

Manufacturers & Employers Association 2014/2015 Wage & Salary Survey

Office, Clerical, Technical

Job Code	Job Title	Page
21500	Design Engineering Technician I (Entry)	1
21505	Design Engineering Technician II (Experienced)	2
21510	Design Engineering Technician III (Advanced)	3
21515	CAD Drafter I (Detail)	4
21520	CAD Drafter II (Layout)	5
21525	CAD Drafter III (Design)	6
21535	CNC Programmer I	7
21540	CNC Programmer II (Advanced)	8
21550	Methods & Process Technician II (Experienced)	9
21560	Laboratory Technician I (Entry)	10
21565	Laboratory Technician II (Experienced)	11
21570	Laboratory Technician III (Advanced)	12
22500	Credit and/or Collection Clerk	13
22503	Accounting Clerk I (Entry)	14
22506	Accounting Clerk II (Experienced)	15
22509	Accounting Clerk III (Advanced)	16
22512	Bookkeeper (Small Company)	17
22515	Payroll Clerk I	18
22518	Payroll Clerk II	19
23021	Administrative Assistant I	20
23024	Administrative Assistant II	21
23027	Administrative Assistant III	22
23030	Administrative Assistant to Chief Executive Officer	23
23033	Office Assistant - Multi Function (Small Company)	24
23036	Receptionist	25
23042	Telephone Operator/Receptionist/Secretary	26
23044	Events Coordinator	27
23045	General Clerk I (Entry Level)	28
23048	General Clerk II (Experienced)	29
23051	General Clerk III (Advanced)	30
23054	Benefits Assistant	31
23057	Human Resource Assistant	32
23072	Licensed Practical Nurse (LPN)	33
23081	Mail Clerk	34
23087	File Clerk II (Experienced)	35
23093	Security Guard	36
24000	Data Entry Operator I (Entry)	37
24005	Data Entry Operator II (Experienced)	38
24015	Computer Operator II (Experienced)	39

24020	Computer Operator III (Advanced)	40
24035	Computer Technician III	41
24045	Help Desk II (Experienced)	42
24050	Help Desk III (Advanced)	43
24560	Production Planner/Scheduler I	44
25505	Import/Export Coordinator	45
25510	Inventory Control Clerk/Cycle Counter	46
25515	Purchasing Clerk	47
25520	Traffic Dispatcher	48
27000	Customer Service Representative I (Entry - level)	49
27005	Customer Service Representative II (Experienced)	50
27015	Estimator II	51
27035	Desk-Top Publishing Operator	52
27040	Graphic Artist	53
27045	Press Operator-One or Two Color	54
27060	Stock Clerk	55
27065	Sales/Marketing Assistant	56
27070	Telemarketing Sales Representative	57
27075	Telephone Order Processing Representative	58
27080	Telephone Sales Representative	59
28515	Field Service Technician III (Advanced)	60

Managerial, Supervisory, Professional

30001	Design Engineer I	61
30003	Design Engineer III	62
30005	Design Engineer V	63
30010	Design Engineering Manager	64
30014	Drafting Supervisor	65
30015	Drafting and Documentation Manager	66
30025	Engineering Project Manager	67
31021	Chemist I	68
31051	Manufacturing Engineer I	69
31053	Manufacturing Engineer III	70
31055	Manufacturing Engineer V	71
31060	Manufacturing Engineering Manager	72
31065	Director of Engineering	73
31085	Software Engineer V	74
32041	Financial/Business/Budget Analyst I	75
32042	Financial/Business/Budget Analyst II	76
32043	Financial/Business/Budget Analyst III	77
32044	Manager of Financial/Business/Budget Analysis	78
32051	Cost Accountant I	79
32052	Cost Accountant II	80
32053	Cost Accountant III	81
32054	Cost Accounting Manager	82

32061	Credit and/or Collection Specialist	83
32062	Credit and/or Collection Manager	84
32071	Accountant I	85
32072	Accountant II	86
32073	Accountant III	87
32074	General Accounting Supervisor	88
32075	General Accounting Manager	89
32076	Controller (Plant/Single location)	90
32077	Finance Director (Not CFO)	91
32078	Chief Financial Officer (CFO)	92
32081	Payroll Supervisor/Administrator	93
32082	Payroll Supervisor/Manager	94
32100	Corporate Tax Manager	95
33091	Facilities Supervisor I (Single location)	96
33092	Facilities Manager II (Multi - location)	97
33093	Construction Project Manager	98
33121	Office Administrator (Small Company or Branch Office)	99
33126	Office Services Manager	100
33132	Office Services Supervisor	101
33141	Project Manager	102
33142	Senior Project Manager	103
33155	Public Relations Manager	104
33181	Safety Specialist	105
33182	Safety Manager	106
33200	Director of Communications	107
34193	Benefits Manager	108
34196	Compensation Manager	109
34201	Employment Interviewer (Staffing Representative)	110
34211	Human Resource Generalist	111
34212	Human Resource Generalist, Senior	112
34214	Human Resource Manager	113
34215	Human Resource Director	114
34216	Human Resource VP/SVP	115
34221	Training Specialist I	116
34302	Database Analyst - Senior	117
34303	Database Analyst Principal	118
34315	IT Director	119
34316	Chief Information Officer (CIO)	120
34341	Network Administrator	121
34361	Programming Analyst I	122
34362	Programming Analyst II	123
34363	Programming Analyst Senior	124
34364	Programming Analyst Principal	125
34365	Programming Analyst Manager	126
34368	Webmaster	127
35230	General Supervisor (Superintendent)	128
35231	Machine Shop Supervisor - Job Shop & Tool Room	129

35232	Machine Shop Supervisor - Production	130
35233	Production Supervisor - Unskilled Operation	131
35234	Production Supervisor - Semi Skilled Operation	132
35235	Production Supervisor - Skilled Operation	133
35236	Trades Supervisor - Production Support	134
35237	Manufacturing Manager (Single - facility)	135
35238	Plant Manager	136
35239	Manufacturing Director (Multi - facility)	137
35241	Operations Manager (Non - Mfg.)	138
35251	Production Planner/Scheduler II	139
35252	Production Planner/Scheduler III (Master)	140
35262	Quality Supervisor	141
35263	Quality Manager	142
36271	Import/Export Manager	143
36282	Warehouse (Shipping/Receiving) Supervisor	144
36283	Warehouse Manager	145
36291	Materials Director	146
36292	Top Supply Chain Executive	147
36301	Buyer I	148
36302	Buyer II	149
36303	Buyer III (Purchasing Agent)	150
36304	Purchasing Supervisor	151
36305	Purchasing Manager	152
36311	Traffic Manager	153
36508	Fleet Supervisor/Manager	154
37331	Customer Service Representative III (Technical Advisor)	155
37332	Customer Service Supervisor	156
37333	Customer Service Manager	157
37334	Customer Service Director	158
37342	Market Research Analyst II	159
37344	Marketing Generalist I	160
37345	Marketing Generalist II	161
37346	Marketing Generalist III	162
37347	Marketing Manager	163
37348	Market Research Manager	164
37349	Marketing Director	165
37350	Communications Specialist	166
37361	Product Line Manager I	167
37362	Product Line Manager II	168
37370	Help Desk Manager	169
37381	Order Processing Supervisor	170

Production Trades

51101	Building/Grounds Maintenance Mechanic I	171
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51102	Building/Grounds Maintenance Mechanic II	172
51111	Electrician I (Assistant)	173
51112	Electrician II (Journey)	174
51113	Electrician III (Master)	175
51121	Office Janitor	176
51141	Plant Janitor/Sanitation	177
52112	Heavy Assembler II (Moderate Complexity)	178
52113	Heavy Assembler III (High Complexity)	179
52121	Light Assembler I (Non-complex)	180
52122	Light Assembler II (Moderate Complexity)	181
52211	Production Painter I	182
52212	Production Painter II	183
52301	Electronics Mechanic I	184
52302	Electronics Mechanic II	185
52311	Machine Maintenance Mechanic I	186
52312	Machine Maintenance Mechanic II	187
52313	Machine Maintenance Mechanic III	188
52321	Maintenance Machinist	189
52401	Finishers (Second Operations)	190
52411	Injection-Molding Machine Operator I (Operate Only)	191
52412	Injection - Molding Machine Operator II (Set Up and Operate)	192
52413	Plastic - Molding Machines Operator III (Set-Up)	193
52511	Power-Shear Operator	194
52532	Punch Press Operator II	195
52541	Process Machine Operator I (Non - complex or Helper)	196
52542	Process Machine Operator II (Moderate Complexity)	197
52543	Process Machine Operator III (High Complexity)	198
52601	General Heavy Production Labor	199
52611	General Light Production Labor	200
52711	CNC Machining Center Operator I	201
52732	Machine Tool Operator II	202
52733	Machine Tool Operator III	203
52741	Machinist I	204
52742	Machinist II	205
52743	Machinist III	206
52751	Precision Production - Grinder I	207
52752	Precision Production - Grinder II	208
52801	Quality Inspector/Auditor I	209
52802	Quality Inspector/Auditor II	210
52803	Quality Inspector/Auditor III	211
52902	Mold Maker II	212
52913	Tool and Die Maker III	213
52921	Tool Crib Attendant	214
53001	Automatic Welding Machine Operator	215
53021	Welder I	216
53022	Welder II	217
53111	Forklift Driver (Power)	218

53121	Material Handler and/or Warehouse Laborer	219
53131	Order Filler	220
53141	Packer	221
53151	Shipping and/or Receiving Clerk	222
53161	Stockroom Attendant	223
53201	Driver I	224
53202	Driver II	225
53203	Driver III	226
53204	Driver IV (Over the Road)	227
53205	Auto Mechanic	228

Non-Profit & Public Sector

70040	Development Director	229
71000	Adult Day Care Assistant	230
71020	Adult Day Care Manager	231
71060	Child Daycare Worker	232
71117	Mental Health Counselor II	233
72015	Program Manager (Full Supervisor)	234
73010	Employment Programs Supervisor/Manager	235
73050	Paraprofessional Social Services Case Worker (Not Licensed)	236
73070	Social Services Supervisor/Manager	237
75000	Top Division / Regional Headquarters Executive	238
75010	Chief Executive - Not For Profit	239
75020	Top Manager in a City or County	240
75030	Top Administrator / Coordinator in a City or County	241