2021

# Wage & Salary Survey

# Occupational Section

Confidential

Engineering, Scientific, and Technical Support

Supervisory, Management, and Professional Positions

Administration and Office Support Positions

Production, Maintenance, Logistics, and Service Positions

***Your partner and advocate for manufacturing, production and logistics in Pennsylvania and Maryland***

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***Your Champion. Your Mentor. Your Voice for Manufacturing.***

**CONFIDENTIALITY**

Individual survey returns are completely confidential and seen only by the staff persons who prepare the report. Compiled reports are free to participants, $395 to member non-participants, $600 to non-member non-participants.

**INSTRUCTIONS**

1. Report only on those jobs which generally match the positions as described in the enclosed

packet. If your company has jobs beyond those listed, do not report them.

2. Report YEARLY wages as of **June 2021**

3. Report ANNUAL base salary for each employee. Where compensation is paid on a monthly,

semi-monthly or weekly basis, please convert to an annual rate.

4. Report employees once only; report them in the position in which they spend most of their time.

5. Weighted average (Wt. Avg) is determined by adding the actual salaries of all the employees

in that job class and then dividing that sum by the total number of employees in the class.

We are requesting both surveys be returned by **September 3rd**.

**\* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \***

**Required Survey Questions to be Completed at:**

[**https://www.surveymonkey.com/r/2021MA-WageSalary**](https://www.surveymonkey.com/r/2021MA-WageSalary)

**\* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \* \***

**\*\* Both sections of the survey must be completed to receive the final report at no cost. Participating companies that only submit 1 section of the survey is deemed incomplete and may purchase the report for $195. \*\***

# 2021 Wage & Salary Survey

# Occupations Section

|  |  |  |
| --- | --- | --- |
| **Company:** |  | |
| **Mailing Address:** |  | |
|  |  | |
|  |  | |
| **Send Final Report to:** | |  |
|  | | |

**Contact information for the individual submitting survey information:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name:** |  | | |
| **Title:** |  | | |
| **Phone:** |  | **Extension:** |  |
| **Email:** |  | | |
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| **ENGINEERING, SCIENTIFIC, AND TECHNICAL SUPPORT POSITIONS** | | | | | | | | | | | |
| PLEASE CONVERT THE SALARY AND WAGE TO ANNUAL BASE SALARY | | | | | | | | | | | |
| **Code** | **Position Title** | **# of**  **Employees** | | **# of**  **Exempt Positions** | | **Average Annual Salary Paid**  **(Wt. Average)** | | **Starting Pay Rate** | | **Top**  **Pay Rate** | |
| 1401 | Application Engineer |  | |  | |  | |  | |  | |
| 1402 | A/V Engineer |  | |  | |  | |  | |  | |
| 1403 | Chemical Engineer |  | |  | |  | |  | |  | |
| 1404 | Design Engineer |  | |  | |  | |  | |  | |
| 1405 | Product Engineer |  | |  | |  | |  | |  | |
| 1406 | Product Development Chemist |  | |  | |  | |  | |  | |
| 1407 | Software Engineer |  | |  | |  | |  | |  | |
| 1409 | Electronics Engineer |  | |  | |  | |  | |  | |
| 1410 | Electrical Engineer Level I |  | |  | |  | |  | |  | |
| 1411 | Electrical Engineer Level II |  | |  | |  | |  | |  | |
| 1413 | Mechanical Engineer Level I |  | |  | |  | |  | |  | |
| 1414 | Mechanical Engineer Level II |  | |  | |  | |  | |  | |
| 1415 | Mechanical Engineer Level III |  | |  | |  | |  | |  | |
| 1416 | Mechanical Engineer Level IV |  | |  | |  | |  | |  | |
| 1421 | Industrial Engineer I |  | |  | |  | |  | |  | |
| 1422 | Industrial Engineer II |  | |  | |  | |  | |  | |
| 1427 | Manufacturing Engineer Entry Level |  | |  | |  | |  | |  | |
| 1428 | Manufacturing Engineer Level I |  | |  | |  | |  | |  | |
| 1429 | Manufacturing Engineer Level II |  | |  | |  | |  | |  | |
| 1435 | Metallurgist |  | |  | |  | |  | |  | |
| 1438 | Molding Engineer |  | |  | |  | |  | |  | |
| 1440 | Facilities Engineer |  | |  | |  | |  | |  | |
| 1445 | Project Engineer |  | |  | |  | |  | |  | |
| 1446 | Project Manager |  | |  | |  | |  | |  | |
| 1450 | Quality Control Engineer Levels I & II |  | |  | |  | |  | |  | |
| 1455 | Supplier Quality Engineer |  | |  | |  | |  | |  | |
| 1470 | Safety Engineer |  | |  | |  | |  | |  | |
| 1472 | Safety Technician |  | |  | |  | |  | |  | |
| 1474 | Sample Technician |  | |  | |  | |  | |  | |
| 1476 | Sales Engineer Level I & II |  | |  | |  | |  | |  | |
| 1478 | Technical Service Engineer |  | |  | |  | |  | |  | |
| 1501 | Design Drafter (CAD) Level I |  | |  | |  | |  | |  | |
| 1503 | Design Drafter (CAD) Level II |  | |  | |  | |  | |  | |
| 1505 | Design Drafter (CAD) Level III |  | |  | |  | |  | |  | |
| 1507 | Design Engineer |  | |  | |  | |  | |  | |
| 1510 | NC/CNC Programmer |  | |  | |  | |  | |  | |
| 1515 | PLC Technician |  | |  | |  | |  | |  | |
| 1518 | CNC Technician |  | |  | |  | |  | |  | |
| 1520 | Quality Control Technician |  | |  | |  | |  | |  | |
| 1524 | Field Service Technician |  | |  | |  | |  | |  | |
| 1530 | Technician Level I |  | |  | |  | |  | |  | |
| 1531 | Technician Level II |  | |  | |  | |  | |  | |
| 1540 | Technical Writer |  | |  | |  | |  | |  | |
| 1548 | Senior Research Scientist |  | |  | |  | |  | |  | |
| 1545 | Chemist |  | |  | |  | |  | |  | |
| 1548 | Senior Research Scientist |  | |  | |  | |  | |  | |
| 1550 | Designer (Apparel) |  | |  | |  | |  | |  | |
| 1551 | Graphic Designer (Apparel) |  | |  | |  | |  | |  | |
| 1555 | Graphic Designer (Print/Signs) |  | |  | |  | |  | |  | |
| ADMINISTRATIVE AND OFFICE SUPPORT POSITIONS | | | | | | | | | | | |
| PLEASE CONVERT THE SALARY AND WAGE TO ANNUAL BASE SALARY | | | | | | | | | | | |
| **Code** | **Position Title** | | **# of**  **Employees** | | **# of**  **Exempt Positions** | | **Average Annual Salary Paid**  **(Wt. Average)** | | **Starting Pay Rate** | **Top**  **Pay Rate** | |
| 2001 | Accounting Clerk, Bookkeeper Level I | |  | |  | |  | |  |  | |
| 2002 | Accounting Clerk, Bookkeeper, Level II | |  | |  | |  | |  |  | |
| 2003 | Accounts Payable Clerk | |  | |  | |  | |  |  | |
| 2005 | Account Specialist | |  | |  | |  | |  |  | |
| 2006 | Executive Assistant | |  | |  | |  | |  |  | |
| 2008 | Graphic Artist/Designer | |  | |  | |  | |  |  | |
| 2010 | Buyer Level I | |  | |  | |  | |  |  | |
| 2011 | Buyer, Level II | |  | |  | |  | |  |  | |
| 2012 | Buyer, Level III | |  | |  | |  | |  |  | |
| 2015 | Clerk, General Administrative | |  | |  | |  | |  |  | |
| 2020 | Service Dispatcher | |  | |  | |  | |  |  | |
| 2027 | Cost Estimator | |  | |  | |  | |  |  | |
| 2028 | Cost Accountant | |  | |  | |  | |  |  | |
| 2031 | Customer Service Representative, Level I | |  | |  | |  | |  |  | |
| 2032 | Customer Service Representative, Level II | |  | |  | |  | |  |  | |
| 2033 | Customer Service Representative, Level III | |  | |  | |  | |  |  | |
| 2035 | Billing Coordinator | |  | |  | |  | |  |  | |
| 2040 | Data and/or Order Entry Clerk | |  | |  | |  | |  |  | |
| 2042 | Document Control Specialist | |  | |  | |  | |  |  | |
| 2045 | Estimator Level I | |  | |  | |  | |  |  | |
| 2046 | Estimator Level II | |  | |  | |  | |  |  | |
| 2057 | Expediter, Production | |  | |  | |  | |  |  | |
| 2060 | Expediter, Purchase (Inside and/or Outside) | |  | |  | |  | |  |  | |
| 2066 | Intern | |  | |  | |  | |  |  | |
| 2068 | Inventory Data Processor | |  | |  | |  | |  |  | |
| 2070 | Mail Clerk | |  | |  | |  | |  |  | |
| 2075 | Payroll Clerk | |  | |  | |  | |  |  | |
| 2076 | Human Resource Assistant Level I | |  | |  | |  | |  |  | |
| 2077 | Human Resource Assistant Level II | |  | |  | |  | |  |  | |
| 2078 | Human Resources Generalist Level I | |  | |  | |  | |  |  | |
| 2079 | Human Resources Generalist Level II | |  | |  | |  | |  |  | |
| 2080 | Production Planner/Experienced Level II | |  | |  | |  | |  |  | |
| 2081 | Production Planner Level I | |  | |  | |  | |  |  | |
| 2082 | Sales Correspondent | |  | |  | |  | |  |  | |
| 2083 | Sales Order Coordinator / Clerk | |  | |  | |  | |  |  | |
| 2084 | Sales Representative Level I | |  | |  | |  | |  |  | |
| 2085 | Sales Representative Level II | |  | |  | |  | |  |  | |
| 2086 | Sales Representative Level III | |  | |  | |  | |  |  | |
| 2087 | Supply Chain Coordinator | |  | |  | |  | |  |  | |
| 2088 | Logistics Coordinator | |  | |  | |  | |  |  | |
| 2089 | Administrative Assistant Level I | |  | |  | |  | |  |  | |
| 2090 | Administrative Assistant Level II | |  | |  | |  | |  |  | |
| 2091 | Sales & Marketing Admin/Assistant | |  | |  | |  | |  |  | |
| 2092 | Telephone Operator, Receptionist | |  | |  | |  | |  |  | |
| 2095 | Traffic Clerk | |  | |  | |  | |  |  | |
| 2096 | Outside Salesmen | |  | |  | |  | |  |  | |
| 2098 | Training Specialist | |  | |  | |  | |  |  | |
| SUPERVISORY, MANAGEMENT, AND PROFESSIONAL SALARY POSITIONS | | | | | | | | | | | |
| PLEASE CONVERT THE SALARY AND WAGE TO ANNUAL BASE SALARY | | | | | | | | | | | |
| **Code** | **Position Title** | | **# of**  **Employees** | | **# of**  **Exempt Positions** | | **Average Annual Salary Paid**  **(Wt. Average)** | | **Starting Pay Rate** | | **Top**  **Pay Rate** |
| 5001 | Production/Assembly I (Supervisor) | |  | |  | |  | |  | |  |
| 5002 | Production/Assembly II (Supervisor) | |  | |  | |  | |  | |  |
| 5003 | Production/Assembly III (Supervisor) | |  | |  | |  | |  | |  |
| 5004 | Controller | |  | |  | |  | |  | |  |
| 5005 | Electrical, Maintenance (Supervisor) | |  | |  | |  | |  | |  |
| 5007 | First Level General Foreman | |  | |  | |  | |  | |  |
| 5009 | Foundry, General (Supervisor) | |  | |  | |  | |  | |  |
| 5011 | Quarry Manager/Supervisor | |  | |  | |  | |  | |  |
| 5013 | Inspection and/or Quality Control (Supervisor) | |  | |  | |  | |  | |  |
| 5014 | Laboratory (Supervisor) | |  | |  | |  | |  | |  |
| 5015 | Labor (Supervisor) | |  | |  | |  | |  | |  |
| 5017 | Machine Shop, General (Supervisor/Manager) | |  | |  | |  | |  | |  |
| 5019 | Maintenance, General (Supervisor) | |  | |  | |  | |  | |  |
| 5020 | Mechanical, Maintenance (Supervisor) | |  | |  | |  | |  | |  |
| 5022 | Sanitation (Supervisor/Manager) | |  | |  | |  | |  | |  |
| 5025 | Project Manager | |  | |  | |  | |  | |  |
| 5026 | Technical Product Manager | |  | |  | |  | |  | |  |
| 5027 | Supply Chain Manager | |  | |  | |  | |  | |  |
| 5028 | Vision Specialist | |  | |  | |  | |  | |  |
| 5029 | Strategic Manager | |  | |  | |  | |  | |  |
| 5030 | Site Manager | |  | |  | |  | |  | |  |
| 5031 | Logistics Manager | |  | |  | |  | |  | |  |
| 5032 | Shipping and/or Receiving (Supervisor) | |  | |  | |  | |  | |  |
| 5033 | Welding (Supervisor) | |  | |  | |  | |  | |  |
| 5037 | Tool and Die (Supervisor) | |  | |  | |  | |  | |  |
| 5039 | Paint (Supervisor) | |  | |  | |  | |  | |  |
| 5041 | Warehouse Supervisor / Materials Supervisor | |  | |  | |  | |  | |  |
| 5045 | Distribution Manager | |  | |  | |  | |  | |  |
| 5050 | Attorney | |  | |  | |  | |  | |  |
| 5060 | Financial Analyst | |  | |  | |  | |  | |  |
| 5101 | Accounting Supervisor | |  | |  | |  | |  | |  |
| 5102 | Tax Accountant | |  | |  | |  | |  | |  |
| 5103 | Accounting Supervisor, General Ledger | |  | |  | |  | |  | |  |
| 5104 | Accountant | |  | |  | |  | |  | |  |
| 5107 | Advertising Manager | |  | |  | |  | |  | |  |
| 5109 | Business Unit Manager | |  | |  | |  | |  | |  |
| 5110 | IT Manager | |  | |  | |  | |  | |  |
| 5114 | Accounting Supervisor | |  | |  | |  | |  | |  |
| 5116 | Credit and Collection Manager Level I | |  | |  | |  | |  | |  |
| 5117 | Credit and Collection Manager Level II | |  | |  | |  | |  | |  |
| 5120 | Customer Service Supervisor | |  | |  | |  | |  | |  |
| 5125 | Design Engineering Manager | |  | |  | |  | |  | |  |
| 5126 | General Manager | |  | |  | |  | |  | |  |
| 5127 | Director | |  | |  | |  | |  | |  |
| 5128 | Director of Operations | |  | |  | |  | |  | |  |
| 5129 | Director of Administration | |  | |  | |  | |  | |  |
| 5130 | Director of Research & Development | |  | |  | |  | |  | |  |
| 5133 | Marketing Manager | |  | |  | |  | |  | |  |
| **Code** | **Position Title** | | **# of**  **Employees** | | **# of**  **Exempt Positions** | | **Average Annual Salary Paid**  **(Wt. Average)** | | **Starting Pay Rate** | | **Top**  **Pay Rate** |
| 5135 | Environmental Manager | |  | |  | |  | |  | |  |
| 5136 | Chief Executive Officer | |  | |  | |  | |  | |  |
| 5137 | Chief Operating Officer | |  | |  | |  | |  | |  |
| 5138 | Chief Financial Officer | |  | |  | |  | |  | |  |
| 5139 | Chief Sales & Marketing | |  | |  | |  | |  | |  |
| 5140 | Engineering Manager | |  | |  | |  | |  | |  |
| 5141 | Industrial Health and Safety Manager | |  | |  | |  | |  | |  |
| 5142 | Inventory Control Supervisor | |  | |  | |  | |  | |  |
| 5144 | Management Information Systems Manager | |  | |  | |  | |  | |  |
| 5146 | Manufacturing/Production Superintendent | |  | |  | |  | |  | |  |
| 5148 | Operations Manager | |  | |  | |  | |  | |  |
| 5150 | Office Manager | |  | |  | |  | |  | |  |
| 5152 | Payroll Supervisor | |  | |  | |  | |  | |  |
| 5153 | VP of Mergers & Acquisitions | |  | |  | |  | |  | |  |
| 5154 | Talent Acquisition Manager/Specialist | |  | |  | |  | |  | |  |
| 5155 | Human Resource Business Partner | |  | |  | |  | |  | |  |
| 5156 | Human Resources Manager | |  | |  | |  | |  | |  |
| 5157 | Human Resource Director | |  | |  | |  | |  | |  |
| 5158 | Plant Manager | |  | |  | |  | |  | |  |
| 5159 | Product Specialist | |  | |  | |  | |  | |  |
| 5160 | Production Control Supervisor | |  | |  | |  | |  | |  |
| 5162 | Production Control Manager/Materials Planner | |  | |  | |  | |  | |  |
| 5164 | Purchasing Manager | |  | |  | |  | |  | |  |
| 5166 | Quality Control Supervisor/Manager | |  | |  | |  | |  | |  |
| 5168 | Research & Development Manager | |  | |  | |  | |  | |  |
| 5169 | Sales Manager | |  | |  | |  | |  | |  |
| 5173 | Sales Promotion Supervisor / Manager | |  | |  | |  | |  | |  |
| 5175 | Service Manager | |  | |  | |  | |  | |  |
| 5179 | Traffic Manager | |  | |  | |  | |  | |  |
| 5181 | Buyer | |  | |  | |  | |  | |  |
| 5184 | Client / Server Applications Developer, Senior | |  | |  | |  | |  | |  |
| 5186 | Contract Administrator | |  | |  | |  | |  | |  |
| 5188 | Cost Accountant | |  | |  | |  | |  | |  |
| 5190 | Data Base Administrator | |  | |  | |  | |  | |  |
| 5192 | Market Research Analyst | |  | |  | |  | |  | |  |
| 5194 | IT Analyst | |  | |  | |  | |  | |  |
| 5195 | Network Administrator | |  | |  | |  | |  | |  |
| 5196 | Network Administrator, Senior | |  | |  | |  | |  | |  |
| 5201 | Network Analyst, Level I | |  | |  | |  | |  | |  |
| 5202 | Network Analyst, Level II | |  | |  | |  | |  | |  |
| 5203 | Network Analyst, Level III | |  | |  | |  | |  | |  |
| 5205 | Packaging Supervisor | |  | |  | |  | |  | |  |
| 5206 | Personal Computer Specialist | |  | |  | |  | |  | |  |
| 5208 | Pharmaceutical Analyst | |  | |  | |  | |  | |  |
| 5209 | Product Manager | |  | |  | |  | |  | |  |
| 5210 | Programmer Analyst, Level I | |  | |  | |  | |  | |  |
| 5211 | Programmer Analyst, Level II | |  | |  | |  | |  | |  |
| 5212 | Programmer Analyst, Level III | |  | |  | |  | |  | |  |
| 5213 | Programmer Analyst, Level IV | |  | |  | |  | |  | |  |
| 5214 | Programmer Analyst, Level V | |  | |  | |  | |  | |  |
| 5216 | Programmer, Experienced | |  | |  | |  | |  | |  |
| **Code** | **Position Title** | | **# of**  **Employees** | | **# of**  **Exempt Positions** | | **Average Annual Salary Paid**  **(Wt. Average)** | | **Starting Pay Rate** | | **Top**  **Pay Rate** |
| 5220 | Systems Analyst, Intermediate | |  | |  | |  | |  | |  |
| 5230 | Trainer / Training Supervisor | |  | |  | |  | |  | |  |
| 5234 | Continuous Improvement Manager | |  | |  | |  | |  | |  |
| 5236 | Lean Implementer | |  | |  | |  | |  | |  |
| 5237 | Black Belt | |  | |  | |  | |  | |  |
| 5240 | President and CEO | |  | |  | |  | |  | |  |
| 5250 | Web Content Specialist | |  | |  | |  | |  | |  |

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| **PRODUCTION, MAINTENANCE, LOGISTICS, AND SERVICE POSITIONS**  PLEASE CONVERT WAGE TO HOURLY | | | | | |
| **Code** | **Position Title** | **# of Employees** | **Average Hourly Rate** | **Average Starting Hourly Rate** | **Average Top Hourly Rate** |
| 3007 | Assembler, Bench or Floor, Heavy |  |  |  |  |
| 3008 | Assembler, Bench or Floor, Light |  |  |  |  |
| 3009 | Assembler I (entry level) |  |  |  |  |
| 3010 | Assembler II (mid-level) |  |  |  |  |
| 3011 | Assembler III (most complex) |  |  |  |  |
| 3015 | Auto / Truck Mechanic |  |  |  |  |
| 3016 | Bale Operator |  |  |  |  |
| 3017 | Bindery Machine Worker |  |  |  |  |
| 3021 | Brazer |  |  |  |  |
| 3034 | Chemical Process / Batch Operator |  |  |  |  |
| 3036 | Chipper and Finisher |  |  |  |  |
| 3042 | CNC Operator, Lathe Operator |  |  |  |  |
| 3044 | CNC Operator, Machining |  |  |  |  |
| 3045 | CNC Operator, Router |  |  |  |  |
| 3046 | Collator Operator |  |  |  |  |
| 3048 | Compounder |  |  |  |  |
| 3051 | Crane Operator |  |  |  |  |
| 3052 | Crane Error Specialist |  |  |  |  |
| 3053 | Cupola or Furnace Tender |  |  |  |  |
| 3056 | Cutoff Saw Operator |  |  |  |  |
| 3060 | Sandblast Operator |  |  |  |  |
| 3064 | Diemaker |  |  |  |  |
| 3080 | Electrician, Maintenance I |  |  |  |  |
| 3081 | Electrician, Maintenance II |  |  |  |  |
| 3082 | Electronics Assembler |  |  |  |  |
| 3086 | Electronic Technician |  |  |  |  |
| 3087 | Electronic Technician, experienced |  |  |  |  |
| 3091 | Extruder Operator, Any Industry |  |  |  |  |
| 3094 | Fabricating Machine Operator |  |  |  |  |
| 3096 | Front-End Loader Operator |  |  |  |  |
| 3098 | Grinder |  |  |  |  |
| 3100 | Toolmaker |  |  |  |  |
| 3105 | Heat Treater |  |  |  |  |
| 3108 | Helper, Production |  |  |  |  |
| 3109 | Helper, Maintenance |  |  |  |  |
| 3115 | Inspector I (entry level) |  |  |  |  |
| 3116 | Inspector II (mid to Sr. level) |  |  |  |  |
| 3117 | Inspection, Electro-Mechanical Assembly |  |  |  |  |
| 3122 | Inventory Coordinator |  |  |  |  |
| 3123 | Janitor |  |  |  |  |
| 3124 | Journey Test Operator |  |  |  |  |
| 3125 | Laborer, Heavy |  |  |  |  |
| 3126 | Laborer, Light |  |  |  |  |
| 3127 | Laser Beam Machine Operator |  |  |  |  |
| 3130 | Lathe Operator, Engine |  |  |  |  |
| 3135 | Lead Person (Group Leader) |  |  |  |  |
| 3140 | Logistics Operatives |  |  |  |  |
| **Code** | **Position Title** | **# of Employees** | **Average Hourly Rate** | **Average Starting Hourly Rate** | **Average Top Hourly Rate** |
| 3145 | Machine Operator I |  |  |  |  |
| 3146 | Machine Operator II |  |  |  |  |
| 3147 | Mailing Machine Operator |  |  |  |  |
| 3148 | Machinist Maintenance I |  |  |  |  |
| 3149 | Machinist Maintenance II |  |  |  |  |
| 3150 | Machinist, Production I |  |  |  |  |
| 3151 | Machinist, Production II |  |  |  |  |
| 3153 | Machinist, Apprentice |  |  |  |  |
| 3155 | Machine Setup |  |  |  |  |
| 3156 | Maintenance Mechanic, Multi-Craft I |  |  |  |  |
| 3157 | Maintenance Mechanic, Multi-Craft II |  |  |  |  |
| 3158 | Quality Leader |  |  |  |  |
| 3159 | Manufacturing Quality Specialist |  |  |  |  |
| 3160 | Material Handler |  |  |  |  |
| 3161 | Maintenance Auto Technician |  |  |  |  |
| 3162 | Mechanical Galvanize Operator |  |  |  |  |
| 3163 | Mechanical Designer |  |  |  |  |
| 3164 | Mechanical Tester |  |  |  |  |
| 3165 | Milling Machine Operator |  |  |  |  |
| 3166 | Millwright, Maintenance |  |  |  |  |
| 3168 | Mixer |  |  |  |  |
| 3173 | Molding Machine Operator, Plastics |  |  |  |  |
| 3180 | Packer |  |  |  |  |
| 3184 | Packer, Heavy |  |  |  |  |
| 3186 | Packer (Machine) |  |  |  |  |
| 3188 | Painter, Maintenance |  |  |  |  |
| 3189 | Painter, Sprayer |  |  |  |  |
| 3195 | Palletizer Operator |  |  |  |  |
| 3201 | Patternmaker, Any industry |  |  |  |  |
| 3203 | Plastics Molder |  |  |  |  |
| 3222 | Press Helper/Assistant |  |  |  |  |
| 3224 | Press Operator I |  |  |  |  |
| 3225 | Press Operator II |  |  |  |  |
| 3230 | Punch Press, Setup / Operator |  |  |  |  |
| 3235 | Quarry Laborer |  |  |  |  |
| 3236 | Driller and Blaster |  |  |  |  |
| 3240 | Heavy Equipment Operator |  |  |  |  |
| 3245 | Saw Operator |  |  |  |  |
| 3250 | Metal Manipulator |  |  |  |  |
| 3252 | Sewing Machine Operator |  |  |  |  |
| 3254 | Sheet Metal Worker/Machine Operator |  |  |  |  |
| 3257 | Shipper / Receiver |  |  |  |  |
| 3268 | Stock Clerk |  |  |  |  |
| 3275 | Solderer |  |  |  |  |
| 3276 | Test Lab Operator |  |  |  |  |
| 3278 | Tool and Die Maker, Entry Level |  |  |  |  |
| 3279 | Tool and Die Maker, Experienced |  |  |  |  |
| 3282 | Forklift Operator |  |  |  |  |
| 3283 | Truck Driver, CDL Required |  |  |  |  |
| **Code** | **Position Title** | **# of Employees** | **Average Hourly Rate** | **Average Starting Hourly Rate** | **Average Top Hourly Rate** |
| 3285 | Truck Driver, No CDL Required |  |  |  |  |
| 3290 | Technical / Production Line Operator |  |  |  |  |
| 3295 | X-Ray Technician, Any Industry |  |  |  |  |
| 3301 | Warehouse Associate |  |  |  |  |
| 3304 | Sanitation Laborer |  |  |  |  |
| 3305 | Waste Treatment Operator |  |  |  |  |
| 3307 | Security Guard |  |  |  |  |
| 3319 | Welder, Arc or Gas I |  |  |  |  |
| 3320 | Welder, Arc or Gas II |  |  |  |  |
| 3321 | Welder, Resistance or Spot |  |  |  |  |
| 3322 | Welder, Sheet Metal |  |  |  |  |
| 3324 | Wire EDM Operator |  |  |  |  |
| 3325 | Wirer (Control Panel Assembler) |  |  |  |  |
| 3330 | Robotic Welder Technician |  |  |  |  |
| 3340 | Installer, Service Technician Worker |  |  |  |  |
| 3350 | Printing – Prepress Technician Worker |  |  |  |  |
| 3355 | Printing, Digital Operator |  |  |  |  |
| 3360 | Screen Printing Operators |  |  |  |  |
| 3365 | Printing Operators |  |  |  |  |

To keep our surveys current, we need your help. Please list below both the title and a brief job description of positions you would like to be considered for addition to next year’s survey.

|  |  |
| --- | --- |
| **POSITION TITLE:** |  |
| **DESCRIPTION:** |  |
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| **POSITION TITLE:** |  |
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| **DESCRIPTION:** |  |
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| **POSITION TITLE:** |  |
| **DESCRIPTION:** |  |
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**Thank you for participating in our survey! This information will be tabulated and shared with all participants after the completion. Your contributions are extremely appreciated!**