



Pay Rate Analysis  
 Garland, TX  
 Jan 2021

Position	Below Average	Average	Above Average
Accounting Clerk	\$15.00	\$19.00	\$25.50
Accounts Payable Clerk	\$15.00	\$20.00	\$26.00
Accounts Receivable Clerk	\$15.00	\$19.00	\$23.50
Administrative Assistant	\$13.50	\$18.00	\$24.50
Assembler	\$11.75	\$14.00	\$18.50
Break Press Operator	\$15.50	\$17.00	\$18.75
Clamp Truck Operator	\$13.00	\$15.00	\$18.00
CNC Operator	\$14.50	\$18.00	\$22.75
Compounder	\$15.00	\$19.00	\$32.25
CSR	\$13.00	\$17.00	\$22.50
Data Entry	\$13.00	\$20.00	\$28.75
EPJ	\$13.50	\$15.00	\$17.50
Forklift Operator	\$13.00	\$15.00	\$18.00
ISR	\$14.00	\$19.00	\$26.00
Machine Operator(Production)	\$13.00	\$16.00	\$21.75
Mig Welder	\$15.00	\$18.00	\$23.50
Picker/Packer	\$11.50	\$13.00	\$16.00
Production Worker	\$12.00	\$18.00	\$25.50
Reach Truck Operator	\$13.00	\$15.00	\$17.00
Receptionist	\$12.00	\$16.00	\$21.50
Scanner	\$11.50	\$16.00	\$20.25
Shipping & Receiving Clerk	\$12.00	\$15.00	\$18.25
Stick Welder	\$15.00	\$19.00	\$24.50
Tig Welder	\$15.00	\$19.00	\$26.00
Warehouse Associate	\$11.00	\$16.00	\$20.00