

Salary Survey



An Employer Associations of America (EAA) sponsored survey, coordinated by MRA – The Management Association in cooperation with employer associations nationwide.

Published: December 2023

Next Publication: December 2024

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



The National Network for Local Workplace Solutions

NATIONAL SURVEYS PRODUCED BY THE EAA INCLUDE:

- National Business Trends Survey
- National Benefits Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Practices Survey
- National Sales Compensation Survey
- National Wage & Salary Survey

© **2023** Employer Associations of America (EAA): All rights reserved. This survey is provided to the recipient to use as an *internal* compensation resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from EAA or a survey cosponsor named herein is prohibited.

ii

INTRODUCTION	
Introduction	Х
National Pay Rates	xi
Participation Employer Associations (EAA)	XV
COMPENSATION DATA	1-151
ADMINISTRATIVE OFFICE SERVICES	
Administrative Assistant I	1
Administrative Assistant II	2
Administrative Assistant III	3
Administrative Assistant to Chief Executive Officer	4
Receptionist	5
Telephone Operator / Receptionist / Secretary	6
General Clerk I (Entry Level)	7
General Clerk II (Experienced)	8
General Clerk III (Advanced)	9
Data Entry Operator I (Entry)	10
Data Entry Operator II (Experienced)	11
Sales / Marketing Assistant	12
ADMINISTRATIVE OFFICE SERVICES MANAGEMENT	
Office Administrator (Small Company or Branch Office)	13
CUSTOMER SERVICE	
Customer Service Representative I (Entry-level)	14
Customer Service Representative II (Experienced)	15
Customer Service Representative III (Technical Advisor)	16
Customer Service Supervisor	17
Customer Service Manager	18
Customer Service Director	19
ENGINEERING DESIGN	
Design Engineer I	20
Design Engineer II	21
Design Engineer III	22
Design Engineer IV	23
Design Engineer V	24
Design Engineering Manager	25

ENGINEERING DRAFTING & DOCUMENTATION	
CAD Drafter I (Detail)	26
CAD Drafter II (Layout)	27
CAD Drafter III (Design)	28
Drafting Supervisor	29
Drafting and Documentation Manager	30
ENGINEERING MANAGEMENT	
Director of Engineering	31
Vice President of Engineering	32
ENGINEERING MANUFACTURING	
Methods & Process Technician I (Entry)	33
Methods & Process Technician II (Experienced)	34
Methods & Process Technician III (Advanced)	35
FACILITIES MANAGEMENT/MAINTENANCE/CONSTRUCTION	
Facilities Manager I (Single location)	36
Facilities Manager II (Multi-location)	37
Building / Grounds Maintenance Mechanic I	38
Building / Grounds Maintenance Mechanic II	39
Electrician I (Assistant)	40
Electrician II (Journey)	41
Electrician III (Master)	42
Office Janitor	43
Operating Engineer HVAC	44
Plant Janitor / Sanitation	45
FINANCE PAYROLL	
Payroll Clerk I	46
Payroll Clerk II	47
Payroll Supervisor / Administrator	48
Payroll Supervisor / Manager	49
FINANCIAL COST ACCOUNTING	
Cost Accountant I	50
Cost Accountant II	51
Cost Accountant III	52
Cost Accounting Manager	53

FINANCIAL CREDIT & COLLECTIONS	
Credit and/or Collection Clerk	54
Credit and/or Collection Specialist	55
Credit and/or Collection Manager	56
FINANCIAL GENERAL ACCOUNTING	
Accounting Clerk I (Entry)	57
General Accounting Clerk II (Experienced)	58
Accounting Clerk III (Advanced)	59
Bookkeeper (Small Company)	60
Accountant I	61
Accountant II	62
Accountant III	63
General Accounting Supervisor	64
General Accounting Manager	65
HR EMPLOYMENT	
Employment Interviewer (Staffing Representative)	66
Technical / Professional Recruiter	67
HR GENERAL	
Human Resource Assistant	68
Human Resource Generalist	69
Human Resource Generalist, Senior	70
Human Resource Manager	71
Human Resource Director	72
Human Resource VP/SVP	73
LEGAL	
Paralegal	74
MARKETING	
Marketing Generalist I	75
Marketing Generalist II	76
Marketing Generalist III	77
Marketing Manager	78
MATERIAL HANDLING	
Forklift Driver (Power)	79
Material Handler and/or Warehouse Laborer	80
Packer	81
Shipping and/or Receiving Clerk	82

MATERIALS INVENTORY/WAREHOUSING	
Inventory Control Clerk / Cycle Counter	83
Inventory Control Manager	84
Warehouse (Shipping / Receiving) Supervisor	85
Warehouse Manager	86
MATERIALS DURGUASING	
MATERIALS PURCHASING Durchasing Clark	07
Purchasing Clerk	87
Buyer I	88
Buyer II	89
Buyer III (Purchasing Agent)	90
Purchasing Supervisor	91
Purchasing Manager	92
MEDICAL	
Licensed Practical Nurse (LPN)	93
Registered Nurse (RN)	94
PRINTING SUPPORT	
Graphic Artist	95
PRODUCTION ASSEMBLY	
Light Assembler I (Non-complex)	96
Light Assembler II (Moderate Complexity)	97
Light Assembler III (High Complexity)	98
PRODUCTION CONTROL	
Expediter	99
Production Planner / Scheduler I	100
Production Planner / Scheduler II	100
Production Planner / Scheduler III (Master)	101
Production Control Manager	102
Production Control Manager	103
PRODUCTION LABOR	
General Heavy Production Labor	104
General Light Production Labor	105
PRODUCTION MACHINE MAINTENANCE	
Machine Maintenance Mechanic I	106
Machine Maintenance Mechanic II	107
Machine Maintenance Mechanic III	108

PRODUCTION MACHINING	
CNC Machining Center Operator I	109
CNC Machining Center Operator II	110
CNC Machining Center Operator III	111
Machine Tool Operator I	112
Machine Tool Operator II	113
Machine Tool Operator III	114
Machinist I	115
Machinist II	116
Machinist III	117
PRODUCTION SUPERVISORY	
Machine Shop Supervisor – Job Shop & Tool Room	118
Machine Shop Supervisor – Production	119
Production Supervisor - Unskilled Operation	120
Production Supervisor - Semi-Skilled Operation	121
Production Supervisor - Skilled Operation	122
Trades Supervisor - Production Support	123
PRODUCTION – MANAGEMENT	
Manufacturing Manager (Single-facility)	124
Plant Manager	125
PRODUCTION SUPPORT TOOL ROOM	
Tool and Die Maker I	126
Tool and Die Maker II	127
Tool and Die Maker III	128
PRODUCTION WELDING	
Welder I	129
Welder II	130
PROJECT MANAGEMENT	
Project Manager	131
Senior Project Manager	132
QUALITY	
Quality Inspector / Auditor I	133
Quality Inspector / Auditor II	134
Quality Inspector / Auditor III	135
Quality Manager	136

SAFETY & SECURITY	
Safety Specialist	137
Safety Manager	138
SERVICE FIELD	
Field Service Technician I (Entry)	139
Field Service Technician II (Experienced)	140
Field Service Technician III (Advanced)	141
Field Service Manager	142
TRAFFIC & FLEET	
Traffic Dispatcher	143
Traffic Manager	144
Driver I	145
Driver II	146
Driver III (Local)	147
Driver IV (Over the Road)	148
TRAINING	
Training Specialist I	149
Training Specialist II	150
Training Manager	151
APPENDIX	
Survey Design and Methodology	153
Survey Effective Date and Aging of Data	153
Using Survey Data	153
Policy Statement	153