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BENCHMARK COMPENSATION SURVEY



2023 BENCHMARK COMPENSATION SURVEY



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BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(41110) Accountant I (Entry)	19	575	-	657	1013
(41101) Accountant II (Experienced)	20	576	621	658	1014
(41100) Accountant III (Advanced)	22	577	-	659	1016
(41090) Accounting (Section) Supervisor	24	578	-	660	1017
(10050) Accounting Clerk – Multi Function (for small companies)	25	-	-	661	1018
(10040) Accounting Clerk I (Entry)	26	-	-	662	1019
(10031) Accounting Clerk II (Experienced)	27	579	-	663	1020
(10030) Accounting Clerk III (Advanced)	29	-	-	664	1021
(10060) Accounts Payable Clerk	30	580	622	665	1022
(10070) Accounts Receivable Clerk	32	581	-	666	1024
(53060) Actuary	-	-	-	-	-
(16020) Administrative Assistant I (Entry)	68	-	623	690	1056
(16011) Administrative Assistant II (Experienced)	70	582	624	691	1057
(16010) Administrative Assistant III (Advanced)	72	-	625	692	1058
(16040) Administrative Assistant to Chief Executive Officer	74	-	626	693	1059
(40010) Administrative Manager	76	-	-	694	1060
(15010) Advertising Assistant	376	-	-	-	1302
(44080) Advertising Manager	377	-	-	-	1303
(44090) Advertising Supervisor	378	-	-	-	-
(80105) Annual Giving Officer	264	-	-	812	-
(80209) AODA Counselor	-	-	-	-	-
(45200) Application and/or Sales Engineer	151	-	-	734	1115
(45180) Application and/or Sales Engineering Manager	152	584	-	735	1116

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(45190) Application and/or Sales Engineering Supervisor	153	-	-	736	1117
(43130) Application Programming Supervisor	323	-	-	-	1257
(43090) Applications Systems Analysis Supervisor	324	-	-	-	1258
(43120) Applications Systems Analyst	325	-	-	851	1259
(43110) Applications Systems Analyst Senior	326	-	-	852	1260
(44110) Art Director	379	-	-	892	1304
(80041) Artistic Director	-	-	-	-	-
(30010) Assistant Manager-Restaurant	286	-	-	-	-
(40035) Assistant Project Manager	486	-	-	958	1389
(80236) Assistant Property/Site Manager	-	-	-	-	-
(44020) Assistant Sales Manager	380	-	-	893	1305
(50011) Attorney I	366	-	-	-	1294
(50010) Attorney II	367	-	-	885	1295
(50009) Attorney III	368	-	-	886	1296
(41132) Auditor I (Entry)	34	-	-	-	-
(41131) Auditor II (Experienced)	35	-	-	-	1025
(41130) Auditor III (Advanced)	36	-	-	-	-
(80217) Behavioral Management Aide	-	-	-	-	-
(42160) Benefits Analyst	292	-	-	828	1231
(42150) Benefits Analyst Senior	293	-	-	829	1232
(14010) Benefits Assistant	294	-	-	-	1233

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(42130) Benefits Manager	295	-	-	830	1234
(80215) Benefits/Financial Counselor	-	-	-	-	-
(15040) Billing Clerk	37	-	-	667	1026
(41160) Billing Supervisor	38	-	-	668	1027
(10080) Bookkeeper (Small Company)	39	-	-	-	1028
(53010) Branch Manager	98	-	-	-	1076
(44380) Business Development Manager	381	598	-	894	1306
(44390) Business Development Specialist	383	-	-	895	1307
(43250) Business Intelligence Analyst	327	-	-	853	1261
(43260) Business Intelligence Developer	328	-	-	854	1262
(47260) Business Process Improvement/Lean/Six Sigma Manager	449	-	-	934	1357
(17010) Buyer I	527	608	-	984	1418
(17020) Buyer II	528	609	-	985	1419
(47130) Buyer III (Purchasing Agent)	529	610	-	986	1420
(45170) CAD-CAM/Drafting Supervisor	112	-	-	711	1087
(44260) Call Center Manager	384	-	-	896	1308
(80210) Case Manager	441	-	-	932	1354
(80213) Case Worker/Social Worker (BS/BA)	442	-	-	933	1355
(80212) Case Worker/Social Worker (CSW)	443	-	-	-	-
(80211) Case Worker/Social Worker (MSW)	-	-	-	-	-
(80201) Caseworker Supervisor/Manager	444	-	-	-	1356
(80121) Cashier	-	-	-	-	-
(30020) Catering Manager	-	-	-	-	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(51030) Chemist I	517	-	-	-	1412
(51022) Chemist II	518	-	-	979	1413
(51021) Chemist III	519	-	-	-	1414
(51020) Chemist IV	520	-	-	980	1415
(215) Chief Audit Executive	198	-	-	-	1159
(515) Chief Business Development Executive	199	-	-	767	1160
(110) Chief Executive – Multi Function Responsibility	200	-	-	768	1161
(700) Chief Executive – Not-For-Profit	201	585	629	769	1162
(100) Chief Executive Officer	202	586	630	770	1163
(200) Chief Financial Officer (CFO)	204	587	631	771	1165
(320) Chief Government Relations Executive	206	-	-	772	1167
(120) Chief Information Officer (CIO)	208	588	632	773	1168
(600) Chief International Executive	-	-	-	-	-
(430) Chief Manufacturing Executive	209	-	-	774	1169
(505) Chief Marketing Executive (Excluding Sales)	210	-	-	775	1170
(105) Chief Operating Officer	211	589	-	776	1171
(115) Chief Operations Executive – Non-Manufacturing	213	590	-	777	1172
(510) Chief Sales Executive/Domestic Markets (Excluding Marketing)	215	-	-	778	1173
(500) Chief Sales/Marketing Executive	216	591	-	779	1174
(315) Chief Staff Legal Counsel	218	-	-	780	1175
(225) Chief Tax Executive	219	-	-	-	-
(80087) Child Care Center Manager	144	-	-	-	-
(24010) Child Care Teacher	281	-	-	-	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(24011) Child Care Worker	-	-	-	-	-
(25070) Claims Customer Service Representative	99	-	-	-	-
(25080) Claims Examiner	100	-	-	705	-
(25090) Claims Examiner – Field	-	-	-	-	-
(53040) Claims Supervisor	101	-	-	-	-
(53020) Commercial Loan Officer	102	-	-	-	1077
(23020) Communications Center Operator	-	-	-	-	-
(44007) Communications Director	385	-	-	897	1309
(44300) Communications Specialist	386	-	-	898	1310
(44290) Communications Specialist Senior	387	-	-	899	1311
(80216) Community Integration Specialist	-	-	-	-	-
(80193) Community Organizer	388	-	-	-	1312
(80181) Community Relations Director	389	-	-	900	1313
(42200) Compensation Analyst	296	-	-	831	1235
(42190) Compensation Analyst Senior	297	-	-	-	1236
(42140) Compensation and Benefits Administrator	298	-	-	832	1237
(310) Compensation and Benefits Director	220	-	-	781	1176
(42170) Compensation and Benefits Manager	299	-	-	833	1238
(42139) Compensation Manager	300	-	-	834	-
(41063) Compliance Analyst	40	-	-	669	1029
(41062) Compliance Analyst Senior	41	-	-	670	1030
(15085) Compliance Coordinator	531	-	-	-	-
(43170) Computer Operations Supervisor	329	-	-	855	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(12020) Computer Operator	330	-	-	-	-
(12010) Computer Operator Senior	331	-	-	-	-
(46270) Construction (Site) Engineer	-	-	-	-	-
(46250) Construction Manager	109	-	-	710	1084
(46260) Construction Site Foreman	110	-	-	-	1085
(46265) Construction Superintendent	111	-	-	-	1086
(50050) Contract Administration Manager	369	-	-	887	-
(50060) Contract Administrator	370	-	-	888	1297
(211) Controller (Corp/Multi-Division)	221	-	-	782	1177
(210) Controller (Plant/Single Location)	223	-	-	783	1178
(41030) Controller-Assistant	42	-	-	671	1031
(24020) Cook	287	-	-	826	1228
(44340) Copywriter	390	-	-	-	1314
(44330) Copywriter Senior	391	-	-	901	1315
(220) Corporate Treasurer	225	-	-	-	1179
(41210) Cost Accountant I (Entry)	43	-	-	-	1032
(41201) Cost Accountant II (Experienced)	44	-	-	672	1033
(41200) Cost Accountant III (Advanced)	45	-	-	-	1034
(41180) Cost Accounting Manager	46	-	-	673	1035
(47140) Cost Estimating Supervisor	450	-	-	935	1358
(11070) Cost Estimator	451	-	-	936	1359
(11060) Cost Estimator Senior	452	-	-	937	1360
(80207) Counselor	445	-	-	-	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(44125) Creative Director	275	-	-	819	1220
(10100) Credit and/or Collection Clerk	47	-	-	674	1036
(41220) Credit and/or Collection Manager	48	-	-	675	1037
(10110) Credit and/or Collection Specialist	49	-	-	676	1038
(41230) Credit and/or Collection Supervisor	50	-	-	677	1039
(80208) Crisis Intervention Specialist	-	-	-	-	-
(525) Customer Service Director	226	-	-	784	1180
(44240) Customer Service Manager	392	599	-	902	1316
(15050) Customer Service Representative I (Entry)	394	600	-	903	1317
(15051) Customer Service Representative II (Experienced)	396	601	641	904	1318
(15060) Customer Service Representative III (Advanced)	398	602	642	905	1320
(44250) Customer Service Supervisor	400	603	-	906	1321
(12050) Data Entry Operator	77	-	-	-	1061
(12040) Data Entry Operator Senior	78	-	-	695	1062
(43040) Data Security Administrator	332	-	-	856	-
(43070) Database Administrator	333	-	-	857	1263
(43082) Database Analyst	334	-	-	858	1265
(43080) Database Analyst Principal	-	-	-	-	-
(43081) Database Analyst Senior	335	-	-	859	1266
(43069) Database Manager	336	-	-	860	1267
(80108) Database/Gifts Processing Coordinator	265	-	-	813	1212
(56030) Department Manager	506	-	-	971	-
(22030) Design Drafter (Product)	113	-	-	712	1088

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(22020) Design Drafter (Product) Senior	114	-	-	713	1089
(22050) Design Drafter (Tools)	115	-	-	714	1090
(22040) Design Drafter (Tools) Senior	116	-	-	715	1091
(45270) Design Engineer I	154	-	-	737	1118
(45260) Design Engineer II	155	-	-	738	1119
(45250) Design Engineer III	156	-	-	739	1120
(45240) Design Engineer IV	157	-	-	740	1121
(45230) Design Engineer V	158	-	-	741	1122
(45220) Design Engineering Manager	159	-	-	742	1123
(23030) Desktop Publishing Operator	276	-	-	820	1221
(43210) Desktop Support Manager	337	-	-	861	-
(12110) Desktop Support Specialist	338	-	-	862	1269
(12070) Desktop Technician	339	-	-	863	1270
(22080) Detail Drafter	117	-	-	716	1092
(22070) Detail Drafter Senior	118	-	-	717	-
(80112) Development Associate/Assistant	266	-	-	814	1213
(710) Development Director	227	-	-	785	1181
(520) Director of Communications	228	-	-	786	1182
(405) Director of Engineering	229	-	-	787	1183
(49010) Director of Facilities/Maintenance	257	-	-	806	1206
(80255) Director of Research/Studies	524	-	-	981	-
(80245) Director of Residential Services	504	-	-	-	-
(30030) Dishwasher	288	-	-	-	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(18010) Dispatcher	532	-	-	-	1421
(47087) Distribution Analyst	533	-	-	-	1422
(47086) Distribution Center Supervisor	534	-	-	-	1423
(47085) Distribution/Logistics Manager	535	-	-	987	1424
(535) District Sales Manager	230	-	-	788	1184
(45149) Drafting and Documentation Manager	119	-	-	-	-
(45150) Drafting Supervisor	120	-	-	718	-
(44310) Editor	402	-	-	907	-
(80182) Education Manager/Director	403	-	-	-	1322
(45140) Electrical Engineer	160	-	-	743	1124
(45130) Electrical Engineer Senior	161	-	-	744	1125
(22120) Electronic Technician	121	-	-	719	1093
(22110) Electronic Technician Senior	122	-	-	720	-
(80248) Eligibility Specialist	-	-	-	-	-
(45070) Engineering Laboratory Supervisor	162	-	-	-	1126
(45010) Engineering Project Manager	163	-	-	745	1127
(22140) Engineering Technician (R&D)	123	-	-	721	1094
(22130) Engineering Technician (R&D) Senior	124	-	-	722	1095
(46230) Environmental Engineer	164	-	-	-	1128
(47015) Equipment Manager	453	-	-	-	1361
(40050) Estimator	487	-	-	959	1390
(44360) Event and Meeting Planner	404	-	-	908	1323
(15079) Event Coordinator	405	-	-	909	1324

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(44350) Event Manager	406	-	-	910	1325
(44009) Event/Program Director	407	-	-	911	1326
(16050) Executive Assistant	79	583	-	696	1063
(30040) Executive Chef	289	-	-	827	1229
(80050) Exhibits Designer	95	-	-	-	-
(80043) Exhibits Manager	-	-	-	-	-
(18020) Expediter	454	-	-	-	1362
(17030) Expediter – Outside	-	-	-	-	-
(15080) Export Coordinator	536	-	-	-	1425
(49030) Facilities Manager I (Single Location)	258	-	-	807	1207
(49029) Facilities Manager II (Multi-Location)	259	-	-	808	1208
(425) Facility Engineer	231	-	-	-	1185
(44279) Field Service Manager	125	-	-	723	1096
(44280) Field Service Supervisor	126	-	-	724	1097
(22171) Field Service Technician I (Entry)	127	-	-	725	1098
(22170) Field Service Technician II (Experienced)	128	-	-	726	1099
(22160) Field Service Technician III (Advanced)	129	-	-	727	1100
(205) Finance Director (Not CFO)	232	-	-	789	1186
(41049) Financial/Business/Budget Analysis Manager	51	-	-	678	1040
(41061) Financial/Business/Budget Analyst I (Entry)	52	-	-	679	1041
(41060) Financial/Business/Budget Analyst II (Experienced)	53	-	-	680	1042
(41050) Financial/Business/Budget Analyst III (Advanced)	54	-	-	681	1043
(80122) Fitness Center Instructor	-	-	-	-	-

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(47230) Fleet Manager	564	-	-	1005	1450
(44192) Fleet Service Coordinator	565	-	-	-	-
(44190) Fleet Supervisor/Dispatcher	566	-	-	1006	1451
(51040) Food Scientist	521	-	-	-	1416
(52170) Food Service Manager	507	-	-	-	1404
(47300) Forecast Analyst/Demand Planner	537	-	-	-	1426
(47290) Forecasting Manager	538	-	-	-	1427
(80114) Fundraiser	267	-	-	-	-
(80103) Fundraising/Development Manager	268	-	-	815	1214
(41040) General Accounting Manager	55	-	-	682	1044
(41080) General Accounting Supervisor	57	-	-	683	1045
(20030) General Clerk I (Entry)	81	-	-	697	1064
(20020) General Clerk II (Experienced)	82	-	-	698	1065
(20010) General Clerk III (Advanced)	83	-	-	-	1066
(80025) General Counsel	371	-	-	889	1298
(30050) General Manager-Restaurant	290	-	-	-	-
(530) General Sales Manager	234	-	-	790	1187
(48020) General Supervisor (Superintendent)	470	-	-	947	1375
(47250) Global Sourcing Agent	539	-	-	-	1428
(47240) Global Sourcing Manager	540	-	-	-	1429
(46191) Global Supplier Quality Assurance Engineer	165	-	-	-	1129
(44060) Government Accounts Manager	408	-	-	-	-
(80009) Grant Accountant	58	-	-	-	1046

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(80110) Grant Writer	269	-	-	816	1215
(80109) Grants Administrator	270	-	-	-	1216
(23010) Graphic Artist	277	-	-	821	1222
(23011) Graphic Artist Senior	278	-	-	822	1223
(44100) Graphic Services Supervisor	279	-	-	823	1224
(80115) Guest Services Manager	282	-	-	-	1226
(80069) Guidance Counselor	-	-	-	-	-
(420) Head Product/Development Engineer	235	-	-	791	1188
(415) Head Research Engineer	236	-	-	-	1189
(12082) Help Desk I (Entry)	340	-	-	864	1271
(12081) Help Desk II (Experienced)	341	-	639	865	1272
(12080) Help Desk III (Advanced)	343	-	-	866	1273
(43220) Help Desk Manager	344	-	-	867	1274
(30060) Host	-	-	-	-	-
(80219) Housing Clerk	-	-	-	-	-
(80249) Housing Property Director	-	-	-	-	-
(14030) Human Resource Assistant	301	594	-	835	1239
(42320) Human Resource Business Partner	303	-	-	836	1240
(14040) Human Resource Clerk	304	-	-	837	1241
(305) Human Resource Director	237	592	633	792	1190
(42070) Human Resource Generalist	305	595	637	838	1242
(42060) Human Resource Generalist Senior	307	-	638	839	1244
(42300) Human Resource Information Systems (HRIS) Manager	309	-	-	840	1245

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(42030) Human Resource Manager (Multi-Division)	312	-	-	842	1248
(42040) Human Resource Manager (Single Location)	310	596	-	841	1246
(300) Human Resource VP/SVP	239	-	634	793	1191
(46050) Industrial Engineer	166	-	-	-	1130
(46040) Industrial Engineer Senior	167	-	-	-	1131
(410) Industrial Engineering Head	241	-	-	-	1192
(46020) Industrial Engineering Manager	168	-	-	-	1132
(22172) Inside Service Technician	130	-	-	728	1101
(52100) Installation Coordinator	455	-	-	-	1363
(42290) Instructional Designer	313	-	-	843	1249
(53050) Insurance Premium Auditor	-	-	-	-	-
(80250) Intake Specialist	-	-	-	-	-
(42121) Interviewer/Staffing Representative (Recruiter)	314	-	-	844	1250
(19010) Inventory Control Clerk/Cycle Counter	541	-	-	988	1430
(47090) Inventory Control Manager	542	-	-	989	1431
(47100) Inventory Control Supervisor	543	-	-	990	1432
(47210) ISO 9000/SPC/TQM Coordinator	493	-	-	-	1395
(43009) IT Director	345	-	640	868	1275
(80173) IT Specialist - Multi Function (PC And Network)	347	-	-	869	-
(80214) Job Developer/Job Coach	446	-	-	-	-
(42020) Labor Relations & HR Manager	-	-	-	-	-
(22230) Laboratory Technician (Elec.-Mech.)	131	-	-	-	1102
(22220) Laboratory Technician (Elec.-Mech.) Senior	132	-	-	-	1103

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(22250) Laboratory Technician (Met.-Chem.)	133	-	-	-	1104
(22240) Laboratory Technician (Met.-Chem.) Senior	134	-	-	-	-
(22100) Layout Drafter	135	-	-	729	1105
(22090) Layout Drafter Senior	136	-	-	-	1106
(80061) Lead Teacher (Licensed)	-	-	-	-	-
(80237) Leasing Consultant	-	-	-	-	-
(16080) Legal Secretary	372	-	-	-	1299
(16081) Legal Secretary Senior	373	-	-	890	-
(30070) Line Cook	-	-	-	-	-
(53030) Loan Officer	103	-	-	706	1078
(25010) Loan Processor	104	-	-	707	1079
(47160) Logistics Specialist	544	-	-	991	1433
(21010) Machine Inventory/Preventative Maintenance Coordinator	456	-	-	-	1364
(48190) Machine Shop Supervisor – Job Shop & Tool Room	471	-	-	948	1376
(48200) Machine Shop Supervisor – Production	472	-	-	949	1377
(20080) Mail Clerk	84	-	-	699	1067
(41260) Mail Room/Copy Center Supervisor	85	-	-	-	-
(49015) Maintenance Manager	260	-	-	809	1209
(48160) Maintenance Supervisor	473	-	-	950	1378
(48150) Maintenance Supervisor (Journeyman Level)	474	-	-	-	1379
(80106) Major Gifts Manager	271	-	-	817	1217
(80104) Major Gifts Officer	272	-	-	818	-
(43010) Management Information Systems Manager (Multi-Division)	348	-	-	870	1278

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(43020) Management Information Systems Manager (Single Location)	349	597	-	871	1279
(440) Manufacturing Director (Multi-Facility)	242	-	635	794	1193
(46101) Manufacturing Engineer I	169	-	-	746	1133
(46100) Manufacturing Engineer II	170	-	-	747	1134
(46091) Manufacturing Engineer III	171	-	-	748	1135
(46090) Manufacturing Engineer IV	172	-	-	749	1136
(46081) Manufacturing Engineer V	173	-	-	750	1137
(46080) Manufacturing Engineering Manager	174	-	-	751	1138
(46010) Manufacturing Engineering Senior Manager	175	-	-	752	1139
(445) Manufacturing Manager (Single-Facility)	243	-	-	795	1194
(47010) Manufacturing Senior Manager	475	-	-	951	1380
(44162) Market Research Analyst I (Entry)	409	-	-	-	1327
(44161) Market Research Analyst II (Experienced)	410	-	-	-	1328
(44160) Market Research Analyst III (Advanced)	411	-	-	-	1329
(44150) Market Research Manager	412	-	-	-	1330
(44010) Marketing and Sales Senior Manager	413	-	-	912	1331
(80191) Marketing Coordinator	414	-	-	913	1332
(44008) Marketing Director	415	-	-	914	1333
(44073) Marketing Generalist I (Entry)	417	-	-	915	1334
(44072) Marketing Generalist II (Experienced)	418	-	-	916	1335
(44071) Marketing Generalist III (Advanced)	419	-	-	917	1336
(44070) Marketing Manager	420	604	-	918	1337
(44130) Marketing Manager-Digital	422	605	-	919	1338

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(44140) Marketing Specialist-Digital	423	-	-	920	1339
(19040) Material Control Coordinator	545	-	-	992	1434
(450) Materials Director	244	-	-	796	1195
(47150) Materials Manager	546	-	-	993	1435
(80113) Membership Assistant	273	-	-	-	1218
(80101) Membership Manager/Director	274	-	-	-	1219
(80206) Mental Health Therapist (LPC)	447	-	-	-	-
(20090) Messenger/Courier	86	-	-	-	1068
(51060) Metallurgist	522	-	-	-	-
(51050) Metallurgist, Chief (Lab. Supervisor)	523	-	-	-	-
(21030) Methods and Standards Technician	137	-	-	-	1107
(21020) Methods and Standards Technician Senior	138	-	-	-	-
(80042) Museum Curator	96	-	-	-	-
(80040) Museum Director	97	-	-	-	-
(43200) Network Administrator	350	-	-	872	1280
(43190) Network Engineer	352	-	-	873	1281
(12100) Network Technician	353	-	-	874	1282
(25020) New Account Rep/Personal Banker	105	-	-	-	1080
(41240) Office Administrator (Small Company or Branch Office)	87	-	-	700	1069
(20070) Office Janitor	88	-	-	701	1070
(20100) Office Person – Multi Function (Small Company)	89	-	-	702	1071
(41250) Office Services Supervisor	90	-	-	703	1072
(47020) Operations Manager (Non-Manufacturing)	457	-	644	938	1365

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(47030) Operations Supervisor (Non-Manufacturing)	459	-	-	939	1366
(15120) Order Clerk	424	-	-	921	1340
(44220) Order Processing Supervisor	425	-	-	-	1341
(42270) Organizational Development Manager	315	-	-	-	-
(16030) Paralegal	374	-	-	891	1300
(13040) Payroll Clerk I (Entry)	59	-	-	684	1047
(13030) Payroll Clerk II (Experienced)	60	-	-	685	1048
(13020) Payroll Clerk III (Advanced)	61	-	-	686	1049
(41170) Payroll Supervisor/Administrator	62	-	-	687	1050
(41169) Payroll Supervisor/Manager	63	-	-	688	1051
(15130) Photographer	280	-	-	824	1225
(52090) Pilot (Aircraft)	567	-	-	-	-
(52080) Pilot, Executive (Aircraft)	568	-	-	-	-
(46130) Plant and Facilities Engineering Manager	176	-	628	753	1140
(46140) Plant Engineer Senior	177	-	-	-	1141
(46150) Plant Engineering Project Engineer	178	-	-	-	1142
(435) Plant Manager	245	593	636	797	1196
(80080) Preschool Director	145	-	-	-	-
(80085) Preschool Teacher	146	-	-	-	-
(45100) Product Engineer Senior	179	-	-	754	1143
(45080) Product Engineering Manager	180	-	-	755	1144
(45110) Product Engineering Project Engineer	181	-	-	756	1145
(45090) Product Engineering Supervisor	182	-	-	757	1146

BENCHMARK COMPENSATION

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(44031) Product Line Manager	426	-	-	922	1342
(44030) Product Line Senior Manager	427	-	-	923	1343
(44120) Product Merchandiser	428	-	-	-	1344
(44270) Product Training Specialist	429	-	-	924	1345
(545) Product/Brand Manager	247	-	-	798	1197
(18050) Production Clerk I (Entry)	460	-	-	940	1367
(18040) Production Clerk II (Experienced)	461	-	-	941	1368
(18030) Production Clerk III (Advanced)	462	-	-	942	1369
(47050) Production Control Assistant Manager	463	-	-	-	-
(47040) Production Control Manager	464	-	-	943	1370
(47060) Production Control Supervisor	465	-	-	-	1371
(18060) Production Planner/Scheduler I	466	-	-	944	1372
(47080) Production Planner/Scheduler II	467	-	645	945	1373
(47070) Production Planner/Scheduler III (Master)	469	-	-	946	1374
(48110) Production Supervisor – Semi-Skilled Operation	476	-	646	952	1381
(48090) Production Supervisor – Skilled Operation	478	-	647	953	1382
(48130) Production Supervisor – Unskilled Operation	480	-	-	954	1383
(80231) Program Assistant	483	-	-	955	1386
(705) Program Director	248	-	-	799	1198
(80226) Program Manager	484	-	-	956	1387
(80230) Program Staff Coordinator	485	-	-	957	1388
(21050) Programmer (N.C./C.N.C.)	139	-	-	730	1108
(21040) Programmer (N.C./C.N.C.) Senior	140	-	-	731	1109

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(43140) Programming Analyst I	354	-	-	875	1283
(43150) Programming Analyst II	355	-	-	876	1284
(43161) Programming Analyst Principal	356	-	-	877	1285
(43160) Programming Analyst Senior	357	-	-	878	1286
(46070) Programming Engineer (CNC/NC)	183	-	-	-	1147
(40045) Project Coordinator	488	-	-	960	1391
(40040) Project Engineer	489	-	-	-	1392
(40030) Project Manager	490	-	-	961	1393
(40020) Project Manager Senior	492	-	-	962	1394
(43030) Project Planner and Coordinator	358	-	-	879	1287
(80239) Property Management Compliance Specialist	-	-	-	-	-
(80235) Property/Site Manager	-	-	-	-	-
(80205) Psychiatrist	-	-	-	-	-
(44081) Public Relations Manager	430	-	-	925	1346
(44082) Public Relations Representative	431	-	-	-	-
(17060) Purchasing Clerk	547	-	-	994	1436
(455) Purchasing Head	249	-	-	800	1199
(47120) Purchasing Manager	548	611	-	995	1437
(47121) Purchasing Supervisor	550	-	-	996	1438
(46160) Quality Assurance Engineering Manager	494	-	-	963	1396
(17052) Quality Assurance Specialist	495	-	-	964	1397
(46190) Quality Control Engineer	496	-	-	965	1398
(46180) Quality Control Engineer Senior	497	-	-	966	1399

BENCHMARK COMPENSATION

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(46170) Quality Control Engineering Supervisor	498	-	-	-	-
(460) Quality Control Head	250	-	-	801	1200
(22270) Quality Control Technician	499	-	-	967	1400
(22260) Quality Control Technician Senior	500	-	-	968	1401
(47190) Quality Manager	501	-	648	969	1402
(47200) Quality Supervisor	503	-	-	970	1403
(45040) R&D (Research & Development) Engineer Senior	184	-	-	758	1148
(45020) R&D (Research & Development) Engineering Manager	185	-	-	759	1149
(45030) R&D (Research & Development) Engineering Supervisor	186	-	-	-	-
(45060) R&D (Research & Development) Project Engineer	187	-	-	760	1150
(45050) R&D (Research & Development) Project Engineer Senior	188	-	-	-	1151
(19050) Receiving Clerk	551	-	-	997	1439
(20110) Receptionist	91	-	627	704	1073
(20050) Records Clerk I	-	-	-	-	-
(20040) Records Clerk II	93	-	-	-	1074
(42120) Recruiter-Technical/Professional	316	-	-	845	1251
(42119) Recruitment Manager	317	-	-	846	1252
(540) Regional Sales Manager	251	-	-	802	1201
(50020) Regulatory Affairs Analyst	375	-	-	-	1301
(24035) Rental Sales Person	-	-	-	-	-
(80257) Research Assistant	525	-	-	982	-
(80256) Research/Studies Manager	526	-	-	983	1417

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(80251) Residential Adult Care Worker	505	-	-	-	-
(80252) Residential Child And Youth Care Worker	-	-	-	-	-
(56040) Retail – Lead	508	-	-	-	-
(24030) Retail Sales Clerk	509	-	-	972	1405
(56010) Retail Store Manager	510	-	-	973	1406
(56020) Retail/Wholesale Buyer	511	-	-	974	-
(41070) Risk Manager	64	-	-	689	1052
(42100) Safety Administrator	512	-	-	975	1407
(46220) Safety and Environmental Manager	513	-	-	976	1408
(42250) Safety Manager	514	-	649	977	1409
(42260) Safety Specialist	515	-	-	978	1410
(42090) Safety Supervisor	516	-	-	-	1411
(80107) Sales & Sponsorship Manager	-	-	-	-	-
(15170) Sales Correspondent	432	-	-	926	1347
(15160) Sales Correspondent Senior	433	606	-	927	1348
(45210) Sales Engineer	189	-	-	761	1152
(44050) Sales Manager (Export)	434	-	-	928	1349
(15211) Sales Representative-Inside Sales	435	607	643	929	1350
(15190) Sales Representative-Telemarketing	437	-	-	-	-
(15090) Sales/Marketing Assistant	438	-	-	930	1351
(48300) Sanitation Supervisor	481	-	-	-	1384
(80060) School Principal	147	-	-	-	1113

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(80070) School Social Worker	-	-	-	-	-
(20120) Security Guard	262	-	-	810	1210
(49031) Security Manager	263	-	-	811	1211
(44200) Service and Parts Manager	190	-	-	762	1153
(44210) Service and Parts Supervisor	191	-	-	-	-
(80246) Shelter/Housing/Residential Manager	-	-	-	-	-
(80247) Shelter/Housing/Residential Supervisor	-	-	-	-	-
(18080) Shipping & Receiving Clerk	552	612	650	998	1440
(18070) Shipping Clerk	554	-	-	999	1441
(48170) Shipping/Receiving Supervisor	555	-	-	1000	1442
(44129) Social Media Manager	439	-	-	931	1352
(80200) Social Services Supervisor/Manager	448	-	-	-	-
(45160) Software Engineer	192	-	-	763	1154
(30080) Sous Chef	291	-	-	-	1230
(80068) Special Education Teacher	-	-	-	-	-
(80218) Special Services Aide	-	-	-	-	-
(45120) Specifications & Standards Product Engineer	193	-	-	764	1155
(47310) Supply Chain Coordinator	556	-	-	1001	1443
(47320) Supply Chain Manager	557	-	-	1002	1444
(46275) Surveyor	-	-	-	-	-
(43060) System Analyst/Admin/Programmer	359	-	-	880	1288
(43050) System Analyst/Admin/Programmer Senior	360	-	-	881	1289
(43100) Systems Engineer	361	-	-	882	1290

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(41141) Tax Accountant	65	-	-	-	1053
(41140) Tax Accountant Senior	66	-	-	-	1054
(41139) Tax Manager	67	-	-	-	1055
(80066) Teacher (Bachelor's Degree)	148	-	-	-	1114
(80065) Teacher (Master's Degree)	-	-	-	-	-
(80067) Teacher (Not Licensed)	149	-	-	-	-
(80086) Teacher Assistant/Aide	150	-	-	733	-
(22320) Technical Illustrator	141	-	-	-	1110
(22340) Technical or Specifications Clerk	142	-	-	-	1111
(22350) Technical Writer	143	-	-	732	1112
(43230) Telecommunications Manager	362	-	-	-	-
(20130) Telecommunications Network Coordinator	-	-	-	-	-
(44230) Telemarketing Supervisor	-	-	-	-	-
(20160) Telephone Operator/Receptionist/Secretary	94	-	-	-	1075
(15210) Telephone Order Processing Representative	-	-	-	-	-
(25030) Teller	106	-	-	708	1081
(25040) Teller Supervisor/Head Teller	107	-	-	-	1082
(46210) Test Engineer	194	-	-	765	1156
(46200) Test Engineering Manager	195	-	-	-	-
(46110) Tool and Machine Engineering Manager	196	-	-	-	1157
(46120) Tool and/or Machines Engineer	197	-	-	766	1158
(620) Top International Manufacturing Executive	-	-	-	-	-
(610) Top International Marketing And Sales Executive	253	-	-	-	1202

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(615) Top Sales Executive – Domestic/Foreign Markets	254	-	-	803	1203
(605) Top Supply Chain Executive	255	-	-	804	1204
(48070) Trades Supervisor – Production Support	482	-	-	-	1385
(18090) Traffic Clerk	558	-	-	-	1445
(18089) Traffic Dispatcher	559	-	-	-	1446
(44170) Traffic Manager	560	-	-	-	1447
(44180) Traffic Supervisor	561	-	-	-	-
(42210) Training Manager	318	-	-	847	1253
(42230) Training Specialist	319	-	-	848	1254
(42231) Training Specialist Senior	320	-	-	849	1255
(42235) Translator/Interpreter	-	-	-	-	-
(44195) Transportation/Load Planner	569	-	-	-	1452
(25060) Underwriter	108	-	-	709	1083
(400) Vice President of Engineering	256	-	-	805	1205
(80120) Visitor Services Representative	283	-	-	-	-
(56050) Visual Merchandiser	-	-	-	-	-
(80261) Volunteer Coordinator	284	-	-	-	1227
(80260) Volunteer Services Manager/Director	285	-	-	825	-
(47180) Warehouse (Shipping/Receiving) Supervisor	562	613	-	1003	1448
(47170) Warehouse Manager	563	614	-	1004	1449
(15075) Warranty Analyst	440	-	-	-	1353
(12090) Web Designer	363	-	-	883	1291
(43240) Webmaster	364	-	-	884	1292

BENCHMARK COMPENSATION APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job	Overall	Illinois	Iowa/Western Illinois	Minnesota	Wisconsin
(43239) Website Producer	365	-	-	-	1293
(14050) Wellness Coordinator	321	-	-	-	1256
(42240) Wellness Manager	322	-	-	850	-

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