

PARTICIPATING COMPANIES

(1 1 2)

ABC Builders Supply	Owens & Minor
Alloy Polymers, Inc.	Patient Services, Inc. (PSI)
Alzheimer's Association Greater Richmond	Pulmonary Associates of Richmond, Inc.
Apex Systems Inc	Quad/Graphics (formerly Worldcolor)
Bankers Insurance, LLC	Richmond Memorial Health Foundation
Bon Secours Health System	Sealeze, A Unit of Jason Inc
Buckingham Branch Railroad	Sentara Williamsburg Regional Medical Center
CapTech Ventures, Inc.	ServiceMaster Services, Inc.
Catholic Diocese of Richmond	SIGMA PHI EPSILON
Central Virginia Health Network	Sigma Phi Epsilon
Chesapeake Capital Corp.	Southern States Coop
Chesterfield County Government	Specialty's Our Name, Inc.
Chesterfield County Public Schools	St. Joseph's Villa
ChildFund International	State Fair of Virginia, Inc.
ChildSavers-Memorial Child Guidance Clinic	Stony Point Surgery Center
Citizens and Farmers Bank	The Community Foundation, Inc.
City of Richmond	The Country Club of Virginia
Cobb Technologies, Inc	The Country Vintner
Colonial Behavioral Health	The Martin Agency
ColonialWebb Contractors	The Medical Society of Virginia
Commonwealth Catholic Charities	Titan Group
Commonwealth Radiology, PC	Tredegar Corporation
County of Albemarle (Govt & Schools)	United Way of Greater Richmond & Petersburg
Dominion Digital, Inc.	Universal Health Services, Inc. Atlantic CBO
Dominion Resources, Inc.	Universal Leaf Tobacco Co., Inc.
EastPay, Inc.	UVA Medical Center
Elephant Insurance Services LLC	VA College Savings Plan
Feed More, Inc.	VA Community College System
Financial Holographix Inc.	VA Department of Human Resource Mgt.
Gerdau Ameristeel	VA Department of Taxation
Goodwill Industries of Central VA	VA Dept. of Professional & Occupational Reg.
GEICO	VA Dept. of Rehabilitative Services
Greater Richmond ARC	VA Premier Health Plan, Inc.
Greater Richmond Chamber	VA Retirement System
Greater Richmond Partnership, Inc.	VA State Bar
GRTC Transit System	VA State Corporation Commission
Grubb & Ellis Harrison & Bates	Va. Department of Transportation
Hamilton Beach Brands, Inc.	VAMAC INC.
Hancock, Daniel, Johnson & Nagle	VCU Health System
Hanover County Government	VHQC
Hanover County Public Schools	Village Bank
Harris Williams & Co.	Virginia Blood Services
HCA - Richmond Market Hospitals	Virginia Cancer Institute
Health Informatics International, LLC	Virginia Credit Union, Inc.
Henrico County General Government	Virginia Farm Bureau Mutual Insurance Co.
Home Care Delivered, Inc.	Virginia Information Technologies Agency
Hospice of the Piedmont	Virginia United Methodist Homes, Inc.
Hunton & Williams LLP	VML Insurance Programs
INGENCO	Westminster-Canterbury on Chesapeake Bay
ITAC	Westminster Canterbury Corp
John Randolph Foundation	Wink Fasteners, Inc.
K Line America	Zeiders Enterprises, Inc
Keiter Stephens	
Luck Stone Corp	
McGuireWoods LLP	
McKesson Medical-Surgical	
Media General	
Moss Motors Ltd	
OFIC North America Inc.	
Old Dominion Electric Cooperative	



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2011 GREATER RICHMOND COMPENSATION SURVEY



TITAN GROUP

Your Strategic HR Partner

2011 GREATER RICHMOND COMPENSATION SURVEY

The Titan Group LLC, a Richmond-based human resources consulting firm, is pleased to present this year's compensation survey of Richmond area jobs. Don't miss out on getting the most recent compensation data from local employers.

This year 112 organizations participated in the 2011 Greater Richmond Compensation Survey. The 2011 Survey contains over 172 benchmark jobs that participants have identified as being found in the Greater Richmond region. This year's survey will include compensation from the following job categories and positions:

WAREHOUSE & DISTRIBUTION

Distribution Manager
Forklift Operator
Materials Handler
Packer
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Warehouse Supervisor
Warehouse Worker

MEDIA & COMMUNICATIONS

Art Director
Copy Writer
Graphic Design Specialist
Graphic Design Specialist Sr.
Public Relations Specialist
Communications Director

EXECUTIVES

Chief Executive Officer
Chief Financial Officer
Chief Operations Officer
Top HR Executive
Top IT Executive
Top Sales & Mktg. Executive
Top Sales Executive
Top Administrative Executive

ADMIN & SUPPORT

Administrative Asst/Sec I
Administrative Asst/Sec II
Administrative Asst/Sec III
Buyer
Buyer Senior
Executive Secretary
General Clerk
General Clerk Senior
Legal Secretary
Paralegal
Mailroom Supervisor
Office Manager
Purchasing Manager
Receptionist

NOT-FOR-PROFIT

Exec Dir/Non-Profit CEO
Deputy Dir or COO
Director of Communications
Director of Fundraising & Dev
Director of Legal Affairs/
Lobbying
Director Member Development/
Member Services
Event & Meetings Coordinator
Grants/Proposal Writer
Director Finance
Volunteer Mgr/Coordinator

9010 Business Analyst

Responsibilities will include conducting research, gathering, analyzing, organizing, reporting findings and conclusions regarding either work content or project status. Includes participation in problem definition, scope determination, crafting solutions and formulating recommendations. Bachelor's degree in Computer Science, Engineering, related discipline, or equivalent. 3-4 years as member of a project team with significant development experience.

	# Org	# FTEs	Avg	Annual Base Compensation					Annual Bonus			
				Q25	Median	Q75	Lowest	Highest	Average Paid	Median Paid	Average Target	Median Target
1 JOB												
ALL	21	370	63,830	53,500	65,176	75,168	41,000	90,504	3,937	2,285	7,900	6,200
2 FTE												
1-200	10	21	67,978	53,894	71,180	78,719	41,000	90,504	4,567	1,955	14,791	14,791
200-999	6	21	59,191	52,120	58,295	66,879	49,478	70,360	2,888	2,614	4,454	4,454
1000+	5	328	61,102	50,052	59,197	73,104	41,988	77,260				
3 REVENUES												
< 100 MM	10	25	63,999	52,355	65,448	76,429	41,000	81,500	5,459	4,978	14,791	14,791
100 MM +	10	343	63,244	52,870	60,894	72,085	41,988	90,504	2,888	2,614	4,454	4,454
4 INDUSTRY												
Government	6	320	65,181	56,836	62,458	77,393	53,000	77,792				
5 OWNERSHIP												
Government	7	321	65,180	58,115	65,176	77,260	53,000	77,792	1,955	1,955		
Private	6	26	66,736	57,440	69,180	77,356	41,988	81,500	5,719	5,800	7,900	6,200

HUMAN RESOURCES

Benefits Administrator
Compensation Analyst
Human Resources Assist
Human Resources Coordinator
Human Resources Gen
Human Resources Mgr
Mgr HRIS/Payroll
Recruiter
Recruiter Senior
Recruiting Mgr
Safety Specialist
Safety Mgr
Training Specialist

FINANCE ACCOUNTING & INSURANCE

Accountant I
Accountant II
Accountant III
Internal Auditor
Accounting Clerk
Accounting Clerk II
Accounting Clerk III
Accounting Mgr.
Accounting Supervisor
AP/Accounts Rec. Clerk
AP/Accounts Rec. Clerk Sr.
Billing Supervisor
Bookkeeper
Controller
Credit & Collections Mgr.
Financial Analysis Mgr.
Financial Analyst
Financial Analyst II
Financial Analyst III
Payroll Clerk
Payroll Clerk Sr.
Payroll Coordinator/
Supervisor
Payroll Manager
Underwriter
Underwriting Mgr.
Claims Adjuster
Director, Claims

CUSTOMER SERVICE SALES & MARKETING

Call Center Rep-Inbound
Call Center Rep Sr.-
Inbound
Call Center Supervisor-
Inbound
Customer Service Manager
Customer Service Rep.
Customer Service Rep Sr.
Customer Service Supervisor
Market Research Analyst
Marketing Assistant
Marketing Assistant Sr.
Marketing Coordinator
Marketing Manager
Regional Sales Manager
Sales Manager
Sales Rep - Inside Sales
Sales Rep - Outside Sales
Sales Rep - Health & Life Ins.

PRODUCTION MANUFACTURING & TRADES

Automotive Mechanic
Electrician-Journey Level
Facilities Maintenance
Supervisor
General Laborer
General Maintenance
Technician
General Maintenance
Technician Sr.
Groundskeeper
HVAC Mechanic
Carpenter
Plumber
Janitor
Machine Operator
Machinist-Journey Level
Maintenance Helper
Maintenance Supervisor
Painter
Plant Manager
Production Supervisor
Security Guard
Quality Assurance Manager
Truck Driver - Heavy
Truck Driver - Light
Van Driver

SOCIAL SERVICES & HEALTHCARE

Human Services Worker
Social/Case Worker
Certified Nurse Assistant
Licensed Practical Nurse

ENGINEERING

CAD Drafter
Civil Engineer I
Engineering Manager
Mechanical Engineer
Mechanical Engineer

HOSPITALITY

Comb Food Prep/ Services
Cook
Housekeeper
Housekeeping Supervisor
Dishwasher
Dishwasher Supervisor

INFORMATION & TECHNOLOGY

Applications Sys Analyst
Applications Sys Analyst Sr.
Business Analyst
Data Entry Operator
Database Administrator
Help Desk Support
Help Desk Support Senior
IT Project Mgr/Program Mgr.
Network Administrator
Network Administrator Sr.
Network Operations Mgr
PC Maintenance Technician
Programmer
Programmer/Analyst
Software Engineer
Systems Administrator
Systems Administrator Sr.
Systems Analyst
Systems Config. Specialist
Web Content Admin/Editor
Web Designer
Web Designer Sr.
Web Developer
Webmaster