



Networks  
Northwest

Talent / Business / Community

# NORTHWEST LOWER MICHIGAN 2022 WAGE SURVEY



Networks Northwest is proud to partner with the region's economic development organizations to present the Northwest Lower Michigan 2022 Wage Survey.



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# 1.0 OVERVIEW

## 1.1. Introduction

Networks Northwest collaborated with multiple business and community partners across the region to launch the 2022 Wage Survey for employers within northwest Lower Michigan. The survey was targeted to businesses of all sizes, within all industries, throughout the 10-county region. Survey development began in spring 2021, with input and feedback from numerous area stakeholders. The final survey was comprehensive and representative of a great regional effort.

This is the first regional wage survey for northwest Lower Michigan since 2013. The current research was initiated to provide updated, reliable wage data for businesses located in the northwest Lower region of Michigan. The goal was to present wage data - hourly and salary - by job title, grouped within job families.

To provide structure for input, stakeholders defined 29 job families containing a total of 677 job titles. Survey respondents were asked to provide wage data – hourly or salary – for each job title represented within their company. Reported wages include only base salary - bonus and benefit data were not requested, though respondents had the opportunity to report on these types of benefits, as offered at their company, through a series of other variables.

This report was created by CS Research & Consulting (CSRC) in collaboration with Networks Northwest.

## 1.2 Methodology

The 2022 Wage Survey was web-based, designed and analyzed using Survey Monkey. Invites to participate in the survey were sent in one of two ways: 1) through Constant Contact, with an embedded link, or 2) through partner direct email, with a weblink.

### ***Constant Contact Invite***

Networks Northwest generated a 10-county wide contact list through Constant Contact, consisting of all existing email lists within the agency. Membership lists from eight partners willing to share were then added, with this master list scanned and edited for removal of duplicate addresses.

The initial survey invite was sent to the resulting master list - Networks Northwest's contact list, including partner provided membership lists - on March 14, 2022, with a requested completion date of April 1. A reminder email was sent on March 24, and on April 4 a final email was sent indicating the completion deadline had been extended to April 8.

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<sup>1</sup> Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, Wexford

<sup>2</sup> The March 14 invite was sent to 3,798 email addresses, with 3,555 delivered and 1,232 opened. The March 24 reminder email was sent to 3,788 email addresses with 3,536 delivered and 1,112 opened. The final April 4 email was sent to 3,778 addresses, with 3,517 delivered and 1,099 opened.

### ***Partner Direct Invite***

Fifteen Networks Northwest partners wishing to directly email their own membership were provided a survey weblink for distribution, along with relevant survey background and instructions. The weblink was also provided to each of the ten county governments, and 25 school districts. To further promote the survey, Northwest Michigan Works! Business Services Team encouraged participation with the employers they directly work with, providing the weblink for a final push during the last week of survey administration.

All receiving the survey were encouraged to forward the invite if there was someone else within their organization better positioned to provide the requested data. Additionally, recipients were asked to complete only one survey per company, in the event a partner membership list were to include contacts also a part of the Constant Contact generated list.

A total of 448 respondents started the survey and proceeded through demographic and benefits variables; 417 respondents then progressed through the Job Family variable to relevant Job Titles and subsequent wage data entry variables.

## **1.3 Data Presentation – Use of Report**

Hourly and salary wage data are presented together in tables specific to each of 29 Job Families. The following steps are suggested for report use and data interpretation.

To note, this report presents OVERALL results, inclusive of respondents across the region, representing businesses of all sizes, across all industries. Detail by specific demographics is available separately.

**Step 1:** Locate Job Families relevant to your company, e.g., Office Administration.

**Step 2:** Locate relevant Job Titles within the table, referencing associated wage data to the right of individual titles. Numbers in parentheses represent the number of responses per wage range.

**Step 3:** With regard to data interpretation, consider that reported wages represent base pay only. Variables that can impact pay include tenure, education, and credentials. Note that when possible, Job Titles reflect “level” or seniority of position, through use of management or senior designations, allowing for possible delineation based on these variables.

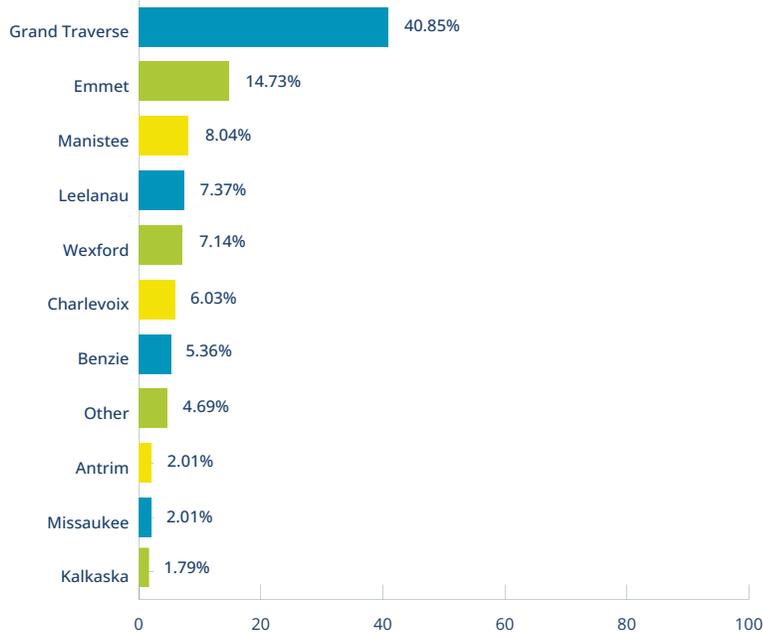
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<sup>3</sup> 278 via Constant Contact invite and 170 via Partner Direct invite

## 2.0 SURVEY RESULTS

### 2.1 Demographics

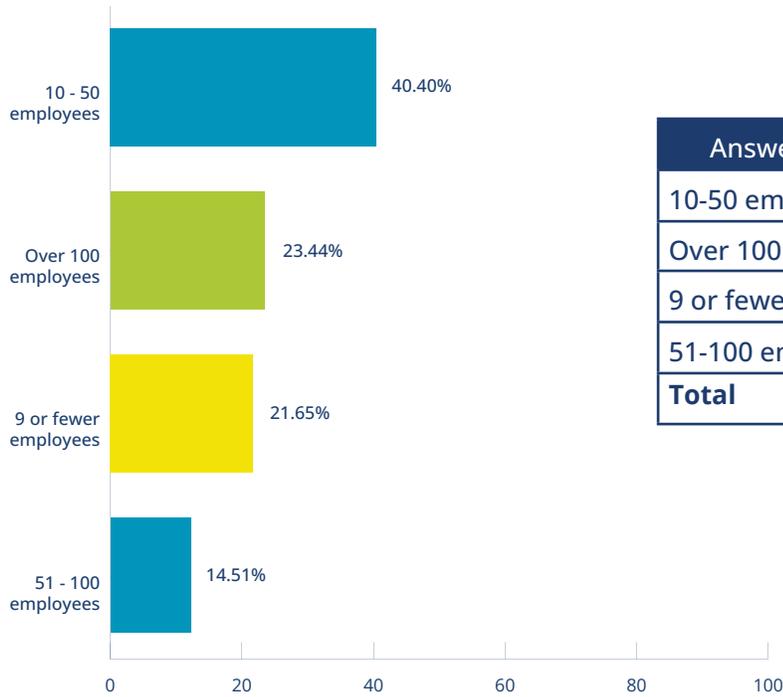
In which county is your primary company located in?



Answer Choices	Responses	
Grand Traverse	40.85%	183
Emmet	14.73%	66
Manistee	8.04%	36
Leelanau	7.37%	33
Wexford	7.14%	32
Charlevoix	6.03%	27
Benzie	5.36%	24
Other	4.69%	21
Antrim	2.01%	9
Missaukee	2.01%	9
Kalkaska	1.79%	8
<b>Total</b>		<b>448</b>

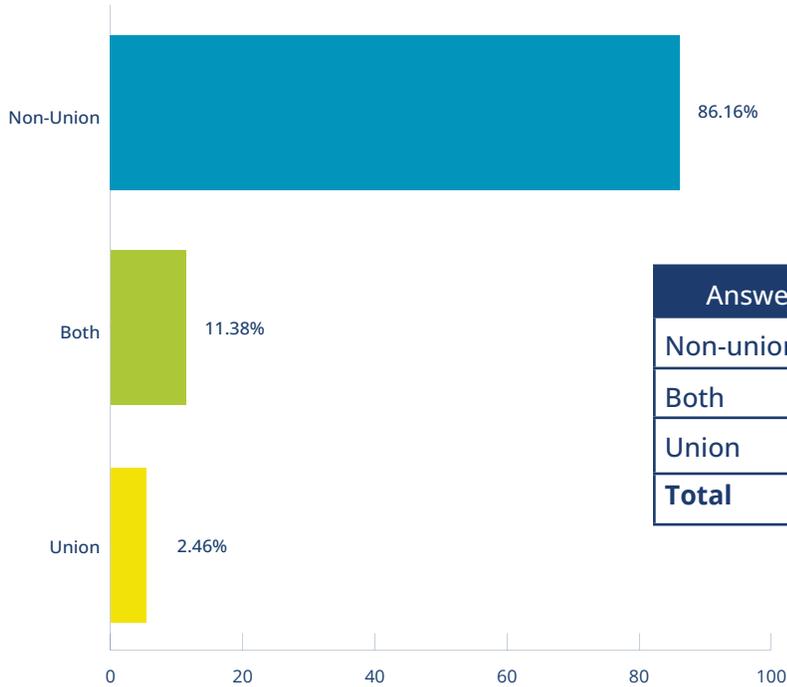
**“Other” locations include:** Cheboygan (4), Kent (2), Roscommon (2), 2 Locations - Manistee & Mason Counties, 42 offices in US and Canada, Branch in Saginaw, HQ Columbus Indiana. Work from home - Kalkaska, East Lansing, IBEW Local 498 covers all of these counties, Mason-serve Manistee & Benzie counties, Mecosta, Newaygo, Oakland, Osceola, Presque Isle, Shiawassee County, Statewide

**What is your company size?**



Answer Choices	Responses	
10-50 employees	40.40%	181
Over 100 employees	23.44%	105
9 or fewer employees	21.65%	97
51-100 employees	14.51%	65
<b>Total</b>		<b>448</b>

**Is your company:**



Answer Choices	Responses	
Non-union	86.16%	386
Both	11.38%	51
Union	2.46%	11
<b>Total</b>		<b>448</b>

### Q4: What is your company's primary industry?

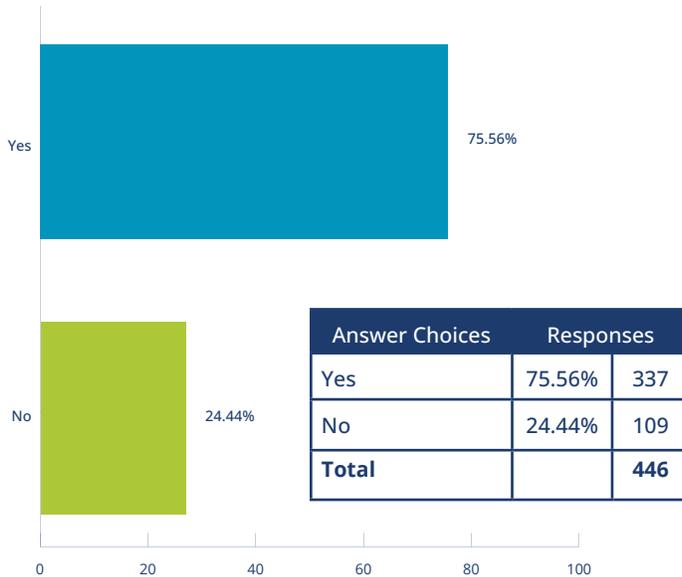
Answer Choices	Responses	
Manufacturing	16.07%	72
Not-For-Profit	12.50%	56
Hospitality/Food Service/Personal Care	9.60%	43
Retail	7.81%	35
Government	7.59%	34
Healthcare	6.70%	30
Construction	6.47%	29
Education	5.80%	26
Food Service	4.02%	18
Services — Law, Business Consulting	3.35%	15
Winery/Brewery/Distillery	2.68%	12
Financial Services/ Insurance/Accounting	2.46%	11
Transportation — Public, Distribution, Warehousing	2.01%	9
Real Estate/Property Management	1.79%	8
Technology	1.56%	7
Other (please specify)	1.56%	7
Arts/Entertainment/ Recreation	1.12%	5
Automotive/Marine Sales & Repair	1.12%	5
Services — Landscaping, Outdoor Maintenance, Tree Service	1.12%	5
Utilities	1.12%	5
Marketing/Media	1.12%	5
Agriculture — Production	0.89%	4
Agriculture — Processing	0.89%	4
Natural Resources	0.67%	3
Church/Religious Organization	0.00%	0
<b>Total</b>		<b>448</b>

**“Other” Industries include:** Labor union, Water Conditioning, Service Repair Outdoor Power Equipment (Small Engine Repair), Marine Photoshoot, Agricultural equipment dealership, Generator repair, Civil Engineering and Survey

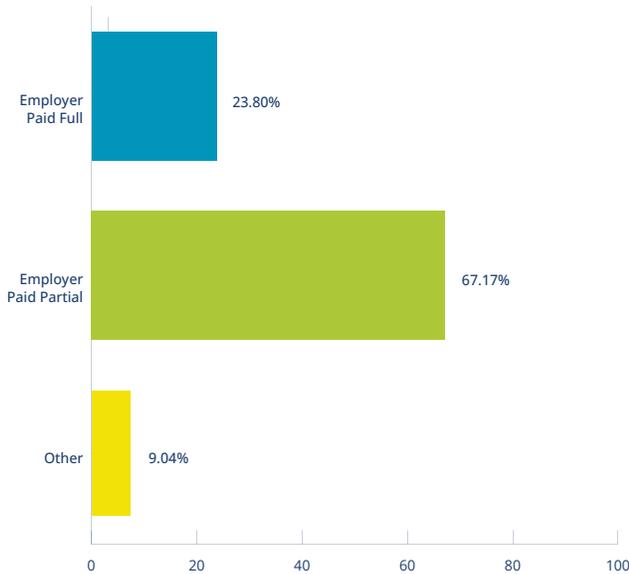
# 2.0 SURVEY RESULTS

## 2.2 Benefits

Does your company offer a group health insurance plan?



If yes, is your company's group health insurance plan:

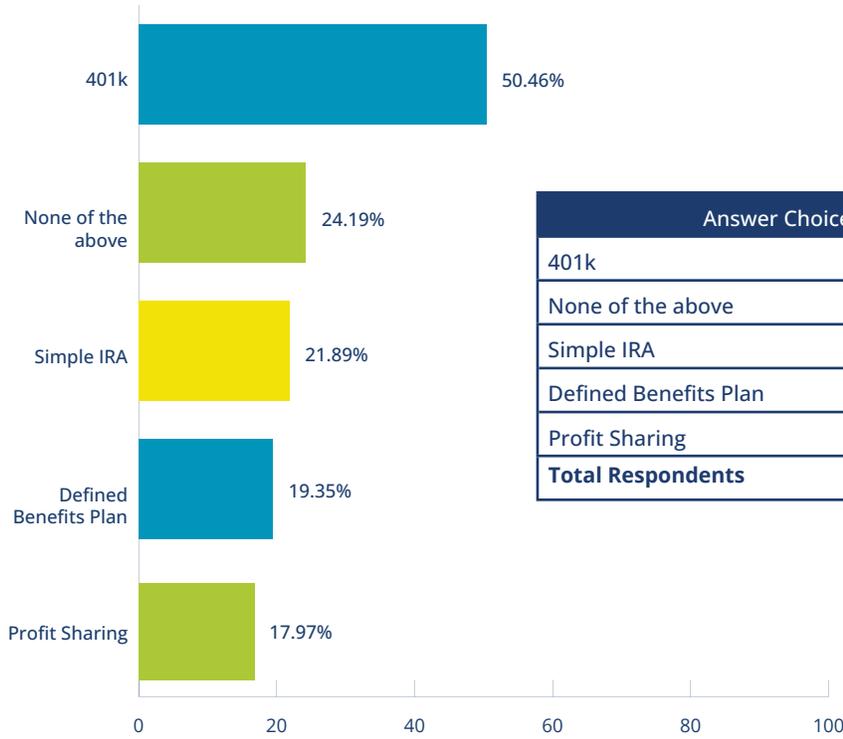


Answer Choices	Responses	Count
Employer Paid Full	23.80%	79
Employer Paid Partial	67.17%	223
Other (please specify)	9.04%	30
<b>Total</b>		<b>332</b>

**"Other:"**

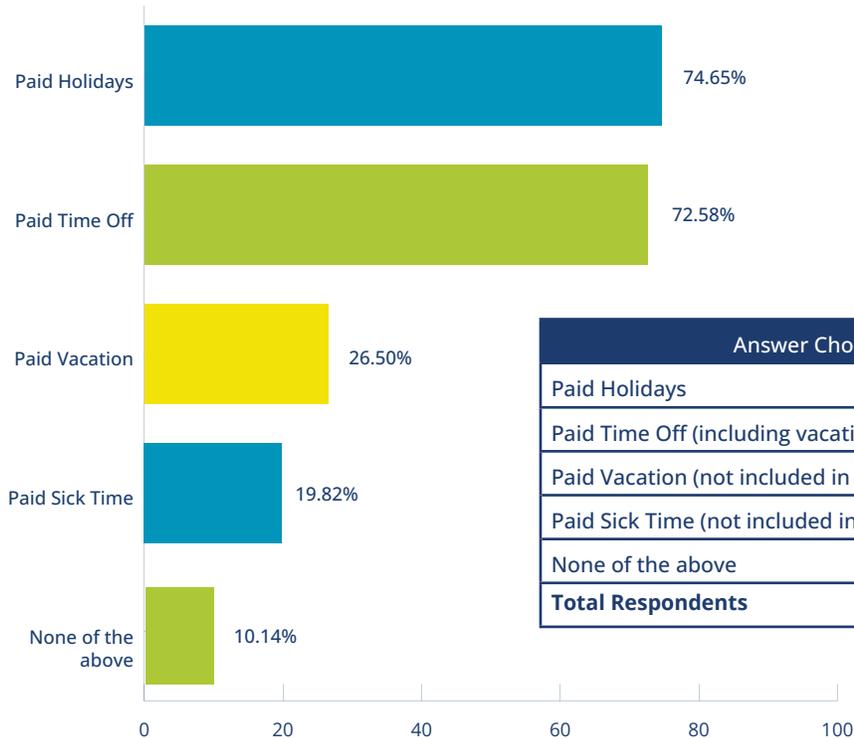
- Both
- A combination of both
- Employer rate
- Field staff, employee paid. Office staff, company paid.
- Employer pays 100% for employees, employees pay 100% for dependents
- We have an employer full paid plan, but offer a "buy up" plan that folks pay the difference for
- Two plans; one has fully funded one - and two-person coverage
- Employee paid full
- Full premium paid for employees only; family members paid for by employee
- Our Medical is 100% paid for administrative and bargaining unit members. It is partially part for non-bargaining unit members.
- 100% employee / 70/30 split for dependents
- Some employees full; some employees partial
- The health plan is part of our wage package, it is a pretax payment made by the employer derived from employee contributions
- Some are partial, some do not have any plan
- Both offer 1 option paid in full and another with minimal payment towards principal from employee
- Nonunion paid in full, Union 85%
- 100% for Employee Only; Employer Paid Partial on Double and Family plan
- Depending on employee group; some paid in full some partial
- We pay the PA 152 hard cap which results in some plans paid by employer and some paid partial by employer.
- Employer paid full for single coverage. Partial for double/family
- Two plans to choose from - one fully paid; one partially paid
- Employees pay in full if they want health coverage
- Employee Covered 100%, family/spouse co-pay
- Full pay for employee - self pay for additional participants
- Depends on hire classification/employee status
- Full paid unless getting extra coverage and for family/spouse coverage
- Employer paid full for employee only; employee pays full premium for dependents; only full-time employees are eligible
- Employee paid
- Employee Covered 100%, family/spouse co-pay
- Employer paid for staff, 1/2 employer pay for dependents

**Which of the following benefits does your company offer?  
Check all that apply.**



Answer Choices	Responses	
401k	50.46%	219
None of the above	24.19%	105
Simple IRA	21.89%	95
Defined Benefits Plan	19.35%	84
Profit Sharing	17.97%	78
<b>Total Respondents</b>		<b>434</b>

**Which of the following benefits does your company offer?  
Check all that apply.**



Answer Choices	Responses	
Paid Holidays	74.65%	324
Paid Time Off (including vacation and sick time only)	72.58%	315
Paid Vacation (not included in Paid Time Off/PTO)	26.50%	115
Paid Sick Time (not included in Paid Time Off/PTO)	19.82%	86
None of the above	10.14%	44
<b>Total Respondents</b>		<b>434</b>

**Q9: Which of the following additional benefits does your company offer?  
Check all that apply.**

Answer Choices	Responses	
Paid Training/Certifications	58.89%	255
Flexible Work Schedule	48.50%	210
Tuition Reimbursement	27.71%	120
Telework/Remote Work Option	26.10%	113
Paid Shift Premiums	21.25%	92
Sign On Bonus	15.01%	65
None of the above	12.47%	54
Other (please specify)	6.00%	26
Childcare Benefits	4.62%	20
Employee Discount/Free — Food, Merchandise, Services, Equipment Rental	2.77%	12
Bonus — Quarterly, Seasonal, Semi-Annual, Annual	2.31%	10
Life Insurance	2.08%	9
Student Loan Assistance	1.85%	8
Disability — Short Term, Long Term	1.85%	8
Employee Referral Program	1.62%	7
Wellness Plan/Fitness Reimbursement	1.39%	6
Paid Volunteer Time	1.15%	5
Employee Assistance Program	1.15%	5
Employee Allowance — Vehicle, Meal, Uniform, Phone	1.15%	5
Additional Health Care Benefits — Dental, Vision	0.92%	4
Additional Paid Days Off — Jury Duty, Bereavement, Veterans Day for Veterans	0.92%	4
Performance Bonus — Employee, Company	0.69%	3
Parental Leave of Absence, Maternity/Paternity Leave	0.69%	3
<b>Total Respondents</b>		<b>433</b>

### **“Other” Benefits:**

- \$2,000 annually per employee for simple IRA, or other benefits.
- Cafe plan
- Dog friendly
- Fleet vehicle
- Stock options
- Attendance bonus perfect attendance awards, service awards, retirement awards, flex spending accounts
- Retiree health savings account
- Option to work from home up to 2 days a week. Company is an ESOP so there is a contribution towards employee's retirement. Flex, HSA 401k.
- Annual accrued time payouts
- Longevity bonus
- Group Aflac
- Staff lunches, work anniversary recognition
- Infants at work program
- In house infant/parent child care
- TSA contributions for upper-level admin
- Also have defined contribution plan and 457 plan in addition to 401k
- Company match on simple retirement plan
- Hybrid pension plan 50% DC 50% DB
- Commission for some positions
- Family tuition reimbursement
- Pension
- Additional paid days off, called "general purpose time" which can be used for any reason
- HSA match, 403b match, annual health enrichment stipend
- Monthly stipend to offset medical premiums or other expenses

## 2.0 SURVEY RESULTS

### 2.3 Job Families/Wages

Q10: Check all that apply.		
Answer Choices		Responses
Office Administration	52.04%	217
Executive Management	48.68%	203
Finance	39.57%	165
Sales/Service	36.69%	153
Human Resources	35.73%	149
Facilities Maintenance	32.13%	134
Marketing/Communications	30.70%	128
Information Technology	25.18%	105
Not-For-Profit	20.38%	85
Hospitality/Food Service	18.71%	78
Manufacturing	17.51%	73
Engineering/Scientific/Technical	16.79%	70
Distribution/Transportation/Warehousing	13.43%	56
Materials Management	12.23%	51
Education/Instructional Support	10.07%	42
Construction	10.07%	42
Public Service/Safety/Security	8.87%	37
Healthcare	8.39%	35
Other (please specify)	7.43%	31
Landscape/Outdoor Maintenance/Tree Service	6.00%	25
Legal	4.80%	20
Utilities	4.08%	17
Winery/Brewery/Distillery	3.84%	16
Agriculture — Production	3.36%	14
Real Estate	2.88%	12
Insurance	2.40%	10
Banking	1.92%	8
Agriculture — Processing	1.92%	8
Personal Care	1.44%	6
Religion / Ministry	0.48%	2
<b>Total Respondents</b>		<b>417</b>

## Office Administration Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Administrative Assistant</b>	\$10-11.99 (2)	Under \$30,000 (1)
	\$12-13.99 (1)	\$30K-34,999 (1)
	\$14-15.99 (10)	\$35K-39,999 (1)
	\$16-17.99 (17)	\$40K-44,999 (2)
	\$18-19.99 (11)	\$45K-49,999 (3)
	\$20-21.99 (14)	\$50K-54,999 (1)
	\$22-23.99 (5)	\$55K-59,999 (1)
	\$24-25.99 (3)	\$60K-64,999 (1)
	\$26-27.99 (1)	\$75K-79,999 (1)
<b>Executive Administrative Assistant</b>	\$12-13.99 (1)	\$40K-44,999 (2)
	\$14-15.99 (1)	\$45K-49,999 (4)
	\$16-17.99 (1)	\$50K-54,999 (2)
	\$18-19.99 (1)	\$55K-59,999 (2)
	\$20-21.99 (6)	\$60K-64,999 (1)
	\$22-23.99 (1)	\$65K-69,999 (1)
	\$24-25.99 (3)	
<b>Clerk</b>	\$12-13.99 (2)	
	\$14-15.99 (3)	
	\$16-17.99 (2)	
	\$20-21.99 (1)	
	\$22-23.99 (4)	
<b>Clerk - County/City</b>		\$65K-69,999 (3)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
<b>Clerk — Senior</b>	\$16-17.99 (1)	\$30K-34,999 (1)
<b>Executive Assistant</b>	\$14-15.99 (3)	\$40K-44,999 (2)
	\$16-17.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (2)	\$50K-54,999 (1)
	\$20-21.99 (2)	\$55K-59,999 (2)
	\$22-23.99 (1)	\$65K-69,999 (1)
	\$24-25.99 (1)	
<b>Executive Secretary</b>	\$16-17.99 (2)	\$55K-59,999 (1)
	\$18-19.99 (2)	
	\$24-25.99 (1)	
<b>Mail Clerk</b>	\$16-17.99 (3)	
	\$18-19.99 (1)	
<b>Mail Service Supervisor</b>		

## Office Administration Job Family

Job Title	Hourly Wage Range	Salary Wage Range	
<b>Office Manager</b>	\$12-13.99 (1)	Under \$30,000 (1)	
	\$14-15.99 (5)	\$30K-34,999 (1)	
	\$16-17.99 (2)	\$35K-39,999 (4)	
	\$18-19.99 (4)	\$40K-44,999 (8)	
	\$20-21.99 (7)	\$45K-49,999 (7)	
	\$22-23.99 (6)	\$50K-54,999 (9)	
	\$24-25.99 (1)	\$55K-59,999 (6)	
	\$26-27.99 (2)	\$60K-64,999 (3)	
	\$30-31.99 (1)	\$65K-69,999 (2)	
	\$34-35.99 (1)	\$70K-74,999 (1)	
		\$75K-79,999 (4)	
	<b>Office Specialist</b>	\$14-15.99 (1)	\$35K-39,999 (1)
		\$16-17.99 (2)	\$40K-44,999 (1)
\$18-19.99 (3)		\$45K-49,999 (1)	
\$20-21.99 (1)			
\$22-23.99 (1)			
\$24-25.99 (3)			
<b>Receptionist</b>	\$10-11.99 (1)	\$40K-44,999 (1)	
	\$12-13.99 (7)		
	\$14-15.99 (10)		
	\$16-17.99 (12)		
	\$18-19.99 (8)		
	\$20-21.99 (1)		
	\$22-23.99 (2)		
	\$24-25.99 (1)		

## Executive Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Administrator/Head Public Official</b>		Under \$30,000 (1)
		\$30K-34,999 (1)
		\$50K-54,999 (1)
		\$65K-69,999 (1)
		\$75K-79,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (3)
		\$100,000+ (9)
<b>Chief Executive Officer</b>	\$40+ (1)	Under \$30,000 (1)
		\$30K-34,999 (1)
		\$35K-39,999 (1)
		\$45K-49,999 (1)
		\$50K-54,999 (2)
		\$55K-59,999 (2)
		\$60K-64,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$75K-79,999 (5)
		\$80K-84,999 (2)
		\$85K-89,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (5)
		\$100,000+ (52)
<b>Chief Financial Officer</b>	\$18-19.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$85K-89,999 (3)
		\$90K-94,999 (8)
		\$95K-99,999 (3)
		\$100,000+ (33)
<b>Chief Lending Officer</b>		\$100,000+ (2)

## Executive Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Chief Operating Officer</b>	\$18-19.99 (1)	Under \$30,000 (1)
		\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (2)
		\$100,000+ (14)
<b>Hospital Administrator</b>		
<b>President</b>	\$28-29.99 (1)	Under \$30,000 (2)
		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$80K-84,999 (5)
		\$85K-89,999 (4)
		\$95K-99,999 (6)
		\$100,000+ (38)
<b>Senior Corporate Audit Officer</b>		\$95K-99,999 (1)
<b>Senior Corporate Legal Executive</b>		\$95K-99,999 (3)
<b>Senior Engineering Executive</b>		\$85K-89,999 (2)
		\$90K-94,999 (1)
		\$95K-99,999 (3)
		\$100,000+ (6)
<b>Senior Human Resources Executive</b>		\$50K-54,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (4)
		\$80K-84,999 (1)
		\$85K-89,999 (4)
		\$90K-94,999 (2)
		\$100,000+ (5)

## Executive Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Senior Manufacturing Executive</b>		\$55K-59,999 (1)
		\$80K-84,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (2)
		\$100,000+ (5)
<b>Senior Marketing Executive</b>	\$14-15.99 (1)	\$60K-64,999 (1)
		\$75K-79,999 (1)
		\$85K-89,999 (2)
		\$100,000+ (7)
<b>Senior Sales Executive</b>	\$16-17.99 (1)	\$30K-34,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$85K-89,999 (3)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (4)
<b>Controller</b>	\$30-31.99 (1)	\$40K-44,999 (2)
	\$34-35.99 (1)	\$50K-54,999 (1)
	\$40+ (1)	\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$65K-69,999 (3)
		\$70K-74,999 (4)
		\$75K-79,999 (7)
		\$80K-84,999 (6)
		\$85K-89,999 (3)
		\$90K-94,999 (2)
		\$95K-99,999 (3)
		\$100,000+ (9)

## Executive Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Vice President</b>		Under \$30,000 (2)
		\$50K-54,999 (1)
		\$60K-64,999 (3)
		\$70K-74,999 (1)
		\$75K-79,999 (3)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (2)
		\$100,000+ (15)
<b>Vice President of Business Development (or equivalent)</b>		\$70K-74,999 (1)
		\$75K-79,999 (2)
		\$90K-94,999 (2)
		\$95K-99,999 (1)
		\$100,000+ (11)
<b>Vice President of Operations (or equivalent)</b>	\$22-23.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (3)
		\$75K-79,999 (2)
		\$80K-84,999 (2)
		\$85K-89,999 (2)
		\$90K-94,999 (4)
		\$95K-99,999 (1)
		\$100,000+ (13)
<b>Vice President of Human Resources</b>	\$16-17.99 (1)	\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (7)

## Finance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Accountant</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (2)	\$40K-44,999 (2)
	\$20-21.99 (3)	\$45K-49,999 (6)
	\$22-23.99 (2)	\$50K-54,999 (6)
	\$24-25.99 (3)	\$55K-59,999 (1)
	\$26-27.99 (1)	\$60K-64,999 (2)
	\$28-29.99 (2)	\$65K-69,999 (1)
	\$34-35.99 (1)	\$75K-79,999 (3)
		\$90K-94,999 (1)
<b>Accountant - Senior</b>	\$26-27.99 (1)	\$55K-59,999 (4)
		\$60K-64,999 (2)
		\$65K-69,999 (2)
		\$70K-74,999 (3)
		\$75K-79,999 (2)
<b>Accounting Clerk</b>	\$14-15.99 (4)	\$35K-39,999 (1)
	\$16-17.99 (5)	\$40K-44,999 (2)
	\$18-19.99 (8)	\$45K-49,999 (2)
	\$20-21.99 (3)	\$50K-54,999 (2)
	\$22-23.99 (2)	\$55K-59,999 (1)
	\$24-25.99 (1)	
	\$26-27.99 (1)	
<b>Accounting Clerk - Senior</b>	\$16-17.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (2)	\$50K-54,999 (1)
	\$20-21.99 (3)	\$55K-59,999 (1)
	\$22-23.99 (1)	\$60K-64,999 (1)
	\$24-25.99 (1)	\$65K-69,999 (1)
<b>Accounting Director</b>		\$50K-54,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
<b>Accounting Manager/Supervisor</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	\$45K-49,999 (3)
	\$24-25.99 (1)	\$50K-54,999 (1)
	\$26-27.99 (1)	\$55K-59,999 (1)
	\$30-31.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (1)
		\$95K-99,999 (2)
		\$100,000+ (1)

## Finance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Accounts Payable Coordinator</b>	\$14-15.99 (2)	\$35K-39,999 (1)
	\$18-19.99 (5)	\$40K-44,999 (1)
	\$20-21.99 (1)	\$55K-59,999 (1)
	\$22-23.99 (2)	
	\$26-27.99 (1)	
<b>Accounts Payable/Receivable Clerk</b>	\$14-15.99 (6)	\$30K-34,999 (1)
	\$16-17.99 (8)	\$35K-39,999 (1)
	\$18-19.99 (14)	\$45K-49,999 (1)
	\$20-21.99 (5)	\$50K-54,999 (1)
	\$22-23.99 (6)	\$65K-69,999 (1)
	\$24-25.99 (4)	
<b>Accounts Payable/Receivable Manager/Supervisor</b>	\$18-19.99 (2)	Under \$30,000 (1)
	\$20-21.99 (2)	\$40K-44,999 (2)
	\$24-25.99 (1)	\$50K-54,999 (1)
	\$26-27.99 (1)	\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$100,000+ (1)
<b>Asset Recovery Specialist</b>		
<b>Assistant Controller</b>	\$20-21.99 (1)	\$45K-49,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
<b>Auditing Director</b>		
<b>Auditing Manager</b>		\$40K-44,999 (1)
<b>Auditor</b>	\$12-13.99 (1)	\$50K-54,999 (1)
	\$14-15.99 (1)	
<b>Auditor - Lead/Senior</b>	\$14-15.99 (1)	\$55K-59,999 (1)
		\$95K-99,999 (1)
<b>Budget Analyst</b>		
<b>Budget Manager</b>	\$14-15.99 (1)	\$45K-49,999 (2)
	\$24-25.99 (1)	
<b>Cashier</b>	\$10-11.99 (3)	Under \$30,000 (1)
	\$12-13.99 (1)	
	\$14-15.99 (2)	
	\$16-17.99 (2)	
	\$24-25.99 (1)	

## Finance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Controller</b>	\$24-25.99 (1)	\$40K-44,999 (1)
	\$40+ (1)	\$50K-54,999 (2)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (4)
		\$75K-79,999 (5)
		\$80K-84,999 (3)
		\$85K-89,999 (2)
		\$90K-94,999 (4)
		\$95K-99,999 (2)
		\$100,000+ (7)
	<b>Cost Accountant</b>	
<b>Cost Accounting Manager</b>	\$14-15.99 (1)	\$75K-79,999 (1)
	\$26-27.99 (1)	\$85K-89,999 (1)
<b>Credit and Collection Manager</b>	\$12-13.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	\$75K-79,999 (1)
		\$100,000+ (1)
<b>Department Head</b>		\$40K-44,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$95K-99,999 (2)
		\$100,000+ (1)
<b>Deputy Director</b>		\$55K-59,999 (1)
<b>Finance Director</b>	\$16-17.99 (1)	\$45K-49,999 (2)
	\$18-19.99 (1)	\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$70K-74,999 (3)
		\$75K-79,999 (2)
		\$80K-84,999 (1)
		\$90K-94,999 (2)
		\$95K-99,999 (1)
		\$100,000+ (5)
<b>Financial Analyst</b>	\$24-25.99 (1)	\$45K-49,999 (2)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$75K-79,999 (1)
		\$85K-89,999 (1)

## Finance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Financial Analyst - Senior</b>		\$80K-84,999 (1)
<b>Financial Planning Manager</b>		\$30K-34,999 (1)
		\$75K-79,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
<b>Payroll Clerk</b>	\$14-15.99 (3)	\$35K-39,999 (1)
	\$16-17.99 (5)	\$40K-44,999 (1)
	\$18-19.99 (3)	\$55K-59,999 (1)
	\$20-21.99 (2)	
	\$22-23.99 (4)	
	\$28-29.99 (1)	
<b>Payroll Clerk - Senior</b>	\$18-19.99 (1)	
	\$20-21.99 (2)	
	\$26-27.99 (1)	
<b>Payroll Coordinator</b>	\$14-15.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (2)	\$50K-54,999 (1)
	\$20-21.99 (1)	\$55K-59,999 (4)
	\$22-23.99 (2)	\$60K-64,999 (1)
	\$24-25.99 (2)	
	\$26-27.99 (2)	
<b>Payroll Manager/Supervisor</b>	\$18-19.99 (1)	\$40K-44,999 (1)
	\$26-27.99 (1)	\$50K-54,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$85K-89,999 (2)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Tax Accountant</b>	\$24-25.99 (1)	\$50K-54,999 (1)
<b>Tax Manager</b>	\$18-19.99 (1)	\$50K-54,999 (1)
		\$65K-69,999 (1)
		\$95K-99,999 (1)

## Sales/Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Cashier</b>	\$10-11.99 (4)	
	\$12-13.99 (6)	
	\$14-15.99 (10)	
	\$16-17.99 (3)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
<b>Customer Service Director</b>	\$18-19.99 (1)	\$50K-54,999 (1)
	\$20-21.99 (1)	\$55K-59,999 (1)
	\$26-27.99 (1)	\$65K-69,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (1)
<b>Customer Service Manager/Supervisor</b>	\$14-15.99 (3)	\$30K-34,999 (1)
	\$16-17.99 (1)	\$35K-39,999 (1)
	\$18-19.99 (2)	\$40K-44,999 (2)
	\$20-21.99 (1)	\$50K-54,999 (1)
	\$22-23.99 (2)	\$55K-59,999 (3)
	\$34-35.99 (1)	\$60K-64,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$90K-94,999 (1)
<b>Customer Service Representative</b>	Under \$10 (1)	\$30K-34,999 (2)
	\$12-13.99 (1)	\$35K-39,999 (1)
	\$14-15.99 (18)	\$40K-44,999 (2)
	\$16-17.99 (5)	\$45K-49,999 (1)
	\$18-19.99 (8)	\$50K-54,999 (2)
	\$20-21.99 (3)	\$60K-64,999 (2)
	\$30-31.99 (1)	\$65K-69,999 (1)
<b>Customer Service Representative - Senior</b>	\$14-15.99 (1)	\$50K-54,999 (1)
	\$16-17.99 (2)	\$70K-74,999 (1)
	\$18-19.99 (2)	\$95K-99,999 (1)
	\$20-21.99 (1)	
<b>Project/Job Estimator/Proposals</b>	\$20-21.99 (1)	\$40K-44,999 (2)
	\$24-25.99 (1)	\$45K-49,999 (1)
		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$65K-69,999 (2)
		\$80K-84,999 (1)

## Sales/Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Field Service Engineer</b>		\$60K-64,999 (1)
		\$100,000+ (1)
<b>Field Service Technician</b>	\$14-15.99 (1)	\$60K-64,999 (2)
	\$16-17.99 (2)	\$95K-99,999 (1)
	\$18-19.99 (1)	
	\$20-21.99 (2)	
	\$22-23.99 (2)	
<b>Inside Sales Manager</b>	\$20-21.99 (1)	\$30K-34,999 (1)
		\$45K-49,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$85K-89,999 (1)
<b>Order Entry Clerk</b>	\$10-11.99 (1)	\$40K-44,999 (1)
	\$12-13.99 (1)	
	\$14-15.99 (1)	
	\$16-17.99 (1)	
<b>Sales Assistant</b>	\$10-11.99 (1)	\$40K-44,999 (2)
	\$12-13.99 (3)	\$45K-49,999 (1)
	\$14-15.99 (7)	
	\$16-17.99 (2)	
	\$20-21.99 (1)	
	\$34-35.99 (1)	
<b>Sales Engineer</b>		\$45K-49,999 (1)
		\$80K-84,999 (1)
<b>Sales Manager - District (Supervisory/Managerial)</b>	\$20-21.99 (1)	\$35K-39,999 (1)
		\$45K-49,999 (1)
		\$60K-64,999 (1)
		\$70K-74,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (2)
<b>Sales Manager - National (Supervisory/Managerial)</b>		\$40K-44,999 (1)
		\$55K-59,999 (2)
		\$60K-64,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (2)

## Sales/Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Sales Manager - Regional (Supervisory/Managerial)</b>	\$24-25.99 (1)	\$35K-39,999 (1)
		\$40K-44,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (2)
		\$100,000+ (2)
<b>Sales Representative - Inside</b>	Under \$10 (1)	\$30K-34,999 (3)
	\$14-15.99 (4)	\$40K-44,999 (1)
	\$16-17.99 (3)	\$45K-49,999 (2)
	\$20-21.99 (3)	\$50K-54,999 (4)
	\$24-25.99 (1)	\$55K-59,999 (1)
	\$30-31.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$90K-94,999 (1)
<b>Sales Representative - Inside - Senior</b>	\$14-15.99 (1)	\$60K-64,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Sales Representative - International</b>		
<b>Sales Representative - Outside</b>	\$14-15.99 (1)	\$30K-34,999 (1)
	\$16-17.99 (1)	\$35K-39,999 (1)
		\$40K-44,999 (2)
		\$45K-49,999 (2)
		\$50K-54,999 (4)
		\$60K-64,999 (1)
		\$65K-69,999 (4)
		\$70K-74,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)

## Sales/Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Sales Representative - Outside - Senior</b>		\$45K-49,999 (1)
		\$60K-64,999 (1)
		\$70K-74,999 (2)
		\$90K-94,999 (1)
		\$100,000+ (2)
<b>Stock Clerk</b>	Under \$10 (1)	
	\$12-13.99 (2)	
	\$14-15.99 (5)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	
<b>Store Clerk</b>	Under \$10 (1)	
	\$10-11.99 (1)	
	\$12-13.99 (4)	
	\$14-15.99 (10)	
	\$16-17.99 (1)	
<b>Store Manager</b>	\$12-13.99 (1)	Under \$30,000 (1)
	\$14-15.99 (2)	\$35K-39,999 (2)
	\$16-17.99 (2)	\$40K-44,999 (3)
	\$18-19.99 (1)	\$45K-49,999 (4)
	\$20-21.99 (5)	\$50K-54,999 (3)
	\$24-25.99 (1)	\$55K-59,999 (2)
	\$30-31.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$100,000+ (2)
<b>Warranty Coordinator</b>	\$14-15.99 (1)	\$50K-54,999 (1)
	\$16-17.99 (1)	
	\$22-23.99 (1)	

## Human Resources Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Benefits Clerk</b>	\$14-15.99 (2)	\$65K-69,999 (1)
<b>Benefits Coordinator</b>	\$18-19.99 (1)	\$35K-39,999 (1)
	\$20-21.99 (3)	\$45K-49,999 (1)
	\$22-23.99 (2)	
	\$24-25.99 (1)	
<b>Benefits Manager</b>	\$20-21.99 (1)	\$35K-39,999 (1)
	\$22-23.99 (1)	\$50K-54,999 (2)
	\$26-27.99 (1)	\$60K-64,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (1)
<b>Compensation Analyst</b>		
<b>Compensation/Benefits Manager</b>		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
<b>Department Head/Director</b>	\$28-29.99 (1)	\$35K-39,999 (1)
		\$50K-54,999 (1)
		\$70K-74,999 (2)
		\$75K-79,999 (2)
		\$90K-94,999 (1)
		\$100,000+ (4)
<b>Employment Manager</b>	\$16-17.99 (1)	\$40K-44,999 (1)
		\$50K-54,999 (1)
		\$55K-59,999 (2)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
<b>Fringe Benefits Specialist</b>	\$16-17.99 (1)	
<b>HRIS Technical Specialist</b>		
<b>Human Resources Assistant</b>	\$16-17.99 (4)	\$35K-39,999 (1)
	\$18-19.99 (4)	\$45K-49,999 (2)
	\$20-21.99 (3)	\$50K-54,999 (1)
<b>Human Resources Generalist</b>	\$16-17.99 (1)	\$35K-39,999 (1)
	\$18-19.99 (3)	\$40K-44,999 (2)
	\$20-21.99 (4)	\$45K-49,999 (2)
	\$22-23.99 (3)	\$50K-54,999 (4)
	\$40+ (1)	\$55K-59,999 (4)
		\$60K-64,999 (5)
		\$65K-69,999 (2)
		\$75K-79,999 (1)
		\$80K-84,999 (1)

## Human Resources Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Human Resources Manager</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$18-19.99 (1)	\$40K-44,999 (1)
	\$20-21.99 (1)	\$45K-49,999 (2)
	\$26-27.99 (1)	\$50K-54,999 (6)
	\$28-29.99 (1)	\$55K-59,999 (5)
		\$60K-64,999 (4)
		\$65K-69,999 (5)
		\$70K-74,999 (6)
		\$75K-79,999 (5)
		\$80K-84,999 (1)
		\$85K-89,999 (2)
		\$90K-94,999 (1)
		\$100,000+ (4)
<b>Human Resources Director</b>	\$24-25.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (1)
		\$50K-54,999 (2)
		\$55K-59,999 (1)
		\$60K-64,999 (3)
		\$65K-69,999 (4)
		\$70K-74,999 (3)
		\$75K-79,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (3)
		\$90K-94,999 (1)
		\$100,000+ (4)
<b>Recruiter</b>	\$18-19.99 (1)	\$50K-54,999 (2)
	\$24-25.99 (1)	\$55K-59,999 (1)
		\$80K-84,999 (1)
<b>Safety Administrator</b>	\$18-19.99 (1)	\$50K-54,999 (1)
	\$22-23.99 (1)	\$70K-74,999 (1)
		\$75K-79,999 (1)
<b>Safety Supervisor</b>	\$24-25.99 (1)	\$80K-84,999 (1)
		\$100,000+ (1)

## Human Resources Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Safety Director</b>	\$20-21.99 (1)	\$50K-54,999 (1)
		\$70K-74,999 (1)
		\$100,000+ (1)
<b>Security Guard</b>	\$12-13.99 (1)	
	\$14-15.99 (1)	
	\$16-17.99 (2)	
<b>Security Supervisor</b>	\$18-19.99 (1)	\$40K-44,999 (1)
<b>Security Director</b>		\$55K-59,999 (1)
		\$75K-79,999 (1)
<b>Staffing Coordinator</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$24-25.99 (1)	
<b>Technician</b>	\$14-15.99 (1)	
<b>Trainer</b>	\$10-11.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (1)	\$60K-64,999 (1)
	\$20-21.99 (2)	
	\$24-25.99 (1)	
	\$30-31.99 (1)	
<b>Training Manager</b>	\$24-25.99 (1)	\$55K-59,999 (1)
		\$65K-69,999 (1)

## Facilities Maintenance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Automotive Service Technician</b>	\$16-17.99 (1)	\$50K-54,999 (1)
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$22-23.99 (2)	
	\$26-27.99 (2)	
<b>Capital Projects Director/Fundraising</b>		\$70K-74,999 (1)
<b>Carpenter</b>	\$16-17.99 (1)	Under \$30,000 (1)
	\$18-19.99 (3)	
	\$20-21.99 (2)	
	\$24-25.99 (3)	
	\$32-33.99 (1)	
<b>Custodian</b>	\$12-13.99 (1)	Under \$30,000 (1)
	\$14-15.99 (13)	
	\$16-17.99 (9)	
	\$18-19.99 (4)	
	\$20-21.99 (2)	
	\$24-25.99 (1)	
<b>Department Manager</b>	\$16-17.99 (1)	\$40K-44,999 (1)
	\$26-27.99 (1)	\$45K-49,999 (4)
	\$28-29.99 (1)	\$55K-59,999 (5)
		\$60K-64,999 (8)
		\$65K-69,999 (5)
		\$70K-74,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Diesel Mechanic</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	
	\$24-25.99 (2)	
	\$26-27.99 (2)	
<b>Facilities Planner</b>	\$20-21.99 (1)	\$85K-89,999 (1)
<b>Groundskeeper</b>	\$10-11.99 (1)	Under \$30,000 (1)
	\$12-13.99 (1)	\$95K-99,999 (1)
	\$14-15.99 (3)	
	\$16-17.99 (6)	
	\$18-19.99 (3)	
	\$20-21.99 (2)	
	\$22-23.99 (2)	

## Facilities Maintenance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>HVAC Technician</b>	\$18-19.99 (2)	
	\$22-23.99 (2)	
	\$28-29.99 (1)	
<b>Maintenance Electrician</b>	\$18-19.99 (3)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
	\$26-27.99 (1)	
	\$28-29.99 (2)	
	\$40+ (1)	
<b>Maintenance Electrician - Senior</b>	\$22-23.99 (1)	\$65K-69,999 (1)
	\$40+ (1)	
<b>Maintenance Helper</b>	\$10-11.99 (1)	
	\$12-13.99 (2)	
	\$14-15.99 (3)	
	\$16-17.99 (2)	
	\$18-19.99 (6)	
	\$20-21.99 (4)	
	\$22-23.99 (1)	
<b>Maintenance Installer/Repairer</b>	\$16-17.99 (3)	Under \$30,000 (1)
	\$18-19.99 (2)	\$45K-49,999 (1)
	\$20-21.99 (3)	
	\$22-23.99 (1)	
	\$28-29.99 (1)	
<b>Maintenance Manager</b>	\$12-13.99 (1)	\$30K-34,999 (1)
	\$16-17.99 (1)	\$35K-39,999 (1)
	\$18-19.99 (1)	\$45K-49,999 (5)
	\$20-21.99 (2)	\$50K-54,999 (2)
	\$22-23.99 (1)	\$55K-59,999 (3)
	\$24-25.99 (2)	\$60K-64,999 (1)
	\$26-27.99 (1)	\$70K-74,999 (1)
	\$28-29.99 (2)	\$85K-89,999 (1)
	\$30-31.99 (1)	\$90K-94,999 (3)
		\$100,000+ (2)

## Facilities Maintenance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Maintenance Mechanic</b>	\$14-15.99 (2)	
	\$16-17.99 (4)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
	\$26-27.99 (1)	
	<b>Maintenance Mechanic - Senior</b>	\$18-19.99 (1)
	\$20-21.99 (1)	
	\$26-27.99 (1)	
<b>Maintenance Mechanic Supervisor</b>		\$60K-64,999 (2)
<b>Maintenance Supervisor</b>	\$12-13.99 (1)	\$40K-44,999 (1)
	\$16-17.99 (1)	\$45K-49,999 (2)
	\$18-19.99 (1)	\$50K-54,999 (1)
	\$20-21.99 (2)	\$55K-59,999 (1)
	\$22-23.99 (2)	\$60K-64,999 (2)
	\$24-25.99 (1)	\$65K-69,999 (2)
	\$26-27.99 (1)	\$70K-74,999 (1)
	\$30-31.99 (2)	
<b>Maintenance Supervisor - Senior</b>	\$12-13.99 (1)	\$45K-49,999 (1)
	\$30-31.99 (1)	\$70K-74,999 (1)
	\$32-33.99 (1)	\$90K-94,999 (1)
		\$100,000+ (1)
<b>Painter - Maintenance</b>	\$14-15.99 (1)	Under \$30,000 (1)
	\$16-17.99 (1)	
	\$18-19.99 (2)	
	\$20-21.99 (1)	
<b>Plant Engineering Manager</b>		\$55K-59,999 (1)
<b>Plumber</b>	\$18-19.99 (2)	Under \$30,000 (1)
	\$20-21.99 (1)	\$70K-74,999 (1)
	\$24-25.99 (1)	

## Marketing/Communications Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Advertising and Public Relations Manager</b>	\$16-17.99 (1)	\$30K-34,999 (1)
	\$20-21.99 (1)	\$50K-54,999 (4)
		\$75K-79,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (2)
<b>Advertising Specialist</b>	Under \$10 (1)	\$30K-34,999 (1)
	\$14-15.99 (2)	\$55K-59,999 (1)
	\$16-17.99 (1)	
	\$22-23.99 (1)	
<b>Advertising Manager</b>	\$22-23.99 (1)	\$30K-34,999 (1)
		\$55K-59,999 (1)
<b>Audio-Visual Technician</b>		
<b>Communications Manager</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (2)	\$45K-49,999 (1)
	\$24-25.99 (1)	\$55K-59,999 (3)
		\$60K-64,999 (2)
		\$75K-79,999 (1)
		\$90K-94,999 (1)
		\$100,000+ (1)
<b>Communications Specialist</b>	\$14-15.99 (2)	\$30K-34,999 (1)
	\$18-19.99 (2)	\$45K-49,999 (1)
	\$20-21.99 (1)	\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$75K-79,999 (1)
<b>Copy Editor</b>		\$80K-84,999 (1)
<b>Copy Writer</b>	\$20-21.99 (1)	\$55K-59,999 (1)
<b>Creative Services Director</b>		\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$80K-84,999 (1)
<b>Desktop Publisher</b>		\$45K-49,999 (1)
<b>Graphic Designer/Artist</b>	\$14-15.99 (1)	\$30K-34,999 (1)
	\$16-17.99 (2)	\$35K-39,999 (1)
	\$18-19.99 (1)	\$40K-44,999 (2)
	\$22-23.99 (2)	\$45K-49,999 (2)
	\$24-25.99 (1)	\$50K-54,999 (1)
		\$55K-59,999 (4)

## Marketing/Communications Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Marketing Coordinator</b>	\$14-15.99 (1)	\$30K-34,999 (1)
	\$16-17.99 (2)	\$40K-44,999 (2)
	\$18-19.99 (2)	\$45K-49,999 (1)
	\$22-23.99 (3)	\$55K-59,999 (2)
	\$24-25.99 (1)	\$65K-69,999 (1)
<b>Marketing Specialist</b>	\$18-19.99 (2)	\$40K-44,999 (2)
	\$20-21.99 (2)	\$45K-49,999 (1)
	\$22-23.99 (1)	\$50K-54,999 (1)
	\$24-25.99 (2)	\$60K-64,999 (1)
		\$75K-79,999 (1)
<b>Marketing Manager</b>		Under \$30,000 (1)
		\$35K-39,999 (1)
		\$40K-44,999 (3)
		\$45K-49,999 (2)
		\$55K-59,999 (5)
		\$60K-64,999 (3)
		\$65K-69,999 (1)
		\$75K-79,999 (2)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (1)
<b>Marketing Director</b>		Under \$30,000 (1)
		\$45K-49,999 (3)
		\$60K-64,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$75K-79,999 (2)
		\$80K-84,999 (2)
		\$90K-94,999 (1)
		\$100,000+ (3)
<b>Media Producer</b>	\$14-15.99 (1)	\$40K-44,999 (1)
		\$55K-59,999 (1)
<b>Photographer</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	
	\$30-31.99 (1)	
<b>Press Operator - Duplicating</b>	\$18-19.99 (1)	

## Marketing/Communications Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Press Operator - Offset		
Print Shop Supervisor	\$18-19.99 (1)	\$70K-74,999 (1)
	\$22-23.99 (1)	
Product Manager		\$65K-69,999 (1)
Proofreader		
Public Relations Manager		\$35K-39,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (1)
Public Relations Specialist	\$16-17.99 (1)	\$35K-39,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
Technical Writer	\$28-29.99 (1)	\$45K-49,999 (1)

## Information Technology Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Applications Programmer</b>		\$60K-64,999 (1)
		\$75K-79,999 (2)
<b>Applications Programmer - Lead/Senior</b>		\$65K-69,999 (2)
<b>Client/Server Operations Specialist</b>		
<b>Computer Operations Manager/Supervisor</b>		\$45K-49,999 (1)
		\$70K-74,999 (1)
		\$85K-89,999 (1)
		\$90K-94,999 (1)
<b>Computer Operations Specialist</b>	\$16-17.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
<b>Computer Operations Specialist - Senior</b>		\$50K-54,999 (1)
<b>Computer Repair Technician</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
<b>Data Entry Clerk</b>	\$14-15.99 (1)	
<b>Data Entry Clerk - Senior</b>	\$18-19.99 (1)	
<b>Database Administrator</b>		\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$75K-79,999 (2)
<b>Database Administrator Supervisor</b>		
<b>Database Analyst</b>	\$22-23.99 (1)	\$50K-54,999 (1)
		\$90K-94,999 (1)
<b>Department Head</b>		\$40K-44,999 (1)
		\$70K-74,999 (1)
		\$90K-94,999 (2)
		\$100,000+ (2)
<b>Deputy Director</b>		
<b>Desktop/Computer Support Coordinator</b>	\$20-21.99 (1)	\$50K-54,999 (1)
<b>Desktop/Computer Support Specialist</b>	\$16-17.99 (1)	\$50K-54,999 (2)
	\$18-19.99 (2)	\$55K-59,999 (1)
	\$20-21.99 (1)	
	\$24-25.99 (2)	
<b>Documentation Specialist</b>		
<b>Emergency Telecommunicator/ Dispatcher</b>		

## Information Technology Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Help Desk Coordinator</b>	\$10-11.99 (1)	\$40K-44,999 (1)
	\$14-15.99 (1)	\$45K-49,999 (1)
	\$16-17.99 (1)	\$50K-54,999 (2)
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$24-25.99 (1)	
	\$34-35.99 (1)	
<b>Help Desk Supervisor</b>	\$22-23.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (1)
		\$65K-69,999 (1)
		\$100,000+ (1)
<b>Information Security Administrator</b>	\$18-19.99 (1)	\$80K-84,999 (1)
	\$26-27.99 (1)	\$90K-94,999 (1)
<b>IT/IS Director</b>	\$24-25.99 (1)	\$45K-49,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (3)
		\$75K-79,999 (3)
		\$85K-89,999 (1)
		\$90K-94,999 (3)
		\$95K-99,999 (1)
		\$100,000+ (6)
<b>Information Systems Manager</b>		\$45K-49,999 (2)
		\$50K-54,999 (1)
		\$55K-59,999 (2)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$75K-79,999 (1)
		\$80K-84,999 (3)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Network Administrator</b>	\$22-23.99 (1)	\$50K-54,999 (1)
	\$24-25.99 (3)	\$60K-64,999 (3)
	\$26-27.99 (1)	\$65K-69,999 (2)
	\$28-29.99 (2)	\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$90K-94,999 (1)
<b>Network Manager</b>		\$95K-99,999 (1)

## Information Technology Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Network Services Director</b>		
<b>Programmer/Analyst</b>	\$22-23.99 (1)	\$55K-59,999 (2)
	\$30-31.99 (1)	\$60K-64,999 (2)
		\$90K-94,999 (1)
<b>Programmer/Analyst - Lead/Senior</b>		\$75K-79,999 (1)
		\$85K-89,999 (1)
<b>Project Manager</b>		
<b>Software Engineer</b>		\$50K-54,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (1)
<b>Software Quality Assurance Tester</b>		\$45K-49,999 (1)
<b>Software Technician</b>		\$100,000+ (1)
<b>Systems Administrator</b>	\$22-23.99 (1)	\$40K-44,999 (1)
	\$26-27.99 (1)	\$50K-54,999 (2)
		\$55K-59,999 (2)
		\$60K-64,999 (2)
		\$65K-69,999 (2)
		\$90K-94,999 (1)
<b>Systems Analyst</b>	\$22-23.99 (2)	\$70K-74,999 (1)
	\$30-31.99 (1)	
<b>Systems Analyst - Lead/Senior</b>		\$65K-69,999 (1)
<b>Systems and Programming Manager</b>		\$50K-54,999 (1)
		\$100,000+ (1)
<b>Technician</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	
	\$20-21.99 (2)	
	\$22-23.99 (1)	
<b>Technology Director</b>		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$80K-84,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Technology Technician</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$18-19.99 (2)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	

## Information Technology Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Telecommunications Analyst</b>		
<b>Telecommunications Manager/Supervisor</b>		\$100,000+ (1)
<b>Telecommunications Technician</b>	\$22-23.99 (1)	\$60K-64,999 (1)
	\$30-31.99 (1)	
<b>Transportation Director</b>		
<b>Web Administrator</b>	\$20-21.99 (1)	\$50K-54,999 (1)
	\$28-29.99 (1)	\$65K-69,999 (2)
<b>Web Developer</b>	\$20-21.99 (1)	\$55K-59,999 (1)
		\$65K-69,999 (1)

## Not-For-Profit Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Administrator for Nonprofit Organizations</b>	\$14-15.99 (1)	Under \$30,000 (1)
	\$16-17.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	\$45K-49,999 (2)
	\$40+ (1)	\$55K-59,999 (2)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$80K-84,999 (1)
		\$85K-89,999 (2)
		\$100,000+ (4)
<b>Campaign Manager</b>		\$45K-49,999 (1)
		\$60K-64,999 (1)
		\$70K-74,999 (1)
<b>Case Manager</b>	\$14-15.99 (1)	\$40K-44,999 (2)
	\$16-17.99 (2)	\$50K-54,999 (1)
	\$20-21.99 (1)	
<b>Child Care Worker</b>	\$12-13.99 (1)	
<b>Community Health Director</b>		\$40K-44,999 (1)
		\$100,000+ (1)
<b>Community Outreach Specialist</b>	\$16-17.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (3)
		\$50K-54,999 (2)
		\$70K-74,999 (1)
<b>Community Relations Director</b>		\$40K-44,999 (1)
		\$60K-64,999 (1)
		\$80K-84,999 (1)
<b>Corporate Giving Director</b>		
<b>Counselor</b>	\$20-21.99 (1)	\$30K-34,999 (1)
		\$45K-49,999 (2)
		\$50K-54,999 (1)
		\$55K-59,999 (2)

## Not-For-Profit Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Development Director</b>		\$45K-49,999 (3)
		\$50K-54,999 (3)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (2)
		\$80K-84,999 (1)
		\$85K-89,999 (2)
		\$90K-94,999 (1)
<b>Financial Aid Counselor</b>		
<b>Financial Aid Director</b>		
<b>Fundraising Coordinator</b>		\$35K-39,999 (1)
		\$45K-49,999 (2)
		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$100,000+ (1)
<b>Gift Shop Manager</b>	\$10-11.99 (1)	
	\$14-15.99 (2)	
<b>Grant Administrator</b>	\$30-31.99 (1)	\$50K-54,999 (1)
		\$60K-64,999 (1)
<b>Grants and Contracts Coordinator</b>	\$20-21.99 (1)	\$40K-44,999 (1)
	\$40+ (1)	\$55K-59,999 (1)
<b>Grant Writer</b>	\$20-21.99 (1)	\$40K-44,999 (1)
		\$50K-54,999 (2)
<b>Housing Program Manager</b>	\$14-15.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (1)
		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$65K-69,999 (1)
<b>Human Services Worker</b>	\$12-13.99 (1)	\$45K-49,999 (2)
	\$14-15.99 (1)	
	\$16-17.99 (3)	
	\$18-19.99 (1)	
<b>Librarian</b>	\$16-17.99 (1)	\$35K-39,999 (1)
		\$50K-54,999 (1)
<b>Library Clerk</b>	\$12-13.99 (2)	

## Not-For-Profit Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Program Coordinator</b>	\$10-11.99 (1)	\$30K-34,999 (1)
	\$12-13.99 (1)	\$35K-39,999 (3)
	\$16-17.99 (2)	\$40K-44,999 (1)
		\$45K-49,999 (2)
		\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
<b>Program Director</b>	\$18-19.99 (1)	Under \$30,000 (1)
	\$20-21.99 (1)	\$35K-39,999 (1)
		\$40K-44,999 (4)
		\$45K-49,999 (4)
		\$50K-54,999 (2)
		\$55K-59,999 (3)
		\$60K-64,999 (3)
		\$70K-74,999 (3)
		\$80K-84,999 (2)
<b>Social Work Manager</b>	\$30-31.99 (1)	\$40K-44,999 (2)
		\$45K-49,999 (2)
		\$55K-59,999 (1)
<b>Social Worker</b>	\$18-19.99 (1)	\$30K-34,999 (1)
	\$20-21.99 (2)	\$45K-49,999 (3)
		\$50K-54,999 (1)
<b>Support Services Director</b>	\$14-15.99 (1)	\$50K-54,999 (1)
		\$55K-59,999 (1)
<b>Volunteer Coordinator</b>	\$12-13.99 (1)	\$30K-34,999 (1)
	\$20-21.99 (2)	\$35K-39,999 (1)
		\$40K-44,999 (1)
		\$45K-49,999 (3)
<b>Volunteer Services Director</b>	\$16-17.99 (1)	\$50K-54,999 (1)

## Hospitality/Food Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Bar Staff</b>	Under \$10 (16)	
	\$10-11.99 (6)	
	\$12-13.99 (4)	
	\$14-15.99 (5)	
	\$16-17.99 (1)	
<b>Bellman</b>	Under \$10 (2)	
	\$12-13.99 (1)	
	\$14-15.99 (1)	
<b>Chef</b>	\$14-15.99 (2)	\$40K-44,999 (3)
	\$16-17.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (1)	\$50K-54,999 (5)
	\$20-21.99 (1)	\$55K-59,999 (1)
	\$22-23.99 (1)	\$60K-64,999 (2)
	\$28-29.99 (1)	\$65K-69,999 (1)
	\$40+ (1)	\$70K-74,999 (2)
<b>Cook</b>	\$10-11.99 (2)	\$35K-39,999 (1)
	\$12-13.99 (2)	\$55K-59,999 (1)
	\$14-15.99 (14)	
	\$16-17.99 (10)	
	\$18-19.99 (4)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	
<b>Food Prep/Sous Chef</b>	\$12-13.99 (3)	\$35K-39,999 (1)
	\$14-15.99 (11)	\$45K-49,999 (2)
	\$16-17.99 (7)	\$55K-59,999 (1)
	\$18-19.99 (5)	
	\$20-21.99 (1)	
	\$24-25.99 (1)	
<b>Food Service Helper</b>	Under \$10 (1)	
	\$10-11.99 (5)	
	\$12-13.99 (5)	
	\$14-15.99 (15)	
	\$16-17.99 (2)	
	\$18-19.99 (2)	
<b>Front Desk Clerk</b>	\$10-11.99 (1)	
	\$12-13.99 (3)	
	\$14-15.99 (9)	
	\$16-17.99 (9)	
	\$18-19.99 (2)	

## Hospitality/Food Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Head Cook</b>	\$12-13.99 (1)	\$45K-49,999 (2)
	\$14-15.99 (1)	\$50K-54,999 (1)
	\$16-17.99 (3)	\$55K-59,999 (1)
	\$18-19.99 (3)	
	\$20-21.99 (3)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
<b>Hostess</b>	Under \$10 (3)	
	\$10-11.99 (5)	
	\$12-13.99 (10)	
	\$14-15.99 (6)	
	\$20-21.99 (1)	
<b>Housekeeping</b>	\$10-11.99 (2)	
	\$12-13.99 (2)	
	\$14-15.99 (11)	
	\$16-17.99 (10)	
	\$18-19.99 (2)	
	\$20-21.99 (1)	
	\$24-25.99 (1)	
<b>Reservation Staff</b>	\$10-11.99 (2)	\$40K-44,999 (1)
	\$12-13.99 (4)	
	\$14-15.99 (3)	
	\$16-17.99 (4)	
	\$18-19.99 (1)	
<b>Sales</b>	Under \$10 (1)	\$60K-64,999 (2)
	\$10-11.99 (3)	
	\$12-13.99 (4)	
	\$14-15.99 (2)	
	\$18-19.99 (4)	
	\$20-21.99 (1)	
	\$26-27.99 (1)	
<b>Wait Staff</b>	Under \$10 (26)	
	\$10-11.99 (4)	
	\$14-15.99 (4)	
	\$24-25.99 (1)	

## Manufacturing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Assembler - Electronic</b>	\$14-15.99 (3)	
	\$16-17.99 (2)	
	\$18-19.99 (2)	
<b>Assembler - Heavy</b>	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	
	\$40+ (1)	
<b>Assembler - Lead</b>	\$16-17.99 (3)	
	\$18-19.99 (2)	
	\$20-21.99 (1)	
<b>Assembler - Light - Non-Electronic</b>	\$10-11.99 (1)	
	\$12-13.99 (1)	
	\$14-15.99 (8)	
	\$16-17.99 (5)	
	\$18-19.99 (3)	
<b>Assembler - Light - Non-Electronic - Senior</b>	\$16-17.99 (1)	
<b>Chemical Operator</b>		
<b>CNC Operator</b>	\$16-17.99 (6)	
	\$18-19.99 (5)	
	\$20-21.99 (3)	
	\$22-23.99 (3)	
	\$24-25.99 (2)	
<b>CNC Programmer</b>	\$16-17.99 (2)	\$60K-64,999 (1)
	\$18-19.99 (4)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
	\$24-25.99 (3)	
<b>Director of Continuous Improvement</b>		\$60K-64,999 (1)
		\$100,000+ (1)
<b>Director of Operations</b>		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (5)
<b>Extrusion Operator</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	

## Manufacturing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>General Manager</b>	\$20-21.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$100,000+ (4)
<b>Injection Molding Operator</b>	\$10-11.99 (1)	
	\$12-13.99 (1)	
	\$14-15.99 (3)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$22-23.99 (1)	
<b>Quality Inspector</b>	\$14-15.99 (2)	\$45K-49,999 (1)
	\$16-17.99 (3)	\$60K-64,999 (1)
	\$18-19.99 (3)	
	\$20-21.99 (5)	
	\$22-23.99 (1)	
<b>Quality Inspector - Senior</b>	\$26-27.99 (1)	\$45K-49,999 (1)
		\$65K-69,999 (1)
<b>Job Estimator - Manufacturing</b>	\$18-19.99 (2)	\$60K-64,999 (1)
<b>Machine Operator</b>	\$10-11.99 (2)	
	\$14-15.99 (8)	
	\$16-17.99 (7)	
	\$18-19.99 (8)	
	\$20-21.99 (1)	
	\$24-25.99 (1)	
<b>Machine Operator - Senior</b>	\$18-19.99 (2)	
	\$20-21.99 (1)	
	\$26-27.99 (1)	
<b>Machine Set-Up/Adjuster</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$24-25.99 (1)	
<b>Machinist</b>	\$12-13.99 (1)	
	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$18-19.99 (3)	
	\$20-21.99 (2)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
	\$30-31.99 (2)	

## Manufacturing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Manufacturing Manager</b>	\$18-19.99 (1)	\$50K-54,999 (1)
	\$26-27.99 (1)	\$70K-74,999 (3)
	\$28-29.99 (1)	\$80K-84,999 (2)
	\$40+ (1)	\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Manufacturing Manager - Senior</b>	\$22-23.99 (1)	\$65K-69,999 (2)
	\$34-35.99 (1)	\$80K-84,999 (1)
		\$100,000+ (1)
<b>Milling Machine Operator - Senior</b>	\$16-17.99 (1)	
	\$20-21.99 (1)	
<b>Mill Wright</b>	\$18-19.99 (1)	
<b>Painter - Industrial</b>	\$16-17.99 (4)	\$55K-59,999 (1)
	\$18-19.99 (2)	
	\$20-21.99 (1)	
<b>Plant Superintendent</b>		\$60K-64,999 (2)
<b>Plant Manager</b>	\$20-21.99 (1)	\$45K-49,999 (1)
	\$22-23.99 (1)	\$60K-64,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (3)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (10)
<b>Polisher</b>	\$16-17.99 (1)	
<b>Preventative Maintenance Technician</b>	\$16-17.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (2)	
	\$22-23.99 (1)	
	\$28-29.99 (2)	
<b>Production Scheduler</b>	\$16-17.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (3)	\$50K-54,999 (2)
	\$20-21.99 (2)	\$55K-59,999 (3)
	\$22-23.99 (1)	\$60K-64,999 (4)
	\$26-27.99 (1)	\$80K-84,999 (1)
<b>Production Scheduler - Senior</b>		\$65K-69,999 (1)

## Manufacturing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Production Manager/Supervisor</b>	\$18-19.99 (3)	\$40K-44,999 (1)
	\$20-21.99 (1)	\$45K-49,999 (2)
	\$22-23.99 (1)	\$50K-54,999 (3)
	\$26-27.99 (2)	\$55K-59,999 (3)
	\$28-29.99 (3)	\$60K-64,999 (1)
	\$30-31.99 (1)	\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$80K-84,999 (2)
<b>Production Supervisor - Senior</b>	\$18-19.99 (1)	\$35K-39,999 (1)
	\$22-23.99 (1)	\$60K-64,999 (1)
	\$24-25.99 (2)	\$70K-74,999 (1)
	\$26-27.99 (1)	
<b>Production Worker - General</b>	\$10-11.99 (1)	
	\$12-13.99 (2)	
	\$14-15.99 (8)	
	\$16-17.99 (5)	
	\$18-19.99 (7)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	
<b>Production Worker - Lead</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$16-17.99 (3)	\$45K-49,999 (1)
	\$18-19.99 (3)	\$65K-69,999 (1)
	\$20-21.99 (4)	
	\$22-23.99 (2)	
<b>Punch Press Operator</b>	\$12-13.99 (1)	
<b>Quality Control Manager/Supervisor</b>	\$14-15.99 (1)	\$50K-54,999 (1)
		\$60K-64,999 (5)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)

## Manufacturing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Quality Technician</b>	\$12-13.99 (1)	\$45K-49,999 (2)
	\$14-15.99 (5)	\$60K-64,999 (1)
	\$16-17.99 (1)	
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$22-23.99 (1)	
	\$24-25.99 (1)	
	\$28-29.99 (1)	
<b>Tool and Die Maker</b>	\$20-21.99 (2)	
	\$22-23.99 (3)	
	\$24-25.99 (1)	
	\$30-31.99 (1)	
<b>Welder</b>	\$14-15.99 (1)	
	\$16-17.99 (2)	
	\$18-19.99 (4)	
	\$20-21.99 (3)	
	\$22-23.99 (1)	
<b>Welder - Master</b>		

## Engineering/Scientific/Technical Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Applications Engineer</b>	\$30-31.99 (1)	\$55K-59,999 (1)
		\$70K-74,999 (2)
		\$75K-79,999 (1)
<b>Appraiser I</b>		
<b>Appraiser II</b>		
<b>Appraiser III</b>		
<b>Building Code Inspector</b>	\$22-23.99 (1)	
<b>CAD Designer</b>	\$18-19.99 (2)	\$45K-49,999 (1)
	\$22-23.99 (4)	\$55K-59,999 (1)
	\$24-25.99 (2)	
	\$30-31.99 (2)	
<b>CAD Designer - Senior</b>	\$20-21.99 (1)	\$50K-54,999 (1)
	\$28-29.99 (1)	\$55K-59,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>CAD Supervisor</b>		\$60K-64,999 (1)
<b>Chemical Engineer</b>		
<b>Chemical Engineer - Lead</b>		\$75K-79,999 (1)
<b>Chemist</b>		\$60K-64,999 (1)
		\$80K-84,999 (1)
<b>Civil Engineer</b>	\$24-25.99 (1)	\$50K-54,999 (2)
	\$30-31.99 (1)	\$75K-79,999 (1)
<b>Civil Engineer - Senior</b>	\$32-33.99 (2)	\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (1)
<b>Design Engineer</b>	\$24-25.99 (2)	\$50K-54,999 (2)
	\$26-27.99 (2)	\$60K-64,999 (2)
	\$28-29.99 (1)	\$65K-69,999 (1)
<b>Design Engineer - Senior</b>		\$55K-59,999 (1)
		\$70K-74,999 (1)
		\$100,000+ (1)
<b>Design Manager</b>		\$70K-74,999 (2)

## Engineering/Scientific/Technical Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Electrical Engineer</b>	\$26-27.99 (1)	\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$75K-79,999 (2)
		\$85K-89,999 (2)
		\$90K-94,999 (1)
<b>Electrical Engineer - Lead/Senior</b>		\$75K-79,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (1)
<b>Electrical Engineer - Manager</b>		\$100,000+ (1)
<b>Electrician</b>	\$24-25.99 (1)	
	\$28-29.99 (1)	
<b>Electronic Technician</b>	\$14-15.99 (1)	
	\$20-21.99 (1)	
	\$24-25.99 (2)	
	\$28-29.99 (1)	
<b>Electronic Technician - Senior</b>		\$80K-84,999 (1)
<b>Engineering Assistant</b>		
<b>Engineering Director</b>	\$36-39.99 (1)	\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$90K-94,999 (1)
		\$100,000+ (4)
<b>Engineering Manager</b>		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$75K-79,999 (2)
		\$80K-84,999 (2)
		\$90K-94,999 (1)
		\$95K-99,999 (3)
		\$100,000+ (5)
<b>Engineering Technician</b>	\$14-15.99 (1)	\$40K-44,999 (1)
	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
	\$26-27.99 (1)	

## Engineering/Scientific/Technical Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Engineering Technician - Senior</b>	\$18-19.99 (1)	\$60K-64,999 (1)
	\$26-27.99 (2)	\$95K-99,999 (1)
<b>Environmental Engineer</b>	\$28-29.99 (1)	\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$80K-84,999 (1)
<b>Environmental Specialist</b>	\$32-33.99 (1)	\$40K-44,999 (2)
		\$70K-74,999 (1)
		\$95K-99,999 (1)
<b>Industrial Engineer</b>		\$55K-59,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
<b>Industrial Engineer - Senior</b>		\$65K-69,999 (1)
<b>Industrial Engineer - Manager</b>		\$95K-99,999 (1)
<b>Laboratory Technician</b>	\$16-17.99 (1)	
	\$18-19.99 (2)	
<b>Laboratory Technician - Senior</b>		\$80K-84,999 (1)
<b>Manufacturing Engineer</b>		\$50K-54,999 (1)
		\$55K-59,999 (2)
		\$60K-64,999 (3)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (2)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (2)
<b>Manufacturing Engineer - Senior</b>		\$60K-64,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (2)
<b>Mechanical Engineer</b>	\$24-25.99 (1)	\$55K-59,999 (1)
	\$28-29.99 (1)	\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
<b>Mechanical Engineer - Lead/Senior</b>		\$100,000+ (1)
<b>Mechanical Engineer - Manager</b>		\$100,000+ (1)

## Engineering/Scientific/Technical Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Process Engineer</b>		\$55K-59,999 (1)
		\$60K-64,999 (3)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
<b>Product Development Engineer</b>		\$70K-74,999 (1)
		\$100,000+ (1)
<b>Project Engineer</b>	\$28-29.99 (1)	\$45K-49,999 (1)
		\$65K-69,999 (1)
		\$80K-84,999 (1)
		\$90K-94,999 (1)
<b>Project Manager</b>	\$36-39.99 (1)	\$40K-44,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (1)
		\$90K-94,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
<b>Quality Control Engineer</b>	\$30-31.99 (1)	\$60K-64,999 (1)
		\$70K-74,999 (1)
		\$75K-79,999 (3)
<b>Quality Inspector</b>	\$14-15.99 (1)	\$60K-64,999 (1)
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
<b>Research and Development Engineer</b>		\$100,000+ (1)
<b>Research and Development Manager</b>		\$100,000+ (1)
<b>Research Associate</b>	\$20-21.99 (1)	
<b>Sewer and Water Technician</b>	\$22-23.99 (1)	\$50K-54,999 (1)
<b>Software Engineer</b>		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$100,000+ (1)
<b>Systems Engineer</b>		

## Distribution/Transportation/Warehousing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Able Seaman</b>		
<b>Automated Logistical Specialist</b>		
<b>Bus Driver</b>	\$14-15.99 (1)	
	\$20-21.99 (1)	
<b>CDL Driver</b>	\$14-15.99 (1)	\$50K-54,999 (1)
	\$16-17.99 (4)	
	\$20-21.99 (4)	
	\$22-23.99 (2)	
	\$24-25.99 (1)	
	\$32-33.99 (1)	
<b>Customs Entry Clerk</b>		
<b>Data Warehousing Specialist</b>		\$35K-39,999 (1)
<b>Distribution Manager</b>		
<b>Dock Worker</b>	\$16-17.99 (1)	
<b>Fork Lift Operator</b>	\$12-13.99 (1)	
	\$14-15.99 (2)	
	\$16-17.99 (5)	
	\$18-19.99 (1)	
<b>Inventory</b>	\$14-15.99 (1)	\$50K-54,999 (1)
	\$16-17.99 (1)	
	\$28-29.99 (1)	
<b>IT Specialist</b>	\$20-21.99 (1)	\$35K-39,999 (1)
		\$50K-54,999 (1)
<b>Load Planner</b>		\$35K-39,999 (1)
<b>Logistics Supervisor</b>	\$20-21.99 (1)	\$55K-59,999 (1)
		\$60K-64,999 (2)
<b>Material Handler/Coordinator</b>	\$14-15.99 (1)	
	\$16-17.99 (5)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	
<b>Material Handler - Senior</b>	\$20-21.99 (1)	\$30K-34,999 (1)
<b>Order Picker/Puller</b>	\$12-13.99 (3)	\$30K-34,999 (1)
	\$14-15.99 (2)	
	\$16-17.99 (2)	
<b>Owner/Operator</b>		\$100,000+ (1)
<b>Package Handler</b>	\$14-15.99 (2)	
	\$16-17.99 (1)	

## Distribution/Transportation/Warehousing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Packaging Coordinator</b>		
<b>Packer</b>	\$14-15.99 (3)	\$30K-34,999 (1)
<b>Pilot</b>		
<b>Purchasing</b>	\$14-15.99 (2)	\$35K-39,999 (1)
		\$50K-54,999 (4)
<b>Purchasing Manager</b>	\$14-15.99 (1)	\$55K-59,999 (1)
	\$18-19.99 (1)	
<b>Railroad Worker</b>		
<b>Shipping/Receiving Clerk/Associate</b>	\$14-15.99 (3)	\$30K-34,999 (1)
	\$16-17.99 (8)	
	\$18-19.99 (5)	
	\$20-21.99 (2)	
<b>Shipping Supervisor</b>	\$14-15.99 (1)	\$45K-49,999 (1)
	\$18-19.99 (1)	\$55K-59,999 (2)
	\$24-25.99 (1)	
<b>Shuttle Driver</b>	\$12-13.99 (1)	
	\$14-15.99 (1)	
<b>Stocker/Order Filler</b>	\$14-15.99 (1)	\$30K-34,999 (1)
	\$16-17.99 (2)	
<b>Supply Chain Manager</b>		\$65K-69,999 (1)
		\$90K-94,999 (1)
<b>Supplier Quality Engineer</b>		
<b>Tank Car Truck/Ship Loader</b>		
<b>Ticket Agent</b>		
<b>Train Conductor/Engineer</b>		
<b>Transportation Engineer</b>		
<b>Transportation Inspector</b>		
<b>Transportation Supervisor</b>	\$16-17.99 (1)	\$35K-39,999 (1)
		\$45K-49,999 (2)
		\$65K-69,999 (1)
		\$50K-54,999 (1)
<b>Truck Driver - Local</b>	\$16-17.99 (2)	
	\$18-19.99 (3)	
	\$20-21.99 (1)	
	\$22-23.99 (2)	
<b>Truck Driver - OTR</b>	\$20-21.99 (1)	
	\$34-35.99 (1)	

## Distribution/Transportation/Warehousing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Truck Loader</b>	\$16-17.99 (1)	
<b>Warehouse Manager/Supervisor</b>	\$14-15.99 (1)	\$30K-34,999 (1)
	\$22-23.99 (1)	\$35K-39,999 (1)
	\$26-27.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (2)
		\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$70K-74,999 (1)
<b>Warehouse Worker</b>	\$14-15.99 (5)	
	\$16-17.99 (4)	
	\$22-23.99 (1)	
<b>Weigher/Recordkeeper</b>		

## Materials Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Buyer</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (1)	\$45K-49,999 (2)
	\$18-19.99 (1)	\$50K-54,999 (1)
	\$20-21.99 (1)	\$55K-59,999 (1)
	\$24-25.99 (2)	\$60K-64,999 (1)
		\$70K-74,999 (2)
<b>Buyer - Senior</b>		\$55K-59,999 (1)
		\$60K-64,999 (2)
		\$70K-74,999 (1)
		\$80K-84,999 (1)
<b>Dispatcher</b>	\$16-17.99 (2)	
	\$18-19.99 (1)	
<b>Driver - Light/Non-Manufacturing</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$20-21.99 (2)	
	\$34-35.99 (1)	
<b>Fleet Coordinator</b>	\$18-19.99 (1)	
<b>Fleet Manager</b>		\$65K-69,999 (1)
		\$95K-99,999 (1)
<b>Inventory and Production Control Manager</b>	\$18-19.99 (1)	\$45K-49,999 (2)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$70K-74,999 (2)
		\$95K-99,999 (1)
<b>Inventory Clerk</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (2)	\$50K-54,999 (1)
	\$22-23.99 (1)	
	\$24-25.99 (1)	
<b>Materials Management Director</b>		\$45K-49,999 (1)
		\$60K-64,999 (1)
<b>Purchasing Clerk</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (3)	\$45K-49,999 (2)
	\$18-19.99 (2)	\$50K-54,999 (1)

## Materials Management Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Purchasing Manager</b>	\$22-23.99 (1)	\$40K-44,999 (1)
		\$45K-49,999 (1)
		\$60K-64,999 (2)
		\$65K-69,999 (2)
		\$70K-74,999 (1)
		\$80K-84,999 (2)
		\$90K-94,999 (2)
		\$100,000+ (3)
<b>Scheduling Manager</b>	\$18-19.99 (1)	\$55K-59,999 (1)
	\$24-25.99 (1)	\$70K-74,999 (1)
<b>Traffic Manager</b>	\$20-21.99 (1)	\$90K-94,999 (1)

## Education/Instructional Support Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Principal</b>		\$45K-49,999 (1)
		\$70K-74,999 (3)
		\$90K-94,999 (2)
		\$100,000+ (1)
<b>School Bus Attendant</b>	\$10-11.99 (1)	
	\$12-13.99 (2)	
	\$14-15.99 (1)	
<b>Teacher</b>	\$10-11.99 (1)	\$30K-34,999 (2)
	\$16-17.99 (1)	\$35K-39,999 (6)
	\$20-21.99 (1)	\$40K-44,999 (2)
	\$30-31.99 (1)	\$45K-49,999 (2)
		\$60K-64,999 (1)
		\$80K-84,999 (1)
<b>Paraprofessional</b>	\$12-13.99 (5)	\$45K-49,999 (1)
	\$14-15.99 (4)	

## Construction Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Architect/Drafter</b>		\$45K-49,999 (1)
		\$60K-64,999 (1)
		\$70K-74,999 (1)
<b>Carpenter</b>	\$14-15.99 (1)	\$50K-54,999 (1)
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$22-23.99 (3)	
	\$24-25.99 (2)	
	\$32-33.99 (1)	
<b>Carpet/Flooring Installer</b>		
<b>Civil Engineer</b>		
<b>Construction Engineer</b>		
<b>Construction Project Manager</b>	\$24-25.99 (1)	\$45K-49,999 (2)
	\$26-27.99 (1)	\$60K-64,999 (5)
	\$28-29.99 (1)	\$70K-74,999 (1)
		\$80K-84,999 (2)
		\$85K-89,999 (2)
		\$90K-94,999 (1)
<b>Construction Scope Writer/Estimator</b>	\$28-29.99 (1)	\$45K-49,999 (1)
		\$50K-54,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (2)
		\$80K-84,999 (1)
<b>Contractor</b>	\$20-21.99 (2)	\$50K-54,999 (1)
		\$55K-59,999 (1)
		\$70K-74,999 (1)
<b>Craftsman</b>	\$20-21.99 (2)	
	\$36-39.99 (1)	
<b>Drywall</b>		
<b>Electrician</b>	\$14-15.99 (2)	
	\$18-19.99 (1)	
	\$24-25.99 (1)	
	\$40+ (1)	
<b>Excavation Foreman</b>	\$18-19.99 (1)	
	\$28-29.99 (2)	

## Construction Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Flagger - Road Construction</b>		
<b>Foreman</b>	\$22-23.99 (1)	\$60K-64,999 (1)
	\$24-25.99 (2)	
	\$26-27.99 (2)	
	\$40+ (2)	
<b>General Laborer</b>	\$12-13.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (5)	
	\$18-19.99 (4)	
	\$20-21.99 (1)	
	\$40+ (1)	
<b>Glass Installer</b>	\$16-17.99 (1)	
<b>Heavy Equipment Operator</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$24-25.99 (1)	
	\$26-27.99 (1)	
<b>HVAC Technician</b>	\$12-13.99 (1)	
	\$28-29.99 (1)	
	\$40+ (1)	
<b>Inspector/Building Inspector</b>	\$22-23.99 (1)	
	\$28-29.99 (1)	
	\$40+ (1)	
<b>Interior Designer</b>		
<b>Iron/Steel Worker</b>		
<b>Mason</b>		
<b>Millwright</b>		
<b>Painter</b>	\$22-23.99 (1)	\$35K-39,999 (1)
	\$24-25.99 (1)	
<b>Pipefitter</b>	\$40+ (1)	
<b>Plumber</b>	\$12-13.99 (1)	
	\$28-29.99 (1)	
	\$40+ (1)	
<b>Roofer</b>	\$22-23.99 (1)	
<b>Site Supervisor</b>	\$20-21.99 (1)	\$80K-84,999 (1)
	\$24-25.99 (1)	
	\$30-31.99 (1)	

## Construction Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Stone Mason		
Surveyor		
Tile Installer	\$22-23.99 (1)	
Water Well Driller		
Window Installer	\$22-23.99 (1)	

## Public Service/Safety/Security Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Animal Control Officer</b>	\$18-19.99 (1)	
	\$22-23.99 (1)	
<b>Animal Control Supervisor</b>		\$45K-49,999 (1)
<b>Bailiff</b>	\$22-23.99 (1)	
<b>Captain</b>		\$65K-69,999 (1)
<b>Correctional Officer</b>	\$18-19.99 (2)	
	\$22-23.99 (1)	
<b>Deputy Patrol/Deputy Sheriff</b>	\$20-21.99 (2)	
	\$22-23.99 (1)	
	\$24-25.99 (1)	
<b>Detective</b>	\$24-25.99 (1)	
	\$28-29.99 (1)	
	\$30-31.99 (1)	
<b>Emergency Medical Technician - EMT</b>	\$14-15.99 (1)	
	\$18-19.99 (1)	
<b>Fire Chief</b>		Under \$30,000 (1)
		\$55K-59,999 (1)
		\$80K-84,999 (3)
<b>Fire Fighter</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$30-31.99 (1)	
<b>Fire Inspector/Investigator</b>		
<b>Paramedic</b>	\$18-19.99 (1)	
	\$20-21.99 (1)	
<b>Park Ranger</b>	\$12-13.99 (1)	
	\$20-21.99 (1)	
<b>Police Officer/Patrol Officer</b>	\$20-21.99 (2)	
	\$22-23.99 (1)	
<b>Police Detective</b>	\$30-31.99 (2)	
<b>Police Sergeant</b>	\$28-29.99 (2)	\$45K-49,999 (1)
	\$30-31.99 (2)	
	\$32-33.99 (1)	
<b>Private Detective/Investigator</b>		
<b>Retail Loss Prevention Specialist</b>		
<b>Security Attendant</b>		
<b>Security Guard/Officer</b>	\$12-13.99 (1)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	

## Public Service/Safety/Security Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Sheriff</b>		\$60K-64,999 (1)
		\$80K-84,999 (2)
		\$95K-99,999 (1)
<b>Transportation Security Officer</b>		
<b>Undersheriff</b>		\$60K-64,999 (1)
		\$65K-69,999 (1)
		\$70K-74,999 (1)
		\$85K-89,999 (1)

## Healthcare Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Admissions/Patient Representative</b>	\$14-15.99 (2)	\$70K-74,999 (1)
	\$16-17.99 (3)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
<b>Behavioral Health Therapist</b>		\$50K-54,999 (1)
		\$60K-64,999 (2)
<b>Cardiac Catheterization Technician</b>		
<b>Case Manager (RN)</b>	\$24-25.99 (1)	\$55K-59,999 (1)
	\$34-35.99 (1)	\$70K-74,999 (1)
<b>Chaplain - Certified</b>		
<b>Clinical Psychologist</b>		
<b>CSS/SPD Technician</b>		
<b>CT Technologist</b>		
<b>Dietitian - Registered</b>	\$30-31.99 (1)	
<b>Electrocardiography Technician</b>		
<b>Emergency Medical Technician</b>		
<b>Food Service Manager</b>	\$26-27.99 (1)	\$55K-59,999 (1)
<b>Histotechnician</b>		
<b>Home Health Aide</b>	\$12-13.99 (1)	
	\$14-15.99 (2)	
	\$16-17.99 (1)	
<b>Housekeeping Supervisor (First Line)</b>	\$22-23.99 (1)	
<b>Infection Control Specialist (RN)</b>	\$32-33.99 (1)	
	\$34-35.99 (1)	
<b>Laboratory Technician - Medical</b>		
<b>Laboratory Manager</b>		
<b>Mammography Technologist</b>		
<b>Medical Assistant</b>	\$14-15.99 (2)	
	\$16-17.99 (3)	
	\$18-19.99 (4)	
<b>Medical Billing Specialist</b>	\$16-17.99 (2)	\$30K-34,999 (1)
	\$18-19.99 (5)	\$70K-74,999 (1)
<b>Medical Records Clerk</b>	\$14-15.99 (2)	
	\$16-17.99 (4)	
	\$20-21.99 (1)	
<b>Medical Records Coder</b>	\$18-19.99 (1)	
	\$20-21.99 (1)	
	\$22-23.99 (1)	

## Healthcare Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Medical Records Director		
Medical Social Worker - BSW	\$22-23.99 (1)	\$50K-54,999 (1)
	\$26-27.99 (1)	
Medical Social Worker - MSW		\$60K-64,999 (1)
Medical Technologist	\$28-29.99 (1)	
Medical Transcriptionist	\$20-21.99 (1)	
MRI Technologist		
Nuclear Medicine Technologist		
Nurse Aide - Certified (CNA)	\$12-13.99 (1)	
	\$16-17.99 (3)	
	\$18-19.99 (4)	
Nurse Anesthetist		
Nurse - LPN	\$18-19.99 (3)	
	\$22-23.99 (1)	
	\$24-25.99 (2)	
	\$28-29.99 (1)	
	\$34-35.99 (1)	
Nurse Practitioner		\$90K-94,999 (1)
		\$100,000+ (1)
Nurse - RN - General Duty	\$20-21.99 (2)	\$50K-54,999 (1)
	\$26-27.99 (1)	\$65K-69,999 (1)
	\$28-29.99 (1)	
	\$30-31.99 (2)	
	\$32-33.99 (2)	
	\$36-39.99 (1)	
	\$40+ (1)	
Nurse Manager/Head Nurse	\$40+ (1)	\$70K-74,999 (2)
Nursing Instructor		
Nursing Services Director	\$24-25.99 (1)	\$70K-74,999 (1)
	\$40+ (1)	\$85K-89,999 (1)
Occupational Therapist		\$60K-64,999 (1)
Paramedic		
Patient Accounts Representative	\$14-15.99 (2)	
	\$16-17.99 (2)	
Patient Care Technician		
Pharmacist - Staff		\$100,000+ (1)
Pharmacy Technician	\$18-19.99 (2)	
Pharmacy Director		
Phlebotomist	\$14-15.99 (2)	

## Healthcare Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Physical Therapist - Licensed		\$80K-84,999 (1)
Physical Therapy Assistant - Certified		\$45K-49,999 (1)
Physical Therapy Director		\$100,000+ (1)
Physician Assistant	\$40+ (1)	\$85K-89,999 (1)
		\$95K-99,999 (1)
		\$100,000+ (1)
Radiology Technologist - ARRT	\$22-23.99 (1)	
	\$24-25.99 (2)	
Radiation Therapist		
Radiology Director		
Recreation Therapist		\$45K-49,999 (1)
Respiratory Technician - Cert./Cert. Eligible		
Eligible		
Respiratory Therapist - Reg./Reg. Eligible		
Sonographer - Cardiac/ECHO Technician		
Sonographer/Ultrasound Technologist		
Special Procedures Technologist		
Speech Therapist		
Surgical Technician - Cert./Cert. Eligible	\$20-21.99 (1)	
	\$26-27.99 (1)	
	\$30-31.99 (1)	
Surgical Technician - Non-Certified		
Transporter	\$14-15.99 (2)	
	\$16-17.99 (1)	
Unit Administrative Assistant	\$16-17.99 (2)	
Utilization Review Coordinator		

## Landscape/Outdoor Maintenance/Tree Service Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Arborist</b>	\$20-21.99 (1)	
	\$26-27.99 (1)	
<b>Cutter Operator</b>	\$10-11.99 (1)	
	\$16-17.99 (1)	
<b>Foreman</b>	\$18-19.99 (1)	\$70K-74,999 (1)
	\$24-25.99 (1)	
	\$28-29.99 (1)	
<b>Gardener/Greenskeeper</b>	\$10-11.99 (2)	
	\$12-13.99 (1)	
	\$14-15.99 (3)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	
<b>Grounds Maintenance Worker</b>	\$10-11.99 (3)	
	\$14-15.99 (2)	
	\$16-17.99 (2)	
	\$18-19.99 (2)	
	\$20-21.99 (2)	
	\$24-25.99 (1)	
<b>Landscape Architect</b>		\$50K-54,999 (1)
		\$100,000+ (1)
<b>Landscape Technician</b>	\$16-17.99 (1)	
<b>Logger</b>		
<b>Pesticide Sprayer/Applicator</b>	\$14-15.99 (1)	Under \$30,000 (1)
	\$16-17.99 (1)	
	\$18-19.99 (1)	
<b>Pruner</b>		
<b>Tree Climber/Trimmer</b>	\$16-17.99 (1)	
	\$18-19.99 (1)	
<b>Tree/Timber Faller</b>	\$16-17.99 (2)	

## Legal Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Attorney - Staff</b>		\$45K-49,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$65K-69,999 (2)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$95K-99,999 (1)
<b>Attorney - Staff - Senior</b>		\$65K-69,999 (1)
		\$75K-79,999 (1)
		\$80K-84,999 (1)
		\$85K-89,999 (1)
		\$90K-94,999 (1)
		\$100,000+ (1)
<b>Compliance/Regulatory Officer (Legal)</b>		
<b>Legal Secretary</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$20-21.99 (1)	
	\$26-27.99 (1)	
<b>Librarian - Legal</b>		
<b>Paralegal</b>	\$18-19.99 (1)	\$35K-39,999 (1)
	\$20-21.99 (1)	
<b>Paralegal - Senior</b>		\$45K-49,999 (1)
		\$55K-59,999 (1)
<b>Prosecuting Attorney</b>		\$95K-99,999 (1)
		\$100,000+ (2)

## Utilities Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Boiler Mechanic</b>		
<b>Custodian</b>	\$14-15.99 (2)	
	\$26-27.99 (1)	
<b>Custodian/Maintenance Director</b>		\$55K-59,999 (1)
<b>Customer Service Representative - Utilities</b>	\$20-21.99 (1)	
	\$22-23.99 (2)	
<b>Dispatcher - Utilities</b>		
<b>Facility/Meter Technician (Installer/Repairer)</b>	\$26-27.99 (1)	
	\$28-29.99 (1)	
	\$32-33.99 (1)	
	\$40+ (1)	
<b>Lineman - Journeyman</b>	\$40+ (4)	
<b>Meter Reader</b>		
<b>Power Plant Maintenance Mechanic</b>	\$30-31.99 (1)	
<b>Power Plant Operator</b>		
<b>Water Treatment Plant Operator</b>	\$18-19.99 (1)	\$60K-64,999 (1)
	\$20-21.99 (1)	
	\$28-29.99 (1)	

## Winery/Brewery/Distillery Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Bartender</b>	Under \$10 (3)	
	\$12-13.99 (1)	
<b>Brewer</b>	\$14-15.99 (1)	\$45K-49,999 (1)
	\$16-17.99 (3)	
	\$18-19.99 (1)	
<b>Canning Line Operator</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
<b>Cellar Assistant</b>	\$16-17.99 (2)	
	\$18-19.99 (2)	
<b>Cellar Worker</b>	\$14-15.99 (2)	\$30K-34,999 (1)
	\$16-17.99 (1)	\$45K-49,999 (1)
<b>Head Brewer</b>	\$20-21.99 (1)	\$45K-49,999 (3)
		\$60K-64,999 (2)
<b>Manager</b>	\$20-21.99 (1)	\$35K-39,999 (1)
		\$45K-49,999 (1)
<b>Material Handler</b>		\$50K-54,999 (1)
<b>Meadmaker</b>		
<b>Press Helper</b>		
<b>Process Operator</b>		
<b>Quality Analyst</b>		\$55K-59,999 (1)
<b>Tasting Room Associate</b>	Under \$10 (1)	
	\$10-11.99 (3)	
	\$12-13.99 (3)	
	\$14-15.99 (1)	
	\$16-17.99 (1)	
<b>Tasting Room Manager</b>	\$14-15.99 (1)	\$35K-39,999 (1)
	\$16-17.99 (1)	\$40K-44,999 (4)
		\$50K-54,999 (2)
		\$55K-59,999 (1)
<b>Winemaker</b>		\$50K-54,999 (1)
		\$70K-74,999 (3)
		\$85K-89,999 (1)

## Agriculture-Production Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Agronomist</b>	\$22-23.99 (1)	\$70K-74,999 (1)
<b>Assistant Grower</b>	\$14-15.99 (1)	
	\$18-19.99 (1)	
	\$24-25.99 (1)	
<b>Assistant Herdsman</b>		
<b>Bee Keeper</b>	\$14-15.99 (1)	
<b>Breeder</b>		
<b>Commercial Driver</b>	\$18-19.99 (2)	
<b>Equipment Manager</b>		\$45K-49,999 (1)
<b>Equipment Operator</b>	\$14-15.99 (1)	
	\$18-19.99 (2)	
	\$32-33.99 (1)	
<b>Farm Hand</b>	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$18-19.99 (1)	
	\$20-21.99 (1)	
<b>Forester</b>		
<b>Grader/Sorter</b>	\$16-17.99 (1)	
<b>Greenhouse Manager</b>	\$14-15.99 (1)	
	\$18-19.99 (1)	
<b>Greenhouse Worker</b>	\$14-15.99 (1)	
<b>Grower</b>	\$14-15.99 (1)	
	\$18-19.99 (1)	
<b>Grower - Lead</b>		\$65K-69,999 (1)
<b>Harvest Manager</b>	\$18-19.99 (2)	
<b>Horticulturist</b>		
<b>Maintenance/Repair Worker</b>	\$16-17.99 (1)	
	\$24-25.99 (1)	
<b>Organic Farm Worker</b>	\$14-15.99 (1)	
<b>Product Development Scientist</b>		
<b>Quality Inspector</b>	\$26-27.99 (1)	

## Real Estate Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Acquisitions Specialist		
Appraiser		
Assistant Property Manager	\$16-17.99 (1)	
County Assessor		
Home/Building Inspector		
Leasing Manager		
Loan Officer		
Photographer		
Property Inspector		
Property Manager	\$18-19.99 (1)	\$40K-44,999 (1)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
		\$90K-94,999 (1)
Real Estate Appraiser		
Real Estate Associate		
Real Estate Attorney		
Real Estate Broker	\$20-21.99 (1)	
Real Estate Project Analyst		
Real Estate Sales Agent	\$20-21.99 (1)	
Administrative Assistant		
Title Agent		
Title Examiner		
Vacation Rental Manager	\$22-23.99 (1)	\$60K-64,999 (1)

## Insurance Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Actuarial Assistant		
Claims Adjuster		
Claims Adjuster - Senior		
Claims Supervisor		
Commercial Lines P and C Underwriter		
Commercial Lines P and C Underwriter - Senior		
Personal Lines P and C Underwriter		
Personal Lines P and C Underwriter - Senior		
Risk Manager		\$30K-34,999 (1)
		\$55K-59,999 (1)

## Banking Job Family

Job Title	Hourly Wage Range	Salary Wage Range
<b>Branch Manager</b>		\$40K-44,999 (1)
		\$50K-54,999 (2)
		\$55K-59,999 (1)
		\$60K-64,999 (1)
<b>Call Center Representative</b>	\$14-15.99 (1)	
<b>Card Services</b>	\$16-17.99 (1)	
<b>Collector</b>	\$18-19.99 (2)	
	\$20-21.99 (1)	
<b>Consumer Loan Originator</b>	\$16-17.99 (1)	
<b>Credit Analyst</b>		\$35K-39,999 (1)
<b>Loan Officer</b>	\$18-19.99 (1)	Under \$30,000 (1)
	\$20-21.99 (1)	\$60K-64,999 (2)
<b>Loan Processor - Commercial</b>	\$18-19.99 (1)	
<b>Loan Processor - Senior</b>	\$18-19.99 (1)	
	\$22-23.99 (1)	
<b>Mortgage Originator</b>	\$20-21.99 (1)	
<b>Operations Manager - Banking</b>		\$65K-69,999 (2)
<b>Teller</b>	\$12-13.99 (1)	
	\$14-15.99 (3)	
<b>Teller Supervisor</b>		\$40K-44,999 (1)
<b>Underwriter</b>		\$55K-59,999 (1)

## Agriculture-Processing Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Ag Inspector		
Butcher	\$20-21.99 (1)	
Buyer/Purchasing Agent	\$28-29.99 (1)	
Calf Feeder		
Christmas Tree Trimmer		
Cow Pusher		
Equipment Operator	\$16-17.99 (1)	
Faller		
Grain Buyer		
Grain Inspection Technician		
Grain Origination Specialist		
Harvest Manager		
Harvest Scale Operator		
Herdsmen		
Manure Hauler		
Milk Scraper		
Milker		
Packer/Packager	\$14-15.99 (1)	
	\$16-17.99 (1)	
	\$20-21.99 (1)	
Pesticide Handler/Sprayer		
Post Harvest Manager		
Record Keeper	\$22-23.99 (1)	
Tree Farm Worker		
Truck Driver	\$24-25.99 (1)	
Wreath Maker		

## Personal Care Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Barber		
Beautician		
Chiropractor		
Cosmetologist	Under \$10 (1)	
Customer Service		
Dietitian		
Esthetician		
Front Desk	\$14-15.99 (1)	
Hair Removal Specialist		
Hair Stylist	Under \$10 (1)	
Makeup Artist		
Manager	\$22-23.99 (1)	
Nail Technician		
Permanent Makeup Artist		
Personal Athletic Trainer		
Receptionist	\$12-13.99 (1)	
Salon Associate	\$12-13.99 (1)	
Scheduler	\$16-17.99 (1)	
Spa Director		\$80K-84,999 (1)
Tattoo Artist		
Waxer		
Wellness Coach		

## Religion/Ministry Job Family

Job Title	Hourly Wage Range	Salary Wage Range
Altar Server		
Lead Clergy - Pastor, Minister, Priest, Rabbi, Rector		
Deacon		
Event Planner		
Floral Designers		
Music Director		
Nun		
Pianist/Organist		
Program Director		Under \$30,000 (1)
Secretary/Treasurer		



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