/2026 | 43,920 | 48,312 | 52,704 | 57,096 | 61,488 | 01/2026 | 43,920 | 49,776 | 55,632 | 61,488 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Couriers and Messengers
Industry/Sector: All

| | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|----------|--------------------|----------------------|----------------------|
| 07/2023 | 36,381 - 40,933 | | 35,669 - 40,133 |
| 07/2024: | 37,254 - 41,916 | | 36,526 - 41,096 |
| 07/2025: | 38,074 - 42,838 | | 37,330 - 42,000 |
| 07/2026: | 39,209 - 44,295 | | 38,599 - 43,429 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 38,657 | 37,901 | 39,585 | 38,811 | 40,456 | 39,665 | 41,832 | 41,014 |
| Fringe | 13,530 | 13,265 | 13,855 | 13,584 | 14,160 | 13,883 | 14,641 | 14,355 |
| Total | 52,187 | 51,166 | 53,440 | 52,395 | 54,616 | 53,548 | 56,473 | 55,369 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 32,208 | 35,430 | 38,652 | 41,874 | 45,096 | 01/2023 | 32,208 | 36,504 | 40,800 | 45,096 |
| 01/2024 | 32,976 | 36,276 | 39,576 | 42,876 | 46,176 | 01/2024 | 32,976 | 37,376 | 41,776 | 46,176 |
| 01/2025 | 33,708 | 37,080 | 40,452 | 43,824 | 47,196 | 01/2025 | 33,708 | 38,204 | 42,700 | 47,196 |
| 01/2026 | 34,860 | 38,346 | 41,832 | 45,318 | 48,804 | 01/2026 | 34,860 | 39,508 | 44,156 | 48,804 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Duplicating Machine Operators
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 40,107 | 41,070 | 41,973 | 43,100 | - 45,125 | - 46,208 | 40,782 - 45,884 |
| | | | | | - 46,208 | - 47,225 | 41,760 - 46,986 |
| | | | | | - 46,830 | - 47,850 | 42,679 - 48,019 |
| | | | | | | | 44,130 - 49,652 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 42,616 | 43,353 | 43,659 | 44,373 | 44,599 | 45,349 | 46,115 | 46,891 |
| Fringe | 14,916 | 15,167 | 15,274 | 15,531 | 15,610 | 15,872 | 16,140 | 16,412 |
| Total | 57,532 | 58,500 | 58,933 | 59,904 | 60,209 | 61,221 | 62,255 | 63,303 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 35,508 | 39,060 | 42,612 | 46,164 | 49,716 | 01/2023 | 35,508 | 40,244 | 44,980 | 49,716 |
| 01/2024 | 36,360 | 39,996 | 43,632 | 47,268 | 50,904 | 01/2024 | 36,360 | 41,208 | 46,056 | 50,904 |
| 01/2025 | 37,164 | 40,878 | 44,592 | 48,306 | 52,020 | 01/2025 | 37,164 | 42,116 | 47,068 | 52,020 |
| 01/2026 | 38,424 | 42,264 | 46,104 | 49,944 | 53,784 | 01/2026 | 38,424 | 43,544 | 48,664 | 53,784 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: File Clerks
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 33,051 | 33,845 | 34,589 | 35,765 | - 37,187 | - 38,079 | 33,606 - 37,812 |
| | | | | | | | 34,413 - 38,719 |
| | | | | | | | 35,170 - 39,570 |
| | | | | | | | 36,366 - 40,916 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 35,119 | 35,709 | 35,962 | 36,566 | 36,755 | 37,370 | 38,003 | 38,641 |
| Fringe | 12,292 | 12,498 | 12,587 | 12,798 | 12,864 | 13,080 | 13,301 | 13,524 |
| Total | 47,411 | 48,207 | 48,549 | 49,364 | 49,617 | 50,450 | 51,304 | 52,165 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 29,268 | 32,196 | 35,124 | 38,052 | 40,980 | 01/2023 | 29,268 | 33,172 | 37,076 | 40,980 |
| 01/2024 | 29,964 | 32,964 | 35,964 | 38,964 | 41,964 | 01/2024 | 29,964 | 33,964 | 37,964 | 41,964 |
| 01/2025 | 30,624 | 33,690 | 36,756 | 39,822 | 42,888 | 01/2025 | 30,624 | 34,712 | 38,800 | 42,888 |
| 01/2026 | 31,668 | 34,836 | 38,004 | 41,172 | 44,340 | 01/2026 | 31,668 | 35,892 | 40,116 | 44,340 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: General Office Clerks
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 40,226 | 41,192 | 42,098 | 43,750 | - 45,260 | - 46,346 | 38,997 - 43,877 |
| | | | | | | | 39,933 - 44,929 |
| | | | | | | | 40,811 - 45,917 |
| | | | | | | | 42,198 - 47,478 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 42,743 | 41,457 | 43,769 | 42,431 | 44,732 | 43,364 | 46,253 | 44,838 |
| Fringe | 14,960 | 14,503 | 15,319 | 14,851 | 15,656 | 15,177 | 16,189 | 15,693 |
| Total | 57,703 | 55,940 | 59,088 | 57,282 | 60,388 | 58,541 | 62,442 | 60,531 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 35,616 | 39,180 | 42,744 | 46,308 | 49,872 | 01/2023 | 35,616 | 40,368 | 45,120 | 49,872 |
| 01/2024 | 36,468 | 40,116 | 43,764 | 47,412 | 51,060 | 01/2024 | 36,468 | 41,332 | 46,196 | 51,060 |
| 01/2025 | 37,272 | 40,998 | 44,724 | 48,450 | 52,176 | 01/2025 | 37,272 | 42,240 | 47,208 | 52,176 |
| 01/2026 | 38,544 | 42,396 | 46,248 | 50,100 | 53,952 | 01/2026 | 38,544 | 43,680 | 48,816 | 53,952 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Interviewing Clerks, Except Personnel/Social Welfare
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 35,827 | 36,687 | 37,494 | 38,769 | - 40,309 | - 41,277 | 35,034 - 39,418 |
| | | | | | | | 35,875 - 40,363 |
| | | | | | | | 36,664 - 41,252 |
| | | | | | | | 37,911 - 42,655 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 38,068 | 37,226 | 38,982 | 38,119 | 39,840 | 38,958 | 41,195 | 40,283 |
| Fringe | 13,324 | 13,029 | 13,644 | 13,342 | 13,944 | 13,635 | 14,418 | 14,099 |
| Total | 51,392 | 50,255 | 52,626 | 51,461 | 53,784 | 52,593 | 55,613 | 54,382 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 31,716 | 34,890 | 38,064 | 41,238 | 44,412 | 01/2023 | 31,716 | 35,948 | 40,180 | 44,412 |
| 01/2024 | 32,484 | 35,730 | 38,976 | 42,222 | 45,468 | 01/2024 | 32,484 | 36,812 | 41,140 | 45,468 |
| 01/2025 | 33,192 | 36,510 | 39,828 | 43,146 | 46,464 | 01/2025 | 33,192 | 37,616 | 42,040 | 46,464 |
| 01/2026 | 34,320 | 37,752 | 41,184 | 44,616 | 48,048 | 01/2026 | 34,320 | 38,896 | 43,472 | 48,048 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Investigators/Adustors - Clerical, Non Insurance

Industry/Sector: All

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 43,118 | - | 48,514 | 44,982 | - | 50,610 |
| 07/2024: | 44,154 | - | 49,678 | 46,061 | - | 51,825 |
| 07/2025: | 45,125 | - | 50,771 | 47,075 | - | 52,965 |
| 07/2026: | 46,059 | - | 52,497 | 48,676 | - | 54,766 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 Forecast Series 2: 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 45,816 | 47,796 | 46,918 | 48,943 | 47,948 | 50,020 | 49,578 | 51,721 |
| Fringe | 16,036 | 16,729 | 16,421 | 17,130 | 16,782 | 17,507 | 17,352 | 18,102 |
| Total | 61,852 | 64,525 | 63,337 | 66,073 | 64,730 | 67,527 | 66,930 | 69,823 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 38,184 | 42,000 | 45,816 | 49,632 | 53,448 | 01/2023 | 38,184 | 43,272 | 48,360 | 53,448 |
| 01/2024 | 39,096 | 43,008 | 46,920 | 50,832 | 54,744 | 01/2024 | 39,096 | 44,312 | 49,528 | 54,744 |
| 01/2025 | 39,960 | 43,956 | 47,952 | 51,948 | 55,944 | 01/2025 | 39,960 | 45,288 | 50,616 | 55,944 |
| 01/2026 | 41,316 | 45,450 | 49,584 | 53,718 | 57,852 | 01/2026 | 41,316 | 46,828 | 52,340 | 57,852 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Mail Clerks, Except Machine Operators/Postal Service
Industry/Sector: All

| | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|----------|--------------------|----------------------|----------------------|
| 07/2023 | 34,718 - 39,062 | | 33,330 - 37,500 |
| 07/2024: | 35,551 - 39,999 | | 34,130 - 38,400 |
| 07/2025: | 36,323 - 40,879 | | 34,881 - 39,245 |
| 07/2026: | 37,509 - 42,269 | | 36,067 - 40,579 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 36,890 | 33,415 | 37,775 | 36,265 | 38,506 | 37,063 | 39,919 | 38,323 |
| Fringe | 12,912 | 12,395 | 13,221 | 12,693 | 13,512 | 12,972 | 13,972 | 13,413 |
| Total | 49,802 | 47,810 | 50,996 | 48,958 | 52,118 | 50,035 | 53,891 | 51,736 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 30,744 | 33,816 | 36,888 | 39,960 | 43,032 | 01/2023 | 30,744 | 34,840 | 38,936 | 43,032 |
| 01/2024 | 31,476 | 34,626 | 37,776 | 40,926 | 44,076 | 01/2024 | 31,476 | 35,676 | 39,876 | 44,076 |
| 01/2025 | 32,172 | 35,388 | 38,604 | 41,820 | 45,036 | 01/2025 | 32,172 | 36,460 | 40,748 | 45,036 |
| 01/2026 | 33,264 | 36,588 | 39,912 | 43,236 | 46,560 | 01/2026 | 33,264 | 37,696 | 42,128 | 46,560 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Mail Machine Operators, Preparation and Handling
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 30,199 | 30,923 | 31,604 | 32,279 | - 33,977 | - 29,341 | 26,077 |
| | | | | | - 34,793 | - 30,045 | 26,703 |
| | | | | | - 35,558 | - 30,705 | 27,291 |
| | | | | | - 36,767 | - 31,749 | 28,219 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 32,088 | 27,709 | 32,856 | 28,374 | 33,581 | 28,998 | 34,723 | 29,984 |
| Fringe | 11,231 | 9,698 | 11,500 | 9,931 | 11,753 | 10,149 | 12,153 | 10,494 |
| Total | 43,319 | 37,407 | 44,356 | 38,305 | 45,334 | 39,147 | 46,876 | 40,478 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 26,736 | 29,412 | 32,088 | 34,764 | 37,440 | 01/2023 | 26,736 | 30,304 | 33,872 | 37,440 |
| 01/2024 | 27,384 | 30,120 | 32,856 | 35,592 | 38,328 | 01/2024 | 27,384 | 31,032 | 34,680 | 38,328 |
| 01/2025 | 27,984 | 30,780 | 33,576 | 36,372 | 39,168 | 01/2025 | 27,984 | 31,712 | 35,440 | 39,168 |
| 01/2026 | 28,932 | 31,824 | 34,716 | 37,608 | 40,500 | 01/2026 | 28,932 | 32,788 | 36,644 | 40,500 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Municipal Clerks
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 43,554 | 44,600 | 45,581 | 47,151 | - 49,004 | - 50,180 | 41,416 - 46,598 |
| | | | | | | | 42,410 - 47,716 |
| | | | | | | | 43,342 - 48,766 |
| | | | | | | | 44,816 - 50,424 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 46,279 | 44,007 | 47,356 | 45,063 | 48,435 | 46,054 | 50,080 | 47,620 |
| Fringe | 16,198 | 15,402 | 16,587 | 15,772 | 16,952 | 16,119 | 17,528 | 16,667 |
| Total | 62,477 | 59,409 | 63,977 | 60,835 | 65,385 | 62,173 | 67,608 | 64,287 |

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Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 38,568 | 42,426 | 46,284 | 50,142 | 54,000 | 01/2023 | 38,568 | 43,712 | 48,856 | 54,000 |
| 01/2024 | 39,504 | 43,452 | 47,400 | 51,348 | 55,296 | 01/2024 | 39,504 | 44,768 | 50,032 | 55,296 |
| 01/2025 | 40,368 | 44,406 | 48,444 | 52,482 | 56,520 | 01/2025 | 40,368 | 45,752 | 51,136 | 56,520 |
| 01/2026 | 41,736 | 45,912 | 50,088 | 54,264 | 58,440 | 01/2026 | 41,736 | 47,304 | 52,872 | 58,440 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Office Machine Operators, All Others NEC Combined
Industry/Sector: All

| | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|----------|--------------------|----------------------|----------------------|
| 07/2023 | 44,308 - 49,852 | | 42,365 - 47,665 |
| 07/2024: | 45,371 - 51,049 | | 43,381 - 48,809 |
| 07/2025: | 46,370 - 52,172 | | 44,335 - 49,883 |
| 07/2026: | 47,846 - 53,946 | | 45,843 - 51,579 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 47,080 | 43,015 | 48,216 | 46,095 | 49,271 | 47,109 | 50,946 | 48,711 |
| Fringe | 16,478 | 15,755 | 16,874 | 16,133 | 17,245 | 16,488 | 17,831 | 17,049 |
| Total | 63,558 | 60,770 | 65,084 | 62,228 | 66,516 | 63,597 | 68,777 | 65,760 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 39,228 | 43,152 | 47,076 | 51,000 | 54,924 | 01/2023 | 39,228 | 44,460 | 49,692 | 54,924 |
| 01/2024 | 40,164 | 44,184 | 48,204 | 52,224 | 56,244 | 01/2024 | 40,164 | 45,524 | 50,884 | 56,244 |
| 01/2025 | 41,052 | 45,156 | 49,260 | 53,364 | 57,468 | 01/2025 | 41,052 | 46,524 | 51,996 | 57,468 |
| 01/2026 | 42,444 | 46,692 | 50,940 | 55,188 | 59,436 | 01/2026 | 42,444 | 48,108 | 53,772 | 59,436 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Order Clerks, Materials, Merchandise, and Service
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 44,031 | 45,088 | 46,080 | 47,047 | - 49,541 | - 50,730 | 41,137 - 46,285 |
| | | | | | | | 42,125 - 47,395 |
| | | | | | | | 43,052 - 48,438 |
| | | | | | | | 44,515 - 50,085 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 46,786 | 43,711 | 47,969 | 44,760 | 48,563 | 43,745 | 50,628 | 47,300 |
| Fringe | 16,375 | 15,299 | 16,768 | 15,666 | 17,137 | 16,011 | 17,720 | 16,555 |
| Total | 63,161 | 59,010 | 64,677 | 60,426 | 66,100 | 61,756 | 68,348 | 63,855 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 38,988 | 42,888 | 46,788 | 50,688 | 54,588 | 01/2023 | 38,988 | 44,188 | 49,388 | 54,588 |
| 01/2024 | 39,924 | 43,920 | 47,916 | 51,912 | 55,908 | 01/2024 | 39,924 | 45,252 | 50,580 | 55,908 |
| 01/2025 | 40,812 | 44,892 | 48,972 | 53,052 | 57,132 | 01/2025 | 40,812 | 46,252 | 51,692 | 57,132 |
| 01/2026 | 42,204 | 46,422 | 50,640 | 54,858 | 59,076 | 01/2026 | 42,204 | 47,828 | 53,452 | 59,076 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Production, Planning, and Expediting Clerks
Industry/Sector: All

| | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|----------|--------------------|----------------------|----------------------|
| 07/2023 | 56,276 - 63,318 | | 55,008 - 61,890 |
| 07/2024: | 57,627 - 64,837 | | 56,328 - 63,376 |
| 07/2025: | 58,894 - 66,264 | | 57,567 - 64,771 |
| 07/2026: | 60,897 - 68,517 | | 59,525 - 66,973 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 59,797 | 58,449 | 61,252 | 59,852 | 62,579 | 61,169 | 64,707 | 63,249 |
| Fringe | 20,929 | 20,457 | 21,431 | 20,948 | 21,903 | 21,409 | 22,647 | 22,137 |
| Total | 80,716 | 78,906 | 82,663 | 80,800 | 84,482 | 82,578 | 87,354 | 85,386 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint (1st Quartile) | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|-------------------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 49,824 | 54,810 | 59,796 | 69,768 | 01/2023 | 49,824 | 56,472 | 63,120 | 69,768 |
| 01/2024 | 51,024 | 56,130 | 61,236 | 71,448 | 01/2024 | 51,024 | 57,832 | 64,640 | 71,448 |
| 01/2025 | 52,152 | 57,366 | 62,580 | 73,008 | 01/2025 | 52,152 | 59,104 | 66,056 | 73,008 |
| 01/2026 | 53,916 | 59,310 | 64,704 | 75,492 | 01/2026 | 53,916 | 61,108 | 68,300 | 75,492 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Receptionists and Information Clerks

Industry/Sector: All

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 34,875 | - | 39,239 | 33,845 | - | 38,081 |
| 07/2024: | 35,712 | - | 40,180 | 34,658 | - | 38,994 |
| 07/2025: | 36,498 | - | 41,064 | 35,420 | - | 39,852 |
| 07/2026: | 37,339 | - | 42,461 | 36,625 | - | 41,207 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 37,057 | 33,963 | 37,948 | 36,826 | 38,781 | 37,656 | 40,100 | 38,916 |
| Fringe | 12,970 | 12,587 | 13,281 | 12,889 | 13,573 | 13,173 | 14,035 | 13,621 |
| Total | 50,027 | 48,550 | 51,227 | 49,715 | 52,354 | 50,809 | 54,135 | 52,537 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 30,876 | 33,966 | 37,056 | 40,146 | 43,236 | 01/2023 | 30,876 | 34,996 | 39,116 | 43,236 |
| 01/2024 | 31,620 | 34,782 | 37,944 | 41,106 | 44,268 | 01/2024 | 31,620 | 35,836 | 40,052 | 44,268 |
| 01/2025 | 32,316 | 35,550 | 38,784 | 42,018 | 45,252 | 01/2025 | 32,316 | 36,628 | 40,940 | 45,252 |
| 01/2026 | 33,420 | 36,762 | 40,104 | 43,446 | 46,788 | 01/2026 | 33,420 | 37,876 | 42,332 | 46,788 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Statistical Clerks
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 44,982 | 46,061 | 47,075 | 48,076 | - 50,610 | - 51,825 | 42,365 - 47,665 |
| | | | | | | | 43,381 - 48,809 |
| | | | | | | | 44,335 - 49,883 |
| | | | | | | | 45,843 - 51,579 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 47,796 | 43,015 | 48,943 | 46,095 | 50,020 | 47,109 | 51,721 | 48,711 |
| Fringe | 16,729 | 15,755 | 17,130 | 16,133 | 17,507 | 16,488 | 18,102 | 17,049 |
| Total | 64,525 | 60,770 | 66,073 | 62,228 | 67,527 | 63,597 | 69,823 | 65,760 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 39,828 | 43,812 | 47,796 | 51,780 | 55,764 | 01/2023 | 39,828 | 45,140 | 50,452 | 55,764 |
| 01/2024 | 40,788 | 44,868 | 48,948 | 53,028 | 57,108 | 01/2024 | 40,788 | 46,228 | 51,668 | 57,108 |
| 01/2025 | 41,688 | 45,858 | 50,028 | 54,198 | 58,368 | 01/2025 | 41,688 | 47,248 | 52,808 | 58,368 |
| 01/2026 | 43,104 | 47,418 | 51,732 | 56,046 | 60,360 | 01/2026 | 43,104 | 48,856 | 54,608 | 60,360 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: All

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 39,156 | 40,096 | 40,978 | 42,771 | - 44,056 | - 45,114 | 38,030 - 42,788 |
| | | | | | | | 38,943 - 43,815 |
| | | | | | | | 39,799 - 44,779 |
| | | | | | | | 41,152 - 46,302 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 41,606 | 40,409 | 42,605 | 41,379 | 43,342 | 42,289 | 45,022 | 43,727 |
| Fringe | 14,562 | 14,143 | 14,912 | 14,483 | 15,240 | 14,801 | 15,758 | 15,304 |
| Total | 56,168 | 54,552 | 57,517 | 55,862 | 58,782 | 57,090 | 60,780 | 59,031 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 34,668 | 38,136 | 41,604 | 45,072 | 48,540 | 01/2023 | 34,668 | 39,292 | 43,916 | 48,540 |
| 01/2024 | 35,496 | 39,048 | 42,600 | 46,152 | 49,704 | 01/2024 | 35,496 | 40,232 | 44,968 | 49,704 |
| 01/2025 | 36,276 | 39,906 | 43,536 | 47,166 | 50,796 | 01/2025 | 36,276 | 41,116 | 45,956 | 50,796 |
| 01/2026 | 37,512 | 41,262 | 45,012 | 48,762 | 52,512 | 01/2026 | 37,512 | 42,512 | 47,512 | 52,512 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Switchboard Operator (Receptionist)

Industry/Sector: Goods Producing

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 42,869 | - | 48,233 | 43,319 | - | 48,739 |
| 07/2024: | 43,898 | - | 49,390 | 44,359 | - | 49,909 |
| 07/2025: | 44,863 | - | 50,477 | 45,335 | - | 51,007 |
| 07/2026: | 46,289 | - | 52,195 | 46,876 | - | 52,742 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 Forecast Series 2: 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 45,551 | 43,029 | 46,644 | 47,134 | 47,870 | 48,171 | 49,291 | 49,809 |
| Fringe | 17,765 | 17,951 | 18,191 | 18,382 | 18,591 | 18,787 | 19,223 | 19,426 |
| Total | 63,316 | 63,980 | 64,835 | 65,516 | 66,261 | 66,958 | 68,514 | 69,235 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 37,956 | 41,754 | 45,552 | 49,350 | 53,148 | 01/2023 | 37,956 | 43,020 | 48,084 | 53,148 |
| 01/2024 | 38,868 | 42,756 | 46,644 | 50,532 | 54,420 | 01/2024 | 38,868 | 44,052 | 49,236 | 54,420 |
| 01/2025 | 39,732 | 43,704 | 47,676 | 51,648 | 55,620 | 01/2025 | 39,732 | 45,028 | 50,324 | 55,620 |
| 01/2026 | 41,076 | 45,186 | 49,296 | 53,406 | 57,516 | 01/2026 | 41,076 | 46,556 | 52,036 | 57,516 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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 Career Long Range First Forecast Series For **Clerical/Secretarial** Occupation Group

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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: Government

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 38,063 | 38,976 | 39,824 | 41,188 | - 42,825 | - 43,854 | 38,721 - 43,565 |
| | | | | | | | 39,649 - 44,611 |
| | | | | | | | 40,522 - 45,592 |
| | | | | | | | 41,900 - 47,142 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 40,444 | 41,143 | 41,415 | 42,130 | 42,326 | 43,057 | 43,765 | 44,521 |
| Fringe | 16,986 | 17,280 | 17,394 | 17,695 | 17,777 | 18,084 | 18,381 | 18,699 |
| Total | 57,410 | 58,423 | 58,809 | 59,825 | 60,103 | 61,141 | 62,146 | 63,220 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 33,696 | 37,068 | 40,440 | 43,812 | 47,184 | 01/2023 | 33,696 | 38,192 | 42,688 | 47,184 |
| 01/2024 | 34,512 | 37,962 | 41,412 | 44,862 | 48,312 | 01/2024 | 34,512 | 39,112 | 43,712 | 48,312 |
| 01/2025 | 35,268 | 38,796 | 42,324 | 45,852 | 49,380 | 01/2025 | 35,268 | 39,972 | 44,676 | 49,380 |
| 01/2026 | 36,468 | 40,116 | 43,764 | 47,412 | 51,060 | 01/2026 | 36,468 | 41,332 | 46,196 | 51,060 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Switchboard Operator (Receptionist)

Industry/Sector: Health Services-All Sectors

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 35,217 | - | 39,623 | 36,005 | - | 40,511 |
| 07/2024: | 36,062 | - | 40,574 | 36,869 | - | 41,483 |
| 07/2025: | 36,855 | - | 41,467 | 37,681 | - | 42,395 |
| 07/2026: | 38,108 | - | 42,876 | 38,961 | - | 43,837 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 37,420 | 38,258 | 38,318 | 39,176 | 39,161 | 40,058 | 40,492 | 41,399 |
| Fringe | 16,839 | 17,216 | 17,243 | 17,629 | 17,622 | 18,017 | 18,221 | 18,630 |
| Total | 54,259 | 55,474 | 55,561 | 56,805 | 56,783 | 58,055 | 58,713 | 60,029 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 31,176 | 34,296 | 37,416 | 40,536 | 43,656 | 01/2023 | 31,176 | 35,336 | 39,496 | 43,656 |
| 01/2024 | 31,932 | 35,124 | 38,316 | 41,508 | 44,700 | 01/2024 | 31,932 | 36,188 | 40,444 | 44,700 |
| 01/2025 | 32,628 | 35,892 | 39,156 | 42,420 | 45,684 | 01/2025 | 32,628 | 36,980 | 41,332 | 45,684 |
| 01/2026 | 33,744 | 37,116 | 40,488 | 43,860 | 47,232 | 01/2026 | 33,744 | 38,240 | 42,736 | 47,232 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Switchboard Operator (Receptionist)

Industry/Sector: Health Services-Private

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 34,881 | - | 39,245 | 36,005 | - | 40,511 |
| 07/2024: | 35,718 | - | 40,188 | 36,869 | - | 41,483 |
| 07/2025: | 36,504 | - | 41,072 | 37,681 | - | 42,395 |
| 07/2026: | 37,743 | - | 42,469 | 38,961 | - | 43,837 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 37,063 | 38,258 | 37,953 | 39,176 | 38,788 | 40,058 | 40,107 | 41,399 |
| Fringe | 15,937 | 16,451 | 16,320 | 16,846 | 16,679 | 17,216 | 17,246 | 17,802 |
| Total | 53,000 | 54,709 | 54,273 | 56,022 | 55,467 | 57,254 | 57,353 | 59,201 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 30,888 | 33,978 | 37,068 | 40,158 | 43,248 | 01/2023 | 30,888 | 35,008 | 39,128 | 43,248 |
| 01/2024 | 31,632 | 34,794 | 37,956 | 41,118 | 44,280 | 01/2024 | 31,632 | 35,848 | 40,064 | 44,280 |
| 01/2025 | 32,328 | 35,562 | 38,796 | 42,030 | 45,264 | 01/2025 | 32,328 | 36,640 | 40,952 | 45,264 |
| 01/2026 | 33,432 | 36,774 | 40,116 | 43,458 | 46,800 | 01/2026 | 33,432 | 37,888 | 42,344 | 46,800 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: Hospitals-All Sectors

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 35,556 | 36,409 | 37,210 | 38,173 | - 40,004 | - 40,965 | 36,905 - 41,523 |
| | | | 41,866 | 43,285 | | | 37,791 - 42,519 |
| | | | | | | | 38,622 - 43,454 |
| | | | | | | | 39,935 - 44,931 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 37,780 | 39,214 | 38,687 | 40,155 | 39,538 | 41,058 | 40,882 | 42,433 |
| Fringe | 17,757 | 18,431 | 18,183 | 18,873 | 18,583 | 19,288 | 19,215 | 19,944 |
| Total | 55,537 | 57,645 | 56,870 | 59,028 | 58,121 | 60,326 | 60,097 | 62,377 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 31,476 | 34,626 | 37,776 | 40,916 | 44,076 | 01/2023 | 31,476 | 35,676 | 39,876 | 44,076 |
| 01/2024 | 32,244 | 35,466 | 38,688 | 41,910 | 45,132 | 01/2024 | 32,244 | 36,540 | 40,836 | 45,132 |
| 01/2025 | 32,952 | 36,246 | 39,540 | 42,834 | 46,128 | 01/2025 | 32,952 | 37,344 | 41,736 | 46,128 |
| 01/2026 | 34,068 | 37,476 | 40,884 | 44,292 | 47,700 | 01/2026 | 34,068 | 38,612 | 43,156 | 47,700 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: Hospitals-Private

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 34,205 | 35,026 | 35,796 | 37,013 | - 38,485 | - 39,408 | 34,655 - 38,991 |
| | | | | | | | 35,487 - 39,927 |
| | | | | | | | 36,268 - 40,806 |
| | | | | | | | 37,501 - 42,193 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 36,345 | 30,823 | 37,217 | 37,107 | 38,036 | 38,557 | 39,329 | 39,847 |
| Fringe | 14,538 | 14,729 | 14,887 | 15,083 | 15,214 | 15,415 | 15,732 | 15,939 |
| Total | 50,883 | 51,552 | 52,104 | 52,790 | 53,250 | 53,952 | 55,061 | 55,786 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 30,288 | 33,318 | 36,348 | 39,378 | 42,408 | 01/2023 | 30,288 | 34,328 | 38,368 | 42,408 |
| 01/2024 | 31,020 | 34,122 | 37,224 | 40,326 | 43,428 | 01/2024 | 31,020 | 35,156 | 39,292 | 43,428 |
| 01/2025 | 31,704 | 34,872 | 38,040 | 41,208 | 44,376 | 01/2025 | 31,704 | 35,928 | 40,152 | 44,376 |
| 01/2026 | 32,784 | 36,060 | 39,336 | 42,612 | 45,888 | 01/2026 | 32,784 | 37,152 | 41,520 | 45,888 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



CompGeo Online Professional Salary and Compensation Planning Library
 Career Long Range First Forecast Series For **Clerical/Secretarial** Occupation Group

Region: **Mid Atlantic**

State: **Maryland**

Salary Survey Area: **Baltimore**

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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: Manufacturing

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 42,307 | 43,323 | 44,276 | 45,782 | - 47,601 | - 48,743 | 42,869 - 48,233 |
| | | | | | | | 43,898 - 49,390 |
| | | | | | | | 44,863 - 50,477 |
| | | | | | | | 46,389 - 52,193 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 44,954 | 43,551 | 46,033 | 46,044 | 47,046 | 47,670 | 48,646 | 49,291 |
| Fringe | 17,083 | 17,309 | 17,493 | 17,725 | 17,877 | 18,115 | 18,485 | 18,731 |
| Total | 62,037 | 62,860 | 63,526 | 64,369 | 64,923 | 65,785 | 67,131 | 68,022 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 37,464 | 41,208 | 44,952 | 48,696 | 52,440 | 01/2023 | 37,464 | 42,456 | 47,448 | 52,440 |
| 01/2024 | 38,364 | 42,198 | 46,032 | 49,866 | 53,700 | 01/2024 | 38,364 | 43,476 | 48,588 | 53,700 |
| 01/2025 | 39,204 | 43,122 | 47,040 | 50,958 | 54,876 | 01/2025 | 39,204 | 44,428 | 49,652 | 54,876 |
| 01/2026 | 40,524 | 44,580 | 48,636 | 52,692 | 56,748 | 01/2026 | 40,524 | 45,932 | 51,340 | 56,748 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical
Survey Benchmark: Switchboard Operator (Receptionist)
Industry/Sector: Private

| | 07/2023 | 07/2024 | 07/2025 | 07/2026 | Direct Salary Mean | Confidence Intervals | Direct Salary Median |
|--|---------|---------|---------|---------|--------------------|----------------------|----------------------|
| | 39,156 | 40,096 | 40,978 | 42,771 | - 44,056 | - 45,114 | 38,030 - 42,788 |
| | | | | | | | 38,943 - 43,815 |
| | | | | | | | 39,799 - 44,779 |
| | | | | | | | 41,152 - 46,302 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 41,606 | 40,409 | 42,605 | 41,379 | 43,342 | 42,289 | 45,022 | 43,727 |
| Fringe | 17,058 | 16,568 | 17,468 | 16,965 | 17,852 | 17,338 | 18,459 | 17,928 |
| Total | 58,664 | 56,977 | 60,073 | 58,344 | 61,394 | 59,627 | 63,481 | 61,655 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 34,668 | 38,136 | 41,604 | 45,072 | 48,540 | 01/2023 | 34,668 | 39,292 | 43,916 | 48,540 |
| 01/2024 | 35,496 | 39,048 | 42,600 | 46,152 | 49,704 | 01/2024 | 35,496 | 40,232 | 44,968 | 49,704 |
| 01/2025 | 36,276 | 39,906 | 43,536 | 47,166 | 50,796 | 01/2025 | 36,276 | 41,116 | 45,956 | 50,796 |
| 01/2026 | 37,512 | 41,262 | 45,012 | 48,762 | 52,512 | 01/2026 | 37,512 | 42,512 | 47,512 | 52,512 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Switchboard Operator (Receptionist)

Industry/Sector: Services

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023 | 38,030 | - | 42,788 | 36,793 | - | 41,397 |
| 07/2024: | 38,943 | - | 43,815 | 37,676 | - | 42,390 |
| 07/2025: | 39,799 | - | 44,779 | 38,505 | - | 43,323 |
| 07/2026: | 41,152 | - | 46,302 | 39,814 | - | 44,796 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 40,409 | 39,095 | 41,376 | 40,033 | 42,289 | 40,914 | 43,727 | 42,305 |
| Fringe | 15,355 | 14,856 | 15,724 | 15,213 | 16,070 | 15,547 | 16,616 | 16,076 |
| Total | 55,764 | 53,951 | 57,103 | 55,246 | 58,359 | 56,461 | 60,343 | 58,381 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 33,672 | 37,038 | 40,404 | 43,770 | 47,136 | 01/2023 | 33,672 | 38,160 | 42,648 | 47,136 |
| 01/2024 | 34,476 | 37,926 | 41,376 | 44,826 | 48,276 | 01/2024 | 34,476 | 39,076 | 43,676 | 48,276 |
| 01/2025 | 35,244 | 38,766 | 42,288 | 45,810 | 49,332 | 01/2025 | 35,244 | 39,940 | 44,636 | 49,332 |
| 01/2026 | 36,444 | 40,086 | 43,728 | 47,370 | 51,012 | 01/2026 | 36,444 | 41,300 | 46,156 | 51,012 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits



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Total Salary and Compensation Component - Forecast Series 1

Job Family: Clerical

Survey Benchmark: Switchboard Operator (Receptionist)

Industry/Sector: Transportation/Utilities

Direct Salary Mean Confidence Intervals Direct Salary Median

| | | | | | | |
|----------|--------|---|--------|--------|---|--------|
| 07/2023: | 36,793 | - | 41,397 | 34,655 | - | 38,991 |
| 07/2024: | 37,676 | - | 42,390 | 35,487 | - | 39,927 |
| 07/2025: | 38,505 | - | 43,322 | 36,268 | - | 40,806 |
| 07/2026: | 39,814 | - | 44,796 | 37,501 | - | 42,193 |

Aging Factors - Forecast Series 1: 07/2023: 2.7 07/2024: 2.4 07/2025: 2.2 07/2026: 3.4 **Forecast Series 2:** 07/2027: 1.6 07/2028: 3.9 07/2029: 2.7 07/2030: 2.1

| | Mean 07/2023 | Median 07/2023 | Mean 07/2024 | Median 07/2024 | Mean 07/2025 | Median 07/2025 | Mean 07/2026 | Median 07/2026 |
|--------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Direct | 39,095 | 38,823 | 40,033 | 37,107 | 40,514 | 38,557 | 42,305 | 39,847 |
| Fringe | 17,593 | 16,570 | 18,015 | 16,968 | 18,411 | 17,342 | 19,037 | 17,931 |
| Total | 56,688 | 53,393 | 58,048 | 54,675 | 59,325 | 55,879 | 61,342 | 57,778 |

Competitive Salary Range - Forecast Series 1

| Quartiles: | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum | Terciles: | Minimum | 1st Tercile | 2nd Tercile | Maximum |
|------------|---------|--------------|----------|--------------|---------|-----------|---------|-------------|-------------|---------|
| 01/2023 | 32,580 | 35,838 | 39,096 | 42,354 | 45,612 | 01/2023 | 32,580 | 36,924 | 41,268 | 45,612 |
| 01/2024 | 33,360 | 36,696 | 40,032 | 43,368 | 46,704 | 01/2024 | 33,360 | 37,808 | 42,256 | 46,704 |
| 01/2025 | 34,092 | 37,500 | 40,908 | 44,316 | 47,724 | 01/2025 | 34,092 | 38,636 | 43,180 | 47,724 |
| 01/2026 | 35,244 | 38,772 | 42,300 | 45,828 | 49,356 | 01/2026 | 35,244 | 39,948 | 44,652 | 49,356 |

LEGEND: Direct - Normal Full Time Earnings and Variable Performance Related Payments Fringe - Health, Welfare and other Benefits Total - Direct Compensation and Fringe Benefits