

# 2019 National Wage & Salary Survey

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

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## Confidential Survey Report

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

- Remain strictly confidential
- Be restricted to authorized personnel only
- Not be used in collective bargaining or grievance proceedings
- Protect organizational identity completely



### National surveys produced by the EAA include:

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

Contact your local association (see page ii) for more information.

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# 2019 National Wage & Salary Survey

## Use of Employer Associations of America (EAA) Surveys

The Employer Associations of America (EAA) conducts and compiles annual surveys solely to assist management in determining relevant wages, salaries, benefits, and practices. The survey results are enhanced when used in conjunction with other sources of information.

Surveys provide a valuable tool for use in determining how an organization's pay structure relates to those in a given area. Survey users should not use the data as absolute compensation standards. Many factors, such as changes in the mix of participating organizations or the level of employment in the community, can affect the data and the results. Please exercise care when utilizing survey data. Specific results should be examined in the context of overall survey findings and the general economic situation prevailing at the time the data were gathered.

### Policy Statement

Association surveys are most effectively used when employed as a guide for management together with other data to determine the organization's position and its alternatives and in advance of actual bargaining and as a reference during bargaining but removed from the actual bargaining sessions. Since this survey is confidential, it is suggested that no direct reference be made to it in bargaining or in discussions with employees. There is little to gain and much to lose by using or referring to this survey data directly in bargaining. Both legal and practical considerations are involved.

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# WELCOME TO THE

## 2019 | National Wage & Salary Survey Report!

### Introduction

The annual National Wage & Salary Survey provides compensation data compiled from the numerous local surveys conducted by participating members of the Employer Associations of America. The survey brings you data of 21 participating employer associations across the country in a national report for 151 benchmark jobs. These associations' members report specific, up-to-date data relating to over 201,000 employees nationwide.

The jobs reported represent the broad spectrum of employment, from managerial and professional positions to office, technical, and industrial jobs from geographic regions across the U.S. This report is authorized and published by the Employer Associations of America (EAA), and has been published annually since 1983.

Local data from surveys conducted by each of the participating associations are compiled for the selected jobs. To ensure reporting of comparable data for positions throughout the U.S., participating associations only report jobs that use the standardized job descriptions. All survey data for this 2019 report were aged to January 2019, using appropriate adjustments for each geographic area.

Please note that this survey is just a sample of data collected by employer associations throughout the country representing a wide variety of jobs and industries. Should you need compensation data on a specific geographic location or on positions not reported here, please contact the local association that provided your copy of this report. You can find your local association's web address and phone number on the front cover.

### Survey Profile



#### Jobs

151 Benchmark Jobs Covering:

- Managerial, supervisory and professional positions
- Office, clerical, and technical positions
- Industrial and production positions



#### Data

- **Data aged to:** January 2019
- **Date published:** December 2018
- 201,044 employee rates reported
- 41 major metropolitan/regional areas



#### Associations

- A total of 21 Employer Associations participated through the Employer Associations of America (EAA)



# 2019 National Wage & Salary Survey

## Participating Employer Associations and Geographic Area

This survey was coordinated and sponsored in cooperation with the following associations:



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# 2019 National Wage & Salary Survey

## Participating Employer Associations and Geographic Area (continued)



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# 2019 National Wage & Salary Survey

## Participating Employer Associations and Geographic Area (continued)



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# 2019 National Wage & Salary Survey

## Participating Employer Associations and Geographic Area (continued)



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# 2019 National Wage & Salary Survey



## Survey Methodology and Definitions

The annual National Wage and Salary Survey provides compensation data compiled from the numerous local surveys conducted by participating members of the Employer Associations of America.

Each of the participating associations use as many of the 151 standardized benchmark jobs as feasible in their local surveys. However, users of this survey report should note that some associations only use a subset of the jobs in their local surveys.



## Survey Effective Date and Aging of Data:

Because associations conduct their local area wage and salary surveys at different times during the year, all survey data in this report were aged to January 2019 by using appropriate adjustments for each geographic area.



## Definitions:

- **Number of Organizations (Orgs):** The total number of separate organizations, operating units, or divisions reporting on each position surveyed.
- **Number of Employees:** The total number of employees in each occupation that make up the average reported.
- **Weighted Average:** The average of all rates reported for all employees including cost of living but excluding overtime, shift premiums, and bonus or other premium pay.
- **Median:** The midpoint rate reported when rates are sorted from high to low in the survey.
- Rates are reported as an **annual amount**, based on a full-time schedule.



## Data Suppression:

The weighted average and median are suppressed when fewer than three organizations reported data. Suppressed data are marked with a dash.

# 2019 National Wage & Salary Survey

## National Pay Rates

Jobs are listed in alphabetical order

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Accountant I	549	1249	\$49,244	\$49,540
Accountant II	930	2421	\$57,407	\$56,648
Accountant III	940	2015	\$70,673	\$69,182
Accounting Clerk I (Entry)	442	1035	\$35,931	\$35,579
Accounting Clerk II (Experienced)	1046	3015	\$42,132	\$41,809
Accounting Clerk III (Advanced)	524	1934	\$49,072	\$48,211
Administrative Assistant I	585	3570	\$36,567	\$35,890
Administrative Assistant II	871	5190	\$42,548	\$41,345
Administrative Assistant III	681	3988	\$50,689	\$50,059
Administrative Assistant to Chief Executive Officer	836	1030	\$59,133	\$57,261
Bookkeeper (Small Company)	199	376	\$46,290	\$45,730
Building/Grounds Maintenance Mechanic I	274	1447	\$41,323	\$40,489
Building/Grounds Maintenance Mechanic II	316	1348	\$50,203	\$50,074
Buyer I	366	743	\$49,381	\$48,521
Buyer II	558	1289	\$58,682	\$57,846
Buyer III (Purchasing Agent)	550	1191	\$70,265	\$69,192
CAD Drafter I (Detail)	107	539	\$44,375	\$44,250
CAD Drafter II (Layout)	154	992	\$53,116	\$52,317
CAD Drafter III (Design)	160	507	\$62,809	\$62,093
CNC Machining Center Operator I	174	1403	\$36,196	\$36,357
CNC Machining Center Operator II	217	1570	\$44,450	\$43,592
CNC Machining Center Operator III	197	1170	\$50,043	\$49,246
Cost Accountant I	35	38	\$57,378	\$54,251
Cost Accountant II	71	100	\$70,609	\$66,475
Cost Accountant III	57	123	\$82,045	\$82,764
Cost Accounting Manager	88	122	\$94,966	\$94,777
Credit and/or Collection Clerk	182	645	\$40,014	\$39,148
Credit and/or Collection Manager	236	280	\$74,888	\$73,349
Credit and/or Collection Specialist	242	525	\$47,349	\$47,001
Customer Service Director	176	223	\$114,203	\$110,829
Customer Service Manager	591	977	\$77,615	\$77,049
Customer Service Representative I (Entry-level)	562	4992	\$34,159	\$34,258
Customer Service Representative II (Experienced)	1104	5750	\$41,973	\$41,271
Customer Service Representative III (Technical Advisor)	722	3306	\$49,738	\$49,145
Customer Service Supervisor	376	950	\$57,099	\$56,779
Data Entry Operator I (Entry)	45	140	\$31,830	\$31,332
Data Entry Operator II (Experienced)	87	236	\$39,505	\$39,072
Design Engineer I	74	218	\$65,230	\$65,663

# 2019 National Wage & Salary Survey

## National Pay Rates (continued)

Jobs are listed in alphabetical order

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Design Engineer II	103	293	\$73,123	\$70,758
Design Engineer III	114	309	\$82,288	\$80,717
Design Engineer IV	63	174	\$95,320	\$95,070
Design Engineer V	62	153	\$107,716	\$104,686
Design Engineering Manager	109	220	\$114,783	\$116,687
Director of Engineering	348	686	\$142,280	\$139,801
Drafting and Documentation Manager	10	10	\$95,869	\$95,605
Drafting Supervisor	30	187	\$81,565	\$77,185
Driver I	253	1282	\$33,359	\$32,893
Driver II	228	8432	\$41,158	\$40,632
Driver III (Local)	204	2622	\$44,948	\$45,134
Driver IV (Over the Road)	89	1394	\$50,461	\$49,885
Electrician I (Assistant)	84	564	\$47,064	\$46,775
Electrician II (Journey)	237	1546	\$62,755	\$61,382
Electrician III (Master)	174	564	\$67,171	\$66,073
Employment Interviewer (Staffing Representative)	118	393	\$50,197	\$49,196
Expediter	65	111	\$45,379	\$43,050
Facilities Manager I (Single location)	314	530	\$70,360	\$67,653
Facilities Manager II (Multi-location)	250	344	\$85,320	\$82,977
Field Service Manager	154	310	\$83,157	\$82,164
Field Service Technician I (Entry)	99	490	\$44,538	\$41,991
Field Service Technician II (Experienced)	147	777	\$54,916	\$54,042
Field Service Technician III (Advanced)	127	722	\$70,893	\$71,348
Forklift Driver (Power)	532	7964	\$35,740	\$34,858
General Accounting Manager	863	1203	\$86,709	\$84,354
General Accounting Supervisor	294	466	\$70,563	\$69,127
General Clerk I (Entry Level)	150	1207	\$32,097	\$30,839
General Clerk II (Experienced)	234	2683	\$37,538	\$36,233
General Clerk III (Advanced)	131	2240	\$42,671	\$42,105
General Heavy Production Labor	136	3193	\$34,499	\$34,556
General Light Production Labor	193	4766	\$30,667	\$30,220
Graphic Artist	332	643	\$49,880	\$48,800
Human Resource Assistant	707	1094	\$43,539	\$42,343
Human Resource Director	762	907	\$109,090	\$104,912
Human Resource Generalist	866	1448	\$55,471	\$54,760
Human Resource Generalist, Senior	542	943	\$70,872	\$69,975
Human Resource Manager	1095	1368	\$83,922	\$81,622
Human Resource VP/SVP	385	399	\$153,095	\$144,887

# 2019 National Wage & Salary Survey

## National Pay Rates (continued)

Jobs are listed in alphabetical order

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Inventory Control Clerk/Cycle Counter	354	952	\$38,141	\$37,641
Inventory Control Manager	143	229	\$72,405	\$70,817
Licensed Practical Nurse (LPN)	67	803	\$47,948	\$48,021
Light Assembler I (Non-complex)	220	6113	\$28,282	\$27,962
Light Assembler II (Moderate Complexity)	270	9041	\$32,665	\$32,464
Light Assembler III (High Complexity)	186	3186	\$38,991	\$37,936
Machine Maintenance Mechanic I	260	1367	\$43,932	\$43,918
Machine Maintenance Mechanic II	397	2235	\$50,403	\$50,120
Machine Maintenance Mechanic III	444	2246	\$57,640	\$58,106
Machine Shop Supervisor - Job Shop & Tool Room	50	68	\$79,956	\$77,381
Machine Shop Supervisor - Production	89	256	\$68,278	\$70,278
Machine Tool Operator I	16	147	\$36,435	\$37,358
Machine Tool Operator II	21	681	\$36,255	\$36,877
Machine Tool Operator III	24	428	\$47,148	\$47,840
Machinist I	64	477	\$40,845	\$40,400
Machinist II	141	922	\$49,664	\$49,808
Machinist III	121	724	\$57,183	\$58,017
Manufacturing Manager (Single-facility)	475	750	\$106,058	\$103,390
Marketing Generalist I	184	283	\$44,950	\$44,132
Marketing Generalist II	286	553	\$58,300	\$57,364
Marketing Generalist III	152	304	\$72,481	\$68,207
Marketing Manager	609	946	\$82,993	\$81,993
Material Handler and/or Warehouse Laborer	436	4791	\$35,288	\$34,416
Methods & Process Technician I (Entry)	6	6	\$48,998	\$43,331
Methods & Process Technician II (Experienced)	19	63	\$61,128	\$55,998
Methods & Process Technician III (Advanced)	9	17	\$72,482	\$75,161
Office Administrator (Small Company or Branch Office)	280	708	\$53,574	\$51,160
Office Janitor	423	6123	\$30,633	\$30,122
Operating Engineer HVAC	70	617	\$56,630	\$57,547
Packer	173	2945	\$30,478	\$30,626
Paralegal	130	450	\$61,537	\$63,234
Payroll Clerk I	109	193	\$40,023	\$39,226
Payroll Clerk II	283	412	\$48,400	\$47,651
Payroll Supervisor/Administrator	286	327	\$59,623	\$58,613
Payroll Supervisor/Manager	153	165	\$74,914	\$73,423
Plant Janitor/Sanitation	350	2838	\$31,607	\$31,194
Plant Manager	627	877	\$117,407	\$114,980
Production Control Manager	231	365	\$87,806	\$86,574



# 2019 National Wage & Salary Survey

## National Pay Rates (continued)

Jobs are listed in alphabetical order

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Production Planner/Scheduler I	225	399	\$48,753	\$47,515
Production Planner/Scheduler II	361	755	\$58,581	\$60,044
Production Planner/Scheduler III (Master)	224	372	\$75,085	\$74,651
Production Supervisor - Semi-Skilled Operation	349	1635	\$63,728	\$63,261
Production Supervisor - Skilled Operation	331	1372	\$70,279	\$70,508
Production Supervisor - Unskilled Operation	144	853	\$53,852	\$53,275
Project Manager	386	1467	\$79,691	\$77,597
Purchasing Clerk	317	496	\$42,179	\$40,463
Purchasing Manager	567	775	\$93,458	\$91,826
Purchasing Supervisor	119	192	\$71,791	\$71,840
Quality Inspector/Auditor I	403	2293	\$35,792	\$35,396
Quality Inspector/Auditor II	485	2137	\$43,117	\$42,258
Quality Inspector/Auditor III	334	1052	\$52,127	\$50,995
Quality Manager	753	1045	\$94,484	\$92,571
Receptionist	575	1089	\$33,393	\$33,395
Registered Nurse (RN)	103	10510	\$70,121	\$67,470
Safety Manager	244	270	\$84,871	\$82,767
Safety Specialist	150	189	\$64,999	\$61,668
Sales/Marketing Assistant	418	753	\$44,982	\$43,374
Senior Project Manager	260	982	\$100,994	\$99,289
Shipping and/or Receiving Clerk	737	2156	\$37,602	\$37,441
Technical/Professional Recruiter	120	301	\$65,853	\$63,808
Telephone Operator/Receptionist/Secretary	314	844	\$34,264	\$33,551
Tool and Die Maker I	59	219	\$43,401	\$41,915
Tool and Die Maker II	78	414	\$55,288	\$55,707
Tool and Die Maker III	99	540	\$63,775	\$62,790
Trades Supervisor - Production Support	71	130	\$69,591	\$74,549
Traffic Dispatcher	67	214	\$46,445	\$46,574
Traffic Manager	90	133	\$76,895	\$74,885
Training Manager	187	228	\$81,116	\$78,010
Training Specialist I	173	379	\$52,127	\$52,016
Training Specialist II	176	458	\$62,488	\$61,076
Vice President of Engineering	193	252	\$170,947	\$172,389
Warehouse (Shipping/Receiving) Supervisor	545	1051	\$55,628	\$55,437
Warehouse Manager	435	585	\$72,803	\$69,477
Welder I	111	681	\$39,765	\$39,459
Welder II	160	931	\$48,053	\$47,356

## 2019 Employer Associations of America (EAA) National Wage & Salary Survey

**ADMINISTRATIVE ASSISTANT I** - First level administrative assistant job, typically requiring reading, communication, math and problem solving skills equivalent to a high school education or GED and 1+ years of experience, or equivalent. Performs administrative support work; specific duties vary with department(s) assigned. Assists the supervisor and other department personnel by performing a variety of duties in support of department functions, such as meeting planning, preparing documents, or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics or scheduling. Other skills may include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents make routine choices within established guidelines, with readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
<b>TOTAL RESPONSES</b>	<b>585</b>	<b>3570</b>	<b>\$36,567</b>	<b>\$35,890</b>
<b><u>Geographic Area</u></b>				
Florida (EAF Employers Association Forum, Inc.)	34	417	\$36,940	\$38,568
Hawaii - Honolulu / West Region (Hawaii Employers Council)	63	177	\$38,614	\$35,531
Illinois - Chicago & surrounding suburbs (HR Source)	54	102	\$40,505	\$39,391
Illinois (MRA-The Management Association)	5	7	\$39,878	\$39,494
Iowa/Western Illinois (MRA-The Management Association)	18	50	\$34,587	\$32,666
Massachusetts (Employers Association of the NorthEast)	15	63	\$32,317	\$30,293
Michigan - Detroit Metro (American Society of Employers)	46	601	\$43,861	\$42,744
Michigan - Grand Rapids & surrounding vicinity (The Employers' Association)	36	111	\$35,137	\$34,401
Michigan - Saginaw / Bay / Midland (American Society of Employers)	11	55	\$41,548	\$39,681
Michigan - West Shoreline (Employers Association West Michigan)	8	22	\$31,491	\$31,554
Minnesota - Minneapolis/St. Paul Metro Area (MRA-The Management Association)	39	191	\$44,338	\$41,756
Minnesota - Non-Metro (MRA-The Management Association)	12	56	\$36,187	\$37,126
Montana (Associated Employers)	23	44	\$28,940	\$27,535
North Carolina - Eastern Region (CAI)	10	107	\$38,918	\$39,302
North Carolina - Greater Charlotte Region (The Employers Association)	28	445	\$35,191	\$35,501
North Carolina - Piedmont Triad Region (CAI)	20	57	\$34,383	\$32,615
North Carolina - Research Triangle Region (CAI)	39	737	\$39,951	\$38,534
North Carolina - Southeastern Region (CAI)	9	18	\$33,182	\$33,100
North Carolina - Western Region (WCI)	13	31	\$36,641	\$34,873
Ohio - Northwest / SE Michigan (The Employers' Association)	14	37	\$29,411	\$32,570
Oregon / Washington (Cascade Employers Association & United Employers Association)	24	54	\$38,059	\$35,622
Pennsylvania - Southeastern & New Jersey / Delaware / Maryland (MidAtlantic Employers' Association)	10	19	\$37,630	\$38,632
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	44	156	\$36,080	\$34,992
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	10	13	\$33,819	\$34,885