



2024 Benchmark Compensation Survey



2024

BENCHMARK COMPENSATION SURVEY



CONFIDENTIAL SURVEY REPORT

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BENCHMARK COMPENSATION SURVEY

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APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(32071) Accountant I (Entry)	20	—	—	492	723	807
(32072) Accountant II (Experienced)	22	429	464	493	724	808
(32073) Accountant III (Advanced)	24	430	—	494	725	809
(41090) Accounting (Section) Supervisor	26	—	—	495	—	810
(10050) Accounting Clerk - Multi Function (for small companies)	27	—	—	496	—	811
(22503) Accounting Clerk I (Entry)	28	—	465	497	726	812
(22506) Accounting Clerk II (Experienced)	29	—	466	498	727	813
(22509) Accounting Clerk III (Advanced)	31	—	—	499	—	814
(10060) Accounts Payable Clerk	32	431	467	500	728	815
(10065) Accounts Payable/Receivable Manager	34	—	—	501	729	816
(10070) Accounts Receivable Clerk	35	432	—	502	730	817
(71070) Activities Aide	—	—	—	—	—	—
(53060) Actuary	—	—	—	—	—	—
(23021) Administrative Assistant I (Entry)	72	—	469	524	735	851
(23024) Administrative Assistant II (Experienced)	73	433	470	525	736	852
(23027) Administrative Assistant III (Advanced)	75	—	—	526	737	853
(23030) Administrative Assistant to Chief Executive Officer	77	—	471	527	738	854
(40010) Administrative Manager	79	—	—	528	—	855
(15010) Advertising Assistant	338	—	—	—	—	1057
(44080) Advertising Manager	339	—	—	—	—	1058
(44090) Advertising Supervisor	—	—	—	—	—	—
(80105) Annual Giving Officer	194	—	—	601	—	950

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(80209) AODA Counselor	—	—	—	—	—	—
(44110) Art Director	203	—	—	609	—	958
(71072) Art Therapist	—	—	—	—	—	—
(80041) Artistic Director	—	—	—	—	—	—
(40035) Assistant Project Manager	364	—	—	694	—	1082
(50011) Attorney I (Entry)	306	—	—	—	—	1028
(50010) Attorney II (Experienced)	307	—	—	657	—	1029
(50009) Attorney III (Senior)	308	—	—	658	—	1030
(41132) Auditor I (Entry)	36	—	—	—	—	—
(41131) Auditor II (Experienced)	37	—	—	—	—	818
(41130) Auditor III (Advanced)	38	—	—	—	—	819
(61400) Baker	260	—	—	—	—	—
(80217) Behavioral Management Aide	—	—	—	—	—	—
(42160) Benefits Analyst I	274	—	—	632	—	1002
(42150) Benefits Analyst II (Senior)	275	—	—	633	—	1003
(14010) Benefits Assistant	276	—	—	—	—	1004
(42130) Benefits Manager	277	—	—	634	—	1005
(80215) Benefits/Financial Counselor	407	—	—	—	—	—
(15040) Billing Clerk	39	—	—	503	—	820
(15041) Billing Specialist	40	—	—	504	—	821
(41160) Billing Supervisor	41	—	—	505	—	822
(22512) Bookkeeper (Small Company)	42	—	—	—	—	823

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(53010) Branch Manager	100	—	—	539	—	872
(61402) Brewmaster	—	—	—	—	—	—
(11111) Business Analyst I (Entry)	108	—	—	546	—	880
(11112) Business Analyst II (Intermediate)	109	—	—	547	741	881
(11113) Business Analyst III (Advanced)	110	—	—	548	—	882
(11114) Business Analyst IV (Principal)	111	—	—	—	—	883
(44380) Business Development Manager	112	435	—	549	742	884
(44390) Business Development Specialist	113	—	—	550	—	885
(11136) Business Intelligence Analyst	114	—	—	551	—	886
(11137) Business Intelligence Developer	115	—	—	552	—	887
(11138) Business Manager	116	—	—	553	—	888
(36301) Buyer I	123	436	—	559	—	894
(36302) Buyer II	124	437	—	560	745	895
(36303) Buyer III (Purchasing Agent)	125	438	—	561	746	896
(44260) Call Center Manager	377	—	—	703	—	1092
(71040) Cardiac Technician - Non-Invasive	—	—	—	—	—	—
(71041) Cardiovascular Technologist - Invasive	—	—	—	—	—	—
(80210) Case Manager	408	—	—	716	801	1115
(80213) Case Worker/Social Worker (BS/BA)	409	—	—	717	—	1116
(80212) Case Worker/Social Worker (CSW)	410	—	—	—	—	1117
(80211) Case Worker/Social Worker (MSW)	411	—	—	—	—	1118
(80201) Caseworker Supervisor/Manager	412	—	—	—	—	1119

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(80121) Cashier	378	—	—	—	—	—
(30020) Catering Manager	146	—	—	—	—	910
(71030) Certified Nursing Assistant (CNA)	221	—	—	—	—	973
(71074) Certified Occupational Therapist Assistant	—	—	—	—	—	—
(61403) Cheesemaker	—	—	—	—	—	—
(215) Chief Audit Executive	156	—	—	—	—	920
(515) Chief Business Development Executive	157	—	—	574	748	921
(110) Chief Executive - Multi Function Responsibility	158	—	—	575	749	922
(100) Chief Executive Officer (CEO)	159	439	474	576	750	923
(200) Chief Financial Officer (CFO)	161	440	475	577	751	924
(320) Chief Government Relations Executive	163	—	—	578	—	925
(120) Chief Information Officer (CIO)	164	441	—	579	752	926
(600) Chief International Executive	165	—	—	—	—	—
(430) Chief Manufacturing Executive	166	—	—	580	753	927
(505) Chief Marketing Executive (Excluding Sales)	167	—	—	581	754	928
(105) Chief Operating Officer (COO)	168	442	476	582	755	929
(115) Chief Operations Executive - Non-Manufacturing	170	443	—	583	756	930
(510) Chief Sales Executive/Domestic Markets (Excluding Marketing)	171	—	—	584	757	931
(500) Chief Sales/Marketing Executive	172	—	—	585	758	932
(315) Chief Staff Legal Counsel	309	—	—	659	—	1031
(225) Chief Tax Executive	173	—	—	—	—	—
(80087) Child Care Center Manager	132	—	—	—	—	—

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(24010) Child Care Teacher	133	—	—	—	—	—
(24011) Child Care Worker	134	—	—	—	—	—
(80278) City Coordinator	—	—	—	—	—	—
(80279) City Manager	—	—	—	—	—	—
(25070) Claims Customer Service Representative	—	—	—	—	—	—
(25080) Claims Examiner	—	—	—	—	—	—
(25090) Claims Examiner - Field	—	—	—	—	—	—
(53040) Claims Supervisor	—	—	—	—	—	—
(70031) Clinic Office Support	222	—	—	—	—	—
(70060) Clinical Informatics Specialist/Coord	—	—	—	—	—	—
(70062) Coder	223	—	—	—	—	974
(53020) Commercial Loan Officer	101	—	—	540	—	873
(23020) Communications Center Operator	—	—	—	—	—	—
(23022) Communications Manager	340	—	—	678	786	1059
(44300) Communications Specialist I	341	—	—	679	787	1060
(44290) Communications Specialist II (Senior)	342	—	—	680	—	1061
(80216) Community Integration Specialist	413	—	—	—	—	—
(80193) Community Organizer	147	—	—	—	—	911
(80181) Community Relations Director	148	—	—	—	—	912
(42200) Compensation Analyst I	278	—	—	—	—	1006
(42190) Compensation Analyst II (Senior)	279	—	—	635	—	1007
(42140) Compensation and Benefits Administrator	280	—	—	636	—	1008

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(310) Compensation and Benefits Director	281	—	—	—	—	1009
(42170) Compensation and Benefits Manager	282	—	—	637	—	1010
(42139) Compensation Manager	283	—	—	638	—	—
(41063) Compliance Analyst I	310	—	—	660	—	1032
(41062) Compliance Analyst II (Senior)	311	—	—	661	—	1033
(15085) Compliance Coordinator	399	—	—	711	—	—
(70081) Compliance Specialist	224	—	—	—	—	975
(50050) Contract Administration Manager	312	—	—	662	—	—
(50060) Contract Administrator	313	—	—	663	—	1034
(211) Controller (Corp/Multi-Division)	174	—	—	586	759	933
(210) Controller (Plant/Single Location)	175	—	—	587	760	934
(41030) Controller-Assistant	176	—	—	588	—	935
(24020) Cook	261	—	—	629	—	992
(44340) Copywriter I	204	—	—	610	—	959
(44330) Copywriter II (Senior)	205	—	—	611	—	960
(220) Corporate Treasurer	43	—	—	506	—	824
(32051) Cost/Project Accountant I (Entry)	44	—	—	—	—	825
(32052) Cost/Project Accountant II (Experienced)	45	—	—	—	—	826
(32053) Cost/Project Accountant III (Advanced)	46	—	—	—	—	827
(32054) Cost/Project Accounting Manager	47	—	—	—	—	828
(32050) Cost/Project Clerk	48	—	—	—	—	829
(32055) Cost/Project Estimating Manager	49	—	—	507	—	830

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(40050) Cost/Project Estimator	50	—	—	508	—	831
(80207) Counselor	414	—	—	—	—	—
(44125) Creative Director	206	—	—	612	—	961
(22500) Credit and/or Collection Clerk	51	—	—	509	—	832
(32062) Credit and/or Collection Manager	52	—	—	510	731	833
(32061) Credit and/or Collection Specialist	53	—	—	511	—	834
(41230) Credit and/or Collection Supervisor	54	—	—	512	—	835
(80208) Crisis Intervention Specialist	—	—	—	—	—	—
(525) Customer Service Director	177	—	—	589	761	936
(37333) Customer Service Manager	379	454	—	704	796	1093
(27000) Customer Service Representative I (Entry)	380	455	—	705	797	1094
(27005) Customer Service Representative II (Experienced)	381	456	484	706	798	1095
(37331) Customer Service Representative III (Advanced)	383	457	485	707	799	1096
(37332) Customer Service Supervisor	385	458	486	708	800	1097
(24000) Data Entry Operator I (Entry)	80	—	—	—	—	856
(24005) Data Entry Operator II (Experienced)	81	—	—	529	—	857
(70040) Dental Assistant	225	—	—	—	—	—
(70042) Dental Hygienist	226	—	—	—	—	—
(70043) Dental Lab Technician	—	—	—	—	—	—
(70045) Dentist	—	—	—	—	—	—
(56030) Department Manager	386	—	—	709	—	1098
(23015) Desktop Publishing Operator	207	—	—	—	—	962

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(80112) Development Associate/Assistant	195	—	—	602	770	951
(710) Development Director	196	—	—	603	771	952
(70052) Dietary Aide	227	—	—	—	—	—
(70054) Dietary Supervisor	—	—	—	—	—	—
(520) Director of Communications	343	—	—	681	788	1062
(49010) Director of Facilities/Maintenance	184	—	—	594	765	942
(80255) Director of Research/Studies	178	—	—	590	—	937
(80245) Director of Residential Services	415	—	—	—	—	—
(30030) Dishwasher	262	—	—	—	—	—
(47087) Distribution Analyst	320	—	—	—	—	1039
(47085) Distribution/Logistics Manager	321	—	—	667	781	1040
(47086) Distribution/Logistics Supervisor	322	—	—	668	—	1041
(44310) Editor	208	—	—	—	—	—
(23016) Editor's Assistant	—	—	—	—	—	—
(80182) Education Manager/Director	149	—	—	—	—	913
(80248) Eligibility Specialist	—	—	—	—	—	—
(71043) Endoscopy Technician	—	—	—	—	—	—
(44360) Event and Meeting Planner	150	—	—	—	—	914
(15079) Event Coordinator	151	—	—	570	—	915
(44009) Event Director	152	—	—	—	—	916
(44350) Event Manager	153	—	—	571	—	917
(16050) Executive Assistant	82	—	472	530	739	858
(30040) Executive Chef	263	—	—	630	—	993

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(70090) Executive Director	—	—	—	—	—	—
(80050) Exhibits Designer	97	—	—	—	—	—
(80043) Exhibits Manager	98	—	—	—	—	—
(24555) Expediter	323	—	—	—	—	1042
(17030) Expediter - Outside	—	—	—	—	—	—
(15080) Export Coordinator	324	—	—	—	—	1043
(33091) Facilities Manager I (Single location)	185	444	—	595	766	943
(33092) Facilities Manager II (Multi-location)	186	—	—	596	767	944
(205) Finance Director (Not CFO)	55	—	468	513	732	836
(41049) Financial/Business/Budget Analysis Manager	56	—	—	514	—	837
(41061) Financial/Business/Budget Analyst I (Entry)	57	—	—	515	—	838
(41060) Financial/Business/Budget Analyst II (Experienced)	58	—	—	516	733	839
(41050) Financial/Business/Budget Analyst III (Advanced)	59	—	—	517	—	840
(80122) Fitness Center Instructor	387	—	—	—	—	—
(61408) Food Prep Worker	264	—	—	631	—	994
(61411) Food Production Worker I	265	—	—	—	—	995
(61412) Food Production Worker II (Critical)	266	—	—	—	—	996
(61437) Food Safety & Quality Technician	267	—	—	—	—	997
(48300) Food Sanitation Supervisor	268	—	—	—	—	998
(52170) Food Service Manager	269	—	—	—	—	999
(52171) Food Service Supervisor	270	—	—	—	—	1000
(47300) Forecast Analyst/Demand Planner	325	—	—	669	—	1044

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(47290) Forecasting Manager	326	—	—	—	—	1045
(80114) Fundraiser	197	—	—	604	—	953
(80103) Fundraising/Development Manager	198	—	—	605	772	954
(32075) General Accounting Manager	60	—	—	518	734	841
(32074) General Accounting Supervisor	61	—	—	519	—	842
(23045) General Clerk I (Entry)	83	—	—	—	—	859
(23048) General Clerk II (Experienced)	84	—	—	531	—	860
(23051) General Clerk III (Advanced)	85	—	—	—	—	861
(80025) General Counsel	314	—	—	664	—	1035
(48019) General Supervisor	117	—	—	554	743	889
(47250) Global Sourcing Agent	327	—	—	—	—	1046
(47240) Global Sourcing Manager	328	—	—	—	—	1047
(46191) Global Supplier Quality Assurance Engineer	126	—	—	—	—	897
(80009) Grant Accountant	62	—	—	—	—	—
(80110) Grant Writer	199	—	—	606	773	955
(80109) Grants Administrator	200	—	—	607	—	956
(23010) Graphic Artist	209	—	—	613	—	963
(23011) Graphic Artist Senior	210	—	—	614	—	964
(23012) Graphic Designer I	211	—	—	615	—	965
(23013) Graphic Designer II (Senior)	212	—	—	616	—	966
(44100) Graphic Services Supervisor	213	445	—	—	—	967
(61720) Grounds & Building Maintenance Worker	187	—	478	597	768	945

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Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(49016) Grounds Manager	188	—	—	—	—	—
(80115) Guest Services Manager	388	—	—	—	—	1099
(80069) Guidance Counselor	—	—	—	—	—	—
(70030) Health Clinic Manager	228	—	—	620	—	976
(70068) Health Information Administrator (RHIT)	—	—	—	—	—	—
(70069) Health Information Clerk	229	—	—	—	—	977
(70071) Health Information Supervisor	—	—	—	—	—	—
(70073) Health Insurance Clerk	—	—	—	—	—	—
(72001) Health Insurance Services Representative	—	—	—	—	—	—
(72002) Health Records Technician	—	—	—	—	—	—
(71032) Health Unit Coordinator (HUC)	230	—	—	—	—	—
(71033) Health Unit Coordinator/Patient Care Assistant (HUC/PCA)	—	—	—	—	—	—
(70001) Healthcare Admissions Representative	—	—	—	—	—	—
(72003) Healthcare Aide/Nurse Aide	—	—	—	—	—	—
(70002) Healthcare Billing Specialist	231	—	—	621	—	978
(70063) Healthcare Coding Manager	—	—	—	—	—	—
(70065) Healthcare Documentation Specialist	—	—	—	—	—	—
(71048) Healthcare Lab Assistant	232	—	—	—	—	—
(71051) Healthcare Lab Technician - Clinical	233	—	—	—	—	—
(71052) Healthcare Lab Technologist - Clinical	234	—	—	—	—	—
(72004) Healthcare Receptionist/Concierge	235	—	—	—	—	979

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(71039) Healthcare Scheduler	236	—	—	—	—	—
(71034) Home Health Aide	—	—	—	—	—	—
(30060) Host	—	—	—	—	—	—
(70011) Housekeeper	189	—	—	598	—	946
(49017) Housekeeping and/or Janitorial Workers' Supervisor	190	—	—	599	—	947
(80249) Housing Property Director	373	—	—	—	—	—
(23057) Human Resource Assistant	284	446	—	639	774	1011
(42320) Human Resource Business Partner	285	—	—	640	—	1012
(14040) Human Resource Clerk	286	—	—	641	—	1013
(34215) Human Resource Director	287	447	479	642	775	1014
(34211) Human Resource Generalist I	289	448	480	643	776	1015
(34212) Human Resource Generalist II (Senior)	291	—	481	644	777	1016
(11173) Human Resource Information Systems (HRIS) Manager	292	—	—	645	—	1017
(42030) Human Resource Manager (Multiple Locations)	293	—	—	646	—	1018
(42040) Human Resource Manager (Single Location)	294	449	—	647	778	1019
(300) Human Resource VP/SVP	179	—	477	591	762	938
(42290) Instructional Designer	296	—	—	648	—	1020
(53050) Insurance Premium Auditor	—	—	—	—	—	—
(80214) Job Developer/Job Coach	416	—	—	—	—	—
(42020) Labor Relations & HR Manager	297	—	—	—	—	—
(70015) Laundry Worker	191	—	—	—	—	—

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LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(10242) Lean Enterprise Coordinator	142	—	—	—	—	907
(10243) Lean Enterprise Manager	143	—	—	568	—	908
(10241) Lean Enterprise Manager - Six Sigma	144	—	—	—	—	909
(80237) Leasing Consultant	—	—	—	—	—	—
(70017) Leasing Specialist	—	—	—	—	—	—
(16080) Legal Secretary I	315	—	—	—	—	—
(16081) Legal Secretary II (Senior)	316	—	—	—	—	—
(23072) Licensed Practical Nurse (LPN)	237	—	—	622	—	980
(30070) Line Cook	271	—	—	—	—	—
(53030) Loan Officer	102	—	—	541	—	874
(25010) Loan Processor	103	—	—	542	—	875
(47160) Logistics Specialist	329	—	—	670	782	1048
(20080) Mail Clerk	86	—	—	532	—	862
(41260) Mail Room/Copy Center Supervisor	87	—	—	—	—	863
(80106) Major Gifts Manager	201	—	—	—	—	—
(80104) Major Gifts Officer	202	—	—	608	—	957
(44162) Market Research Analyst I (Entry)	344	—	—	—	—	1063
(44161) Market Research Analyst II (Experienced)	345	—	—	—	—	1064
(44160) Market Research Analyst III (Advanced)	346	—	—	—	—	1065
(44150) Market Research Manager	347	—	—	—	—	1066
(80191) Marketing Coordinator	348	—	—	682	—	1067
(44008) Marketing Director	349	451	—	683	789	1068

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(37344) Marketing Generalist I (Entry)	351	—	—	684	—	1069
(37345) Marketing Generalist II (Experienced)	352	—	—	685	—	1070
(37346) Marketing Generalist III (Advanced)	353	—	—	686	—	1071
(44070) Marketing Manager	354	452	—	687	790	1072
(44130) Marketing Manager-Digital	355	—	—	688	—	1073
(44140) Marketing Specialist-Digital	356	—	—	689	—	1074
(80144) Massage Therapist	—	—	—	—	—	—
(19040) Material Control Coordinator	330	—	—	671	—	1049
(61847) Material Handling Lead	331	—	—	672	—	1050
(450) Materials Director	332	—	—	673	—	1051
(47150) Materials Manager	333	—	—	674	783	1052
(71036) Medical Assistant	238	—	—	623	—	981
(70075) Medical Scribe	—	—	—	—	—	—
(80129) Medical Services Director	239	—	—	—	—	—
(80141) Medication Aide	—	—	—	—	—	—
(80113) Membership Assistant	389	—	—	—	—	—
(80101) Membership Manager/Director	390	—	—	—	—	1100
(80262) Mental Health Clinical Therapist	240	—	—	—	—	—
(80267) Mental Health Professional	—	—	—	—	—	—
(80269) Mental Health Specialist	—	—	—	—	—	—
(80206) Mental Health Therapist (LPC)	241	—	—	—	—	982
(20090) Messenger/Courier	88	—	—	—	—	864

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(80042) Museum Curator	99	—	—	—	—	—
(80040) Museum Director	—	—	—	—	—	—
(71077) Music Therapist	417	—	—	—	—	—
(25020) New Account Rep/Personal Banker	104	—	—	543	—	876
(70024) Nurse Educator	—	—	—	—	—	—
(71005) Nurse Practitioner	242	—	—	624	—	983
(70095) Nursing Director	243	—	—	—	—	984
(80131) Nursing Supervisor	244	—	—	—	—	985
(71080) Occupational Therapist - Registered (OTR)	418	—	—	—	—	1120
(33121) Office Administrator (Small Company or Branch Office)	89	—	—	533	—	865
(51121) Office Janitor	192	—	—	600	769	948
(20100) Office Person - Multi Function (Small Company)	90	—	—	534	—	866
(41249) Office Services Manager	91	—	—	535	—	867
(41250) Office Services Supervisor	92	—	—	536	—	868
(47020) Operations Manager (Non-Manufacturing)	118	—	—	555	744	890
(47030) Operations Supervisor (Non-Manufacturing)	119	—	—	556	—	891
(15120) Order Clerk	391	—	—	—	—	1101
(44220) Order Processing Supervisor	63	—	—	—	—	—
(42270) Organizational Development Manager	298	—	—	649	—	1021
(72006) Orthopedic Technician	—	—	—	—	—	—
(23069) Paralegal	317	—	—	665	—	1036

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(70077) Patient Account Representative	245	—	—	—	—	986
(80142) Patient Care Aide	—	—	—	—	—	—
(80250) Patient Intake Specialist	—	—	—	—	—	—
(71008) Patient Navigator	—	—	—	—	—	—
(22515) Payroll Clerk I (Entry)	64	—	—	—	—	843
(22518) Payroll Clerk II (Experienced)	65	—	—	520	—	844
(13020) Payroll Clerk III (Advanced)	66	—	—	521	—	845
(32081) Payroll Supervisor/Administrator	67	—	—	522	—	846
(32082) Payroll Supervisor/Manager	68	—	—	523	—	847
(72007) Pharmacist	246	—	—	—	—	987
(71037) Pharmacy Technician	247	—	—	—	—	—
(71058) Phlebotomist	—	—	—	—	—	—
(15130) Photographer	214	—	—	617	—	968
(80145) Physical Therapist (DPT)	248	—	—	—	—	988
(71083) Physical Therapy Assistant	249	—	—	—	—	—
(71012) Physician Assistant	250	—	—	625	—	989
(51141) Plant Janitor/Sanitation	193	—	—	—	—	949
(71059) Polysomnographic Technologist	—	—	—	—	—	—
(80080) Preschool Director	135	—	—	—	—	—
(80085) Preschool Teacher	136	—	—	—	—	—
(20121) Probation/Parole Officer/Correctional Treatment Specialist	—	—	—	—	—	—

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(44031) Product Line Manager	120	—	—	557	—	892
(44030) Product Line Senior Manager	121	—	—	558	—	893
(44120) Product Merchandiser	122	—	—	—	—	—
(44270) Product Training Specialist	392	—	—	—	—	1102
(545) Product/Brand Manager	357	—	—	690	—	1075
(80231) Program Assistant	365	—	—	695	—	1083
(705) Program Director	366	—	—	696	793	1084
(80226) Program Manager	367	—	482	697	—	1085
(80230) Program Staff Coordinator	368	—	—	698	—	1086
(40045) Project Coordinator	369	—	—	699	794	1087
(40040) Project Engineer	370	—	—	700	—	1088
(33141) Project Manager	371	453	483	701	795	1089
(33142) Project Manager Senior	372	—	—	702	—	1090
(80225) Property Maintenance Worker	374	—	—	—	—	1091
(80239) Property Management Compliance Specialist	—	—	—	—	—	—
(80240) Property/Construction Appraiser	—	—	—	—	—	—
(80266) Psychiatric/Mental Health Licensed Practical Nurse (LPN)	—	—	—	—	—	—
(80271) Psychiatric/Mental Health Nurse Practitioner (ARNP)	—	—	—	—	—	—
(80268) Psychiatric/Mental Health Registered Nurse (RN)	—	—	—	—	—	—
(80205) Psychiatrist	—	—	—	—	—	—
(79999) Psychologist	251	—	—	—	—	990

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(44081) Public Relations Manager	358	—	—	—	—	1076
(44082) Public Relations Representative	359	—	—	—	—	1077
(25515) Purchasing Clerk	127	—	—	562	—	898
(455) Purchasing Head	128	—	—	563	—	899
(36305) Purchasing Manager	129	—	—	564	747	900
(36304) Purchasing Supervisor	130	—	—	565	—	901
(71061) Radiologic Technologist	252	—	—	626	—	—
(23036) Receptionist	93	434	473	537	740	869
(20050) Records Clerk I	—	—	—	—	—	—
(20040) Records Clerk II	94	—	—	—	—	870
(80294) Recreational Therapist	—	—	—	—	—	—
(34201) Recruiter/Interviewer	299	450	—	650	—	1022
(42119) Recruitment Manager	300	—	—	651	779	1023
(71016) Registered Dietitian	253	—	—	627	—	—
(71018) Registered Nurse (RN) - Home Health	—	—	—	—	—	—
(71026) Registered Nurse (RN) - On-site Occupational Health	—	—	—	—	—	—
(71027) Registered Nurse (RN) - Public Health	254	—	—	—	—	—
(80136) Registered Nurse (RN) Case Manager - Hospice	—	—	—	—	—	—
(71020) Registered Nurse (RN) I (Entry)	255	—	—	—	—	—
(71021) Registered Nurse (RN) II (Intermediate)	256	—	—	628	—	991
(71022) Registered Nurse (RN) III (Advanced)	257	—	—	—	—	—

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(71023) Registered Nurse (RN) IV (Senior)	—	—	—	—	—	—
(50020) Regulatory Affairs Analyst	318	—	—	—	—	1037
(80143) Rehabilitation Assistant	—	—	—	—	—	—
(24035) Rental Sales Person	—	—	—	—	—	—
(80251) Residential Adult Care Worker	419	—	—	—	—	—
(80252) Residential Child And Youth Care Worker	420	—	—	—	—	—
(80235) Residential Property/Site Manager	375	—	—	—	—	—
(80236) Residential Property/Site Manager - Assistant	376	—	—	—	—	—
(71063) Respiratory Therapist	—	—	—	—	—	—
(30050) Restaurant Manager	272	—	—	—	—	—
(30010) Restaurant Manager Assistant	—	—	—	—	—	—
(56040) Retail - Lead	393	—	—	—	—	1103
(24030) Retail Sales Clerk	394	—	—	—	—	1104
(24031) Retail Stock Clerk	—	—	—	—	—	—
(56010) Retail Store Manager	395	—	—	710	—	1105
(56020) Retail/Wholesale Buyer	131	—	—	566	—	902
(41070) Risk Manager	319	—	—	666	—	1038
(80130) RN Clinical Director	258	—	—	—	—	—
(42100) Safety Administrator	400	—	—	—	—	1108
(46220) Safety and/or Environmental Manager	401	—	—	712	—	1109
(33182) Safety Manager	402	—	—	713	—	1110
(33181) Safety Specialist	403	—	—	714	—	1111

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(42090) Safety Supervisor	404	—	—	—	—	1112
(80107) Sales & Sponsorship Manager	360	—	—	—	—	1078
(27065) Sales/Marketing Assistant	361	—	—	691	791	1079
(44010) Sales/Marketing Manager	362	—	—	692	792	1080
(80060) School Principal	137	—	—	—	—	903
(80070) School Social Worker	138	—	—	—	—	—
(23037) Secretary I	95	—	—	—	—	—
(23038) Secretary II (Senior)	—	—	—	—	—	—
(20120) Security Guard	405	—	—	715	—	1113
(49031) Security Manager	406	—	—	—	—	1114
(80219) Shelter/Housing/Residential Clerk	—	—	—	—	—	—
(80246) Shelter/Housing/Residential Manager	—	—	—	—	—	—
(80247) Shelter/Housing/Residential Supervisor	—	—	—	—	—	—
(44129) Social Media Manager	363	—	—	693	—	1081
(80200) Social Services Supervisor/Manager	421	—	—	—	—	1121
(30080) Sous Chef	273	—	—	—	—	1001
(80068) Special Education Teacher	—	—	—	—	—	—
(80218) Special Services Aide	422	—	—	—	—	—
(71085) Speech Pathologist/Therapist	423	—	—	—	—	1122
(61830) Stock Clerk	334	—	—	675	784	1053
(61832) Stock Delivery Person	335	—	—	—	—	1054
(47309) Strategic Planner	145	—	—	569	—	—
(47310) Supply Chain Coordinator	336	—	—	676	—	1055
(47320) Supply Chain Manager	337	—	—	677	785	1056

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(71067) Surgical Technologist	—	—	—	—	—	—
(41141) Tax Accountant I	69	—	—	—	—	848
(41140) Tax Accountant II (Senior)	70	—	—	—	—	849
(41139) Tax Manager	71	—	—	—	—	850
(80086) Teacher Assistant/Aide	139	—	—	567	—	904
(80067) Teacher I (Not Licensed)	140	—	—	—	—	905
(80066) Teacher II (Bachelor's Degree)	141	—	—	—	—	906
(80065) Teacher III (Master's Degree)	—	—	—	—	—	—
(80061) Teacher IV (Lead & Licensed)	—	—	—	—	—	—
(22320) Technical Illustrator	215	—	—	—	—	969
(10171) Technical Writer I (Associate)	216	—	—	—	—	—
(10172) Technical Writer II (Experienced)	217	—	—	618	—	970
(10173) Technical Writer III (Senior)	218	—	—	—	—	—
(34202) Technical/Professional Recruiter	301	—	—	652	—	1024
(44230) Telemarketing Supervisor	—	—	—	—	—	—
(23042) Telephone Operator/Receptionist/Secretary	96	—	—	538	—	871
(15210) Telephone Order Processing Representative	—	—	—	—	—	—
(25030) Teller	105	—	—	544	—	877
(25040) Teller Supervisor/Head Teller	106	—	—	—	—	878
(620) Top International Manufacturing Executive	—	—	—	—	—	—
(610) Top International Marketing And Sales Executive	181	—	—	—	—	939

BENCHMARK COMPENSATION SURVEY

APPENDIX

LIST OF ALL POSITIONS SURVEYED—LISTED IN ALPHABETICAL ORDER

Job Title	Overall	Illinois	Iowa/Western Illinois	Minnesota	Ohio	Wisconsin
(615) Top Sales Executive - Domestic/Foreign Markets	182	—	—	592	763	940
(605) Top Supply Chain Executive	183	—	—	593	764	941
(34223) Training Manager	302	—	—	653	—	1025
(34221) Training Specialist I	303	—	—	654	780	1026
(34222) Training Specialist II (Senior)	304	—	—	655	—	1027
(42235) Translator/Interpreter	—	—	—	—	—	—
(71069) Ultrasound Technician	259	—	—	—	—	—
(25060) Underwriter	107	—	—	545	—	879
(80263) Violence & Drug Outreach and/or Coordinator	—	—	—	—	—	—
(80120) Visitor Services Representative	396	—	—	—	—	1106
(56050) Visual Merchandiser	—	—	—	—	—	—
(80261) Volunteer Coordinator	154	—	—	572	—	918
(80260) Volunteer Services Manager/Director	155	—	—	573	—	919
(15075) Warranty Analyst	397	—	—	—	—	1107
(11275) Web Graphics Designer I	219	—	—	—	—	971
(11276) Web Graphics Designer II (Senior)	220	—	—	619	—	972
(14050) Wellness Coordinator	398	—	—	—	—	—
(42240) Wellness Coordinator Manager	305	—	—	656	—	—

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