

SOLOMON COYLE RELEASES 2023 COMPENSATION REPORT AND NEW INTERACTIVE COMPENSATION ANALYSIS TOOL

REPORT WEBINARS SCHEDULED FOR SEPTEMBER

Please join David Solomon and John Joseph as they discuss the 2023 Compensation Survey Report. They will be providing an executive summary, information on the report's methodology and data parameters, and discuss current compensation trends.

Additionally, David and John will demonstrate Solomon Coyle's latest online interactive reporting tool, the Compensation Analysis Tool, which allows distributor HR and Finance teams to research the latest compensation data easily for over 60 positions and multiple competencies. This will be an open call and questions and conversation are encouraged. We look forward to seeing you there!

Wednesday, September 6 at 11:00am ET: [Register Here](#)

or

Tuesday, September 12 at 3:00pm ET: [Register Here](#)

NEW INTERACTIVE COMPENSATION ANALYSIS TOOL

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Compensation Analysis Tool [Open the 2023 Compensation Report in a new tab](#) User Guide

Year: 2022 Position Category: Non-Sales Staff Position: Operations - Inventory/Asset Management Clerk Apply regional adjustment (optional): Athens-Clarke County, GA Job Competency Level: All Competency Levels

Compensation	Bot 25%	Mid 50%	Top 25%	Mean	Median	Staff
Total Compensation						
Base Compensation	\$32,811	\$41,188	\$55,767	\$42,387	\$48,994	90
Total Compensation	\$33,080	\$42,083	\$57,990	\$43,672	\$49,200	90
Salary vs. Hourly Staff						
Base Salary for Salaried Staff	\$32,251	\$41,188	\$55,132	\$42,307	\$48,696	19
Hourly Rate for Hourly Staff	\$15.34	\$19.62	\$23.29	\$18.93	\$18.29	71
Incentive Compensation						
Base Compensation	\$32,276	\$42,478	\$60,865	\$44,704	\$43,478	41
Incentive Compensation	\$403	\$1,605	\$2,425	\$1,629	\$643	41
Other Compensation	-	-	-	\$405	\$333	10
Total Compensation	\$33,679	\$44,083	\$64,290	\$46,738	\$44,443	41
Incentive % of Total Compensation	1.05%	4.05%	3.77%	3.48%	1.45%	41
Job Competency Level						
Level 1 - Entry	\$34,676	\$41,408	\$54,368	\$42,951	\$48,432	12
Level 2 - Developing	\$36,335	\$38,137	\$50,089	\$39,310	\$38,916	24
Level 3 - Career	\$35,530	\$44,807	\$59,178	\$46,054	\$45,013	41
Level 4 - Advanced	\$33,023	\$35,918	\$45,996	\$44,505	\$36,344	13
Total Company Sales						
Under \$25M	\$32,348	\$38,445	\$50,033	\$40,173	\$39,091	11
\$25M to \$50M	\$33,475	\$40,238	\$54,575	\$42,872	\$40,643	14
\$50M to \$100M	\$32,962	\$41,583	\$54,338	\$43,028	\$41,291	26
Over \$100M	\$33,718	\$43,102	\$57,349	\$45,375	\$43,887	39
Market Population						
Less than 500,000	\$31,620	\$33,992	\$40,709	\$35,894	\$33,992	6
500,000 - 1,000,000	-	-	-	-	-	4
1,000,000 - 3,000,000	\$33,330	\$43,446	\$53,278	\$43,380	\$44,033	28

Compensation Method	Staff #	Incent % of Comp	% of Staff
Incentive Model Analysis			
Base Comp-only	49	0.00%	54.44%
Base Comp + Commission + Bonus	1	4.02%	1.11%
Base Comp + Bonus	40	3.67%	44.44%

An **Operations - Inventory/Asset Management Clerk** is responsible for managing the asset management software program that databases client inventories and inventory activities. Provides technical support to warehouse staff, produces reports for clients and dealership, and ensures accuracy of inventory through double-checks and cycle count processes.

In the **Athens-Clarke County, GA** MSA, displayed dollar values reflect a **downward adjustment** of 22.4% due to regional variances from the U.S. national average for the position **Operations - Inventory/Asset Management Clerk**.

45.6% of **Operations - Inventory/Asset Management Clerks** received incentive pay, with **45.6%** getting some form of **bonus** compensation and **1.1%** getting **commission**.

* Regional dollar-value adjustments are based on data aggregated from the United States and Canada.

Solomon Coyle is pleased to announce the launch of its latest online reporting tool, the Compensation Analysis Tool, which allows distributor HR and Finance teams to research the latest compensation data easily for over 60 positions and multiple competencies.

Solomon Coyle's head of Business Analytics, John Joseph, states, "This is a real game-changer for our industry. Starting with this release, users have the option of viewing report results that have been adjusted to reflect relative average wage levels in their US or Canadian statistical area. Not only do you have access to all of the information from the comprehensive report, but with our new tool you are able to select specific roles and competency levels and look at any MSA across North America."

REPORT HIGHLIGHTS

Paul Holland, managing principal, shares, "The report comprehensively presents a wealth of data including demographics, policy insights, DE&I initiatives, and benefits details. This array of information is pivotal in

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facilitating a thorough assessment, ensuring that all facets of compensation and benefits receive meticulous consideration from dealers.”

- Turnover remains elevated but has lowered over the last two years. In 2020 the majority of turnover was involuntary, whereas for 2023 the majority is voluntary.
- Staff Development continues to evolve; there are more defined onboarding and career development programs being offered.
- DEI continues to gain importance with 50.6% of respondents indicating they are investing in programs, up from 40.8% in 2020.
- Total percentage of commissioned salespeople has dropped from 30.2% to 24.7%.
- Wage Inflation is still up for key non-sales positions. Examples of a few key roles: Designers are up 8.3%, PM Staff up 9.4%, Customer Service up 13%, Field Leads up 14.1%, Installers up 18.1%.
- Benefits have continued to go up in cost. 97.1% of distributors offer medical, 94.1% offer dental, 89.4% offer vision; 85.9% offer Life and 82.9% offer Accidental Death. 86% of distributors now also offer a retirement savings plan.

HOW TO ACCESS THE 2023 COMPENSATION REPORT

Those participants who have completed the survey can access the full version of the report and analysis tool by visiting <https://bi.solomoncoyle.com/>.

Non-participants may purchase the full report at a cost of \$4,000.00 USD, by contacting support@solomoncoyle.com.

SPECIAL OFFER: SCi³ subscribers receive access to the 2023 Report and Analysis Tool and have the ability to compare reporting periods and new compensation modeling tools. Email support@solomoncoyle.com to inquire.

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