

2021



National Wage & Salary Survey

Association name
website
Phone number



The National Network for Local Workplace Solutions

2021 National Wage & Salary Survey

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

Published: December 2020

Next Publication: December 2021

Confidential Survey Report

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

- remain strictly confidential
- be restricted to authorized personnel only
- not be used in collective bargaining or grievance proceedings
- protect, completely, organizational identity



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

© 2020 Employer Associations of America (EAA): All rights reserved. This survey is provided to the recipient to use as an *internal* compensation resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from EAA or a survey co-sponsor named herein is prohibited.

2021 National Wage & Salary Survey

Table of Contents

Introduction

Introduction i
National Pay Ratesii
Participation Employer Associations (EAA)vi

Compensation Data 1-151

Administrative Office Services

Administrative Assistant I 1
Administrative Assistant II 2
Administrative Assistant III 3
Administrative Assistant to Chief Executive Officer 4
Sales / Marketing Assistant 5
Receptionist 6
Telephone Operator / Receptionist / Secretary 7
General Clerk I (Entry Level) 8
General Clerk II (Experienced) 9
General Clerk III (Advanced) 10
Data Entry Operator I (Entry) 11
Data Entry Operator II (Experienced) 12

Administrative Office Services Management

Office Administrator (Small Company or Branch Office) 13

Customer Service

Customer Service Representative I (Entry-level) 14
Customer Service Representative II (Experienced) 15
Customer Service Representative III (Technical Advisor) 16
Customer Service Supervisor 17
Customer Service Manager 18
Customer Service Director 19

Engineering Design

Design Engineer I 20
Design Engineer II 21
Design Engineer III 22
Design Engineer IV 23
Design Engineer V 24
Design Engineering Manager 25

Engineering Drafting & Documentation

CAD Drafter I (Detail) 26
CAD Drafter II (Layout) 27
CAD Drafter III (Design) 28
Drafting Supervisor 29
Drafting and Documentation Manager 30

Engineering Manufacturing

Methods & Process Technician I (Entry) 31
Methods & Process Technician II (Experienced) 32
Methods & Process Technician III (Advanced) 33

Engineering Management

Director of Engineering 34
Vice President of Engineering 35

2021 National Wage & Salary Survey

Table of Contents (continued)

Facilities Management/Maintenance/Construction

- Facilities Manager I (Single location) 36
- Facilities Manager II (Multi-location) 37
- Building / Grounds Maintenance Mechanic I..... 38
- Building / Grounds Maintenance Mechanic II..... 39
- Electrician I (Assistant) 40
- Electrician II (Journey) 41
- Electrician III (Master) 42
- Office Janitor..... 43
- Operating Engineer HVAC..... 44
- Plant Janitor / Sanitation..... 45

Financial Cost Accounting

- Cost Accountant I..... 46
- Cost Accountant II..... 47
- Cost Accountant III..... 48
- Cost Accounting Manager 49

Financial Credit & Collections

- Credit and/or Collection Clerk..... 50
- Credit and/or Collection Specialist..... 51
- Credit and/or Collection Manager 52

Financial General Accounting

- Accounting Clerk I (Entry) 53
- General Accounting Clerk II (Experienced) 54
- Accounting Clerk III (Advanced) 55
- Bookkeeper (Small Company) 56
- Accountant I..... 57
- Accountant II..... 58
- Accountant III..... 59
- General Accounting Supervisor..... 60
- General Accounting Manager 61

Finance Payroll

- Payroll Clerk II 63
- Payroll Supervisor / Administrator..... 64
- Payroll Supervisor / Manager..... 65

HR Employment

- Employment Interviewer (Staffing Representative) 66
- Technical / Professional Recruiter 67

HR General

- Human Resource Assistant 68
- Human Resource Generalist 69
- Human Resource Generalist, Senior 70
- Human Resource Manager 71
- Human Resource Director..... 72
- Human Resource VP/SVP 73

Legal

- Paralegal 74

2021 National Wage & Salary Survey

Table of Contents (continued)

Marketing

- Marketing Generalist I 75
- Marketing Generalist II 76
- Marketing Generalist III 77
- Marketing Manager 78

Material Handling

- Packer 79
- Forklift Driver (Power) 80
- Material Handler and/or Warehouse Laborer 81
- Shipping and/or Receiving Clerk 82

Materials Inventory/Warehousing

- Inventory Control Clerk / Cycle Counter 83
- Inventory Control Manager 84
- Warehouse (Shipping / Receiving) Supervisor 85
- Warehouse Manager 86

Materials Purchasing

- Purchasing Clerk 87
- Buyer I 88
- Buyer II 89
- Buyer III (Purchasing Agent) 90
- Purchasing Supervisor 91
- Purchasing Manager 92

Medical

- Licensed Practical Nurse (LPN) 93
- Registered Nurse (RN) 94

Printing Support

- Graphic Artist 95

Production Assembly

- Light Assembler I (Non-complex) 96
- Light Assembler II (Moderate Complexity) 97
- Light Assembler III (High Complexity) 98

Production Control

- Expediter 99
- Production Planner / Scheduler I 100
- Production Planner / Scheduler II 101
- Production Planner / Scheduler III (Master) 102
- Production Control Manager 103

Production Labor

- General Heavy Production Labor 104
- General Light Production Labor 105

Production Machine Maintenance

- Machine Maintenance Mechanic I 106
- Machine Maintenance Mechanic II 107
- Machine Maintenance Mechanic III 108

2021 National Wage & Salary Survey

Table of Contents (continued)

Production Machining

CNC Machining Center Operator I.....	109
CNC Machining Center Operator II.....	110
CNC Machining Center Operator III.....	111
Machine Tool Operator I.....	112
Machine Tool Operator II.....	113
Machine Tool Operator III.....	114
Machinist I.....	115
Machinist II.....	116
Machinist III.....	117

Production Supervisory

Machine Shop Supervisor – Job Shop & Tool Room	118
Machine Shop Supervisor – Production.....	119
Production Supervisor - Unskilled Operation.....	120
Production Supervisor - Semi-Skilled Operation.....	121
Production Supervisor - Skilled Operation	122
Trades Supervisor - Production Support	123

Production Support Tool Room

Tool and Die Maker I.....	124
Tool and Die Maker II.....	125
Tool and Die Maker III.....	126

Production Welding

Welder I	127
Welder II	128

Production – Management

Manufacturing Manager (Single-facility)	129
Plant Manager.....	130

Project Management

Project Manager	131
Senior Project Manager	132

Quality

Quality Inspector / Auditor I	133
Quality Inspector / Auditor II	134
Quality Inspector / Auditor III	135
Quality Manager	136

Safety & Security

Safety Specialist	137
Safety Manager.....	138

Service Field

Field Service Technician I (Entry)	139
Field Service Technician II (Experienced)	140
Field Service Technician III (Advanced)	141
Field Service Manager.....	142

2021 National Wage & Salary Survey

Table of Contents (continued)

Traffic & Fleet

Traffic Dispatcher	143
Traffic Manager.....	144
Driver I	145
Driver II	146
Driver III (Local)	147
Driver IV (Over the Road)	148

Training

Training Specialist I	149
Training Specialist II	150
Training Manager	151

Appendix

Survey Design and Methodology	152
Survey Effective Date and Aging of Data.....	152
Using Survey Data	152
Data Suppression	152