

2008 Wage Survey of Industrial Jobs

Volume 1: Wisconsin

Published: July 2008

Next Publication: July 2009

Also available:

- Volume 2: Northern Illinois

Companion surveys:

- Managerial, Supervisory & Professional Salary Survey (*WI and Northern IL volumes*)
- Non-Exempt Wage Survey (*WI and Northern IL volumes*)
- Executive Compensation Survey (National and WI volumes)

Make data-driven decisions regarding wages, compensation, policies, and benefits.

For a complete list of national and state surveys available from MRA please see the inside back cover of this report, or visit our website at www.mranet.org. For information call (800) 488-4845, extension 3508, or e-mail surveys@mranet.org.

Complimentary to participating MRA members

Confidential Survey Report

This survey is provided with the understanding that the information will:

- *remain strictly confidential*
 - *be restricted to authorized personnel only*
 - *not be used in collective bargaining or grievance proceedings*
 - *protect, completely, organizational identity*
-

© 2008 MRA – The Management Association: All rights reserved. This survey is provided to the recipient to use as an **internal** compensation resource. Sharing content or publication in written or electronic form outside your organization is prohibited without the written permission of MRA – The Management Association.

Table of Contents

	Page
Survey Summary	i
Introduction	ii-xiii
Survey Profile	ii
Region Map	iii
Participant List	iv
Survey Design and Methodology	viii
Statistical Parameters	ix
Definitions of Survey Terms	x
Applying Compensation Data	xi
MRA Compensation Services	xiii
Compensation Practices	xiv-xix
Definitions of Variable Plans	xiv
Variable Compensations Plans	xiv
Lead People and Compensation Additives	xvii
Relief Operator / Utility Workers and Compensation Additives	xviii
Cost of Living Additive	xix
Plant Average Hourly Earnings	263
Hourly Wage Data – by Position	1 – 262

General Industrial and Manufacturing Occupations

Job Seq. No.		
10.01	Assembler – A (Electrical)	1
10.02	Assembler – B (Electrical)	2
10.03	Assembler – C (Electrical)	3
10.04	Assembler – D (Electrical)	4
10.05	Assembler – E (Electrical)	5
10.06	Assembler – F (Electrical)	6
10.07	Assembler – A (Mechanical)	7
10.08	Assembler – B (Mechanical)	8
10.09	Assembler – C (Mechanical)	9
10.10	Assembler – D (Mechanical)	10
10.11	Assembler – E (Mechanical)	11
10.12	Assembler – F (Mechanical)	12
10.13	Batch Person	13
10.14	Boiler Operator, High Pressure	14
10.15	Boring Bar Operator – A	15
10.16	Boring Bar Operator – B	16
10.17	Boring Mill Operator – A	17
10.18	Boring Mill Operator – B	18
10.19	Broaching Machine Operator	19
10.20	Carpenter – A (Maintenance)	20
10.21	Carpenter – B (Maintenance)	21
10.22	Carpenter – Production	22
10.23	Casting Machine Operator, Centrifugal	23
10.24	Cell Operations, Assembler – A	24
10.25	Cell Operations, Assembler – B	25

Table of Contents *(continued)*

General Industrial and Manufacturing Occupations *(cont'd)*

Job Seq. No.		Page
10.26	Cell Operations, Assembler – C	26
10.27	Cell Operations, Machine Operator – A.....	27
10.28	Cell Operations, Machine Operator – B.....	28
10.29	Chipper, Grinder (Finish)	29
10.30	Chipper, Grinder (Rough)	30
10.31	Clerk, Shop	31
10.32	CNC/Laser Punch Press.....	32
10.33	CNC/NC Set Up Worker	33
10.34	CNC/NC Machine Operator – A / Programmer	34
10.35	CNC/NC Machine Operator B.....	35
10.36	CNC/NC Machine Operator C	36
10.37	CNC Machining Center Set Up Worker	37
10.38	CNC/NC Machining Center Operator – A.....	38
10.39	CNC/NC Machining Center Operator – B.....	39
10.40	Compounder (Mixer / Blender)	40
10.41	Coreblower.....	41
10.42	Coremaker – A.....	42
10.43	Coremaker – B.....	43
10.44	Coremaker, Shell Process	44
10.45	Core Assembler (Paster)	45
10.46	Crane Operator – A (No data reported).....	-
10.47	Crane Operator - B	46
10.48	Cycle Counter	47
10.49	Degreaser	48
10.50	Die-Casting Machine Operator (Set Up & Operate)	49
10.51	Die-Casting Machine Operator	50
10.52	Drill Press Operator – A (Radial)	51
10.53	Drill Press Operator – B (Radial)	52
10.54	Drill Press Operator – A.....	53
10.55	Drill Press Operator – B.....	54
10.56	Drill Press Operator – C.....	55
10.57	Electric Furnace Operator.....	56
10.58	Electrician, Electronics.....	57
10.59	Electrician – A (Journeyman).....	58
10.60	Electrician – B.....	59
10.61	Engineer, Power House.....	60
10.62	Extrusion Press Operator	61
10.63	Foundry Inspector – A	62
10.64	Foundry Inspector – B	63
10.65	Furnace Helper (Melting)	64
10.66	Furnace Tender (Melt-Down).....	65
10.67	Furnace Tender (Process).....	66
10.68	Gas Cutter, Burner (Hand).....	67
10.69	Gas Cutter, Burner (Machine).....	68
10.70	Gas / Plasma Burner (CNC / NC).....	69
10.71	Gear Cutter or Hobber – A.....	70
10.72	Gear Cutter or Hobber – B.....	71
10.73	Grinder (Centerless)	72
10.74	Grinder, Cylindrical – A (External)	73
10.75	Grinder, Cylindrical – B (External)	74

Table of Contents *(continued)*

General Industrial and Manufacturing Occupations *(cont'd)*

Job Seq. No.		Page
10.76	Grinder, Cylindrical (Internal).....	75
10.77	Grinder, Pedestal.....	76
10.78	Grinder, Rough.....	77
10.79	Grinder, Surface – A.....	78
10.80	Grinder, Surface – B.....	79
10.81	Heat Treater – A.....	80
10.82	Heat Treater – B.....	81
10.83	Helper, Production (Heavy).....	82
10.84	Helper, Production (Light).....	83
10.85	Helper, Trades (Maintenance).....	84
10.86	Honing Machine Operator.....	85
10.87	Hopper Person (Material Handler).....	86
10.88	Injection Molding Machine Operator (Set Up and Operate).....	87
10.89	Injection Molding Machine Operator.....	88
10.90	Inspector or Tester – A.....	89
10.91	Inspector or Tester – B.....	90
10.92	Inspector or Tester – C.....	91
10.93	Inspector or Tester – D.....	92
10.94	Inspector or Tester – E.....	93
10.95	Inspector, Packager.....	94
10.96	Janitor, Sweeper (Shop).....	95
10.97	Janitor, Sweeper (Office).....	96
10.98	Job Setter, Die-Casting Machine.....	97
10.99	Labeler.....	98
11.00	Laborer, General (Trucker, Material Handler, etc.).....	99
11.01	Ladle Repair.....	100
11.02	Laser Operator – A.....	101
11.03	Laser Operator – B.....	102
11.04	Lathe Operator – A (Automatic/Chuck).....	103
11.05	Lathe Operator – B (Automatic/Chuck).....	104
11.06	Lathe Operator – A (Engine).....	105
11.07	Lathe Operator – B (Engine).....	106
11.08	Lathe Operator – C (Engine).....	107
11.09	Lathe Operator – A (Turret).....	108
11.10	Lathe Operator – B (Turret).....	109
11.11	Layout (Machine Shop).....	110
11.12	Machine-Equipment Operator/Tender – A.....	111
11.13	Machine-Equipment Operator/Tender – B.....	112
11.14	Machine Operator, Cold Form (Set Up and Operate).....	113
11.15	Machinist – A, Machine Repair (Journeyman).....	114
11.16	Machinist – B, Machine Repair.....	115
11.17	Machinist – C, Machine Repair.....	116
11.18	Machinist – A, Production (Journeyman).....	117
11.19	Machinist – B, Production.....	118
11.20	Machine Operator – C (Production).....	119
11.21	Machine Operator – D (Production).....	120
11.22	Machine Operator – E (Production).....	121
11.23	Maintenance, Building & Grounds.....	122
11.24	Maintenance Technician – A (Journeyman).....	123

Table of Contents *(continued)*

General Industrial and Manufacturing Occupations *(cont'd)*

Job Seq. No.		Page
11.25	Maintenance Technician – B	124
11.26	Maintenance Person (General).....	125
11.27	Material Handler	126
11.28	Material Mover (Hand Jack).....	127
11.29	Mechanic – A, Vehicle Repair.....	128
11.30	Mechanic – B, Vehicle Repair.....	129
11.31	Metal – Spinning Lathe Operator – A	130
11.32	Metal – Spinning Lathe Operator – B	131
11.33	Milling Machine Operator – A	132
11.34	Milling Machine Operator – B	133
11.35	Milling Machine Operator – C	134
11.36	Millwright – A, Maintenance (Journeyman)	135
11.37	Millwright – B, Maintenance.....	136
11.38	Millwright – C	137
11.39	Model Maker – A, Experimental Mech. (Journeyman)	138
11.40	Model Maker – B, Experimental Mechanic	139
11.41	Molder, Machine	140
11.42	Molder, Squeezer	141
11.43	Molding Press Operator Compression (Set Up & Operate)	142
11.44	Packer, Crater – A	143
11.45	Packer, Crater – B	144
11.46	Packer – C	145
11.47	Packer – D	146
11.48	Painter or Sprayer – A (Production)	147
11.49	Painter or Sprayer – B (Production)	148
11.50	Painter or Sprayer – C (Production)	149
11.51	Pattern Maker – Wood (Journeyman)	150
11.52	Pattern Repair.....	151
11.53	Pattern Storage.....	152
11.54	Piper Fitter – A (Journeyman).....	153
11.55	Pipe Fitter – B	154
11.56	Plant Security Guard (No Data Reported)	155
11.57	Plater – A	156
11.58	Plater – B	157
11.59	Plater Helper	158
11.60	Polisher and Buffer – A.....	159
11.61	Polisher and Buffer – B.....	160
11.62	Pourer	161
11.63	Power Saw Operator	162
11.64	Press Brake Operator – A.....	163
11.65	Press Brake Operator – B.....	164
11.66	Product Repair Technician (Elec/Mech) – Senior.....	165
11.67	Product Repair Technician (Elec/Mech) – Junior	166
11.68	Product Repair Technician (Mechanical) – Senior	167
11.69	Product Repair Technician (Mechanical) – Junior.....	168
11.70	Punch Press Set Up – A	169
11.71	Punch Press Set Up – B.....	170
11.72	Punch Press Operator – A.....	171
11.73	Punch Press Operator – B.....	172

Table of Contents *(continued)*

Job Seq. No.		Page
11.74	Punch Press Operator – C.....	173
11.75	Receiver.....	174
11.76	Roll Operator.....	175
11.77	Sand Mixer, Machine.....	176
11.78	Sand or Shot Blast Operator (Booth).....	177
11.79	Screw Machine Set Up – A (Automatic).....	178
11.80	Screw Machine Set Up – B (Automatic).....	179
11.81	Screw Machine Operator – A (Automatic).....	180
11.82	Screw Machine Operator – B (Automatic).....	181
11.83	Screw Machine Operator – C (Automatic).....	182
11.84	Shake Out Person.....	183
11.85	Shear Operator – A.....	184
11.86	Shear Operator – B.....	185
11.87	Sheet Metal Worker (Journeyman).....	186
11.88	Sheet Metal Worker – B.....	187
11.89	Sheet Metal Worker – C.....	188
11.90	Shipper and Receiver.....	189
11.91	Shipper – A.....	190
11.92	Shipper – B.....	191
11.93	Silk Screener.....	192
11.94	Stock Expediter or Chaser (Production).....	193
11.95	Slide Machine Set Up / Operator (No data reported).....	-
11.96	Slide Machine Operator (No data reported).....	-
11.97	Store Keeper.....	194
11.98	Stores Attendant (Stock Selector).....	195
11.99	Straightening Press Operator.....	196
12.00	Structural Fabricator (Journeyman).....	197
12.01	Structural Fabricator (Machine Operator).....	198
12.02	Structural Layout.....	199
12.03	Structural/Weldment Fit Up – A.....	200
12.04	Structural/Weldment Fit Up – B.....	201
12.05	Thermoforming Machine Operator.....	202
12.06	Tool Crib Attendant.....	203
12.07	Tool, Die or Gauge Maker – A (Journeyman).....	204
12.08	Tool, Die or Gauge Maker – B (Journeyman).....	205
12.09	Tool, Die or Gauge Maker – C.....	206
12.10	Tool Grinder – A.....	207
12.11	Tool Grinder – B.....	208
12.12	Tool Keeper.....	209
12.13	Tool Room Machine Operator – A (Journeyman).....	210
12.14	Tool Room Machine Operator – B.....	211
12.15	Tool Room Machine Operator – C.....	212
12.16	Trimmer, Finisher.....	213
12.17	Truck Driver, Outside (Local).....	214
12.18	Truck Driver – Tractor – Trailer (Local).....	215
12.19	Truck Driver – Tractor – Trailer (Over the Road).....	216
12.20	Truck Operator (Power Lift).....	217
12.21	Waste Water Treatment Operator.....	218
12.22	Welder – A (Spot).....	219

Table of Contents *(continued)*

General Industrial and Manufacturing Occupations *(cont'd)*

Job Seq. No.		Page
12.23	Welder – B (Spot)	220
12.24	Welder – A (Arc/Gas).....	221
12.25	Welder – B (Arc/Gas).....	222
12.26	Welder – C (Arc/Gas)	223
12.27	Welder – B (Automatic Machine).....	224
12.28	Welder – C (Automatic Machine).....	225
12.29	Welder, Casting Repair.....	226
12.30	Wheelabrator, Rotoblast Operator.....	227
12.31	Winder – A	228
12.32	Winder – B	229
12.33	Winder – C	230

Wholesale and Distribution Occupations

13.01	Counterperson (Customer Service).....	231
13.02	Order Expeditor.....	232
13.03	Order Selector.....	233
13.04	Route Driver.....	234
13.05	Warehouse Worker (Laborer).....	235

Chemical – Manufacturing and Processing Occupations

14.01	Chemical Equipment Operator – A (Critical)	236
14.02	Chemical Equipment Operator – B.....	237
14.03	Equipment or Machine Operator.....	238
14.04	Filling Machine Operator.....	239
14.05	Laboratory Technician (Control) Chemical.....	240

Food and Kindred Products Occupations

15.01	Assembler – Finisher - Packager.....	241
15.02	Brine Tender (No data reported).....	-
15.03	Cheesemaker.....	242
15.04	Curd Processing (No data reported).....	-
15.05	Equipment Tender, Process – A.....	243
15.06	Equipment Tender, Process – B.....	244
15.07	Filler (Bulk and/or Liquid Materials)	245
15.08	Inspector	246
15.09	Laboratory Technician (Control)	247
15.10	Machine or Equipment Operator (Set Up and Operate).....	248
15.11	Machine or Equipment Operator (Operate Only).....	249
15.12	Operator – A (Critical).....	250
15.13	Operator – B	251
15.14	Sanitation Worker	252
15.15	Tanker Truck Receiver / Unloader.....	253

Table of Contents *(continued)*

Apparel and Other Finished Products Occupations

Job Seq. No.		Page
16.01	Cutter	254
16.02	Sewer.....	255

Rubber, Plastics and Allied Products Occupations

17.01	Inspector	256
17.02	Inspector, Packager	257
17.03	Job Setter (Machines).....	258
17.04	Machine Operator – A (Set Up and Operate)	259
17.05	Machine Operator – B (Operate Only).....	260
17.06	Stapler (No data reported)	261
17.07	Upholster/Assembler	262