



ERA Salary Surveys

Non-Exempt
Office & Clerical

Production,
Maintenance, and
Service

Professional and
Supervisory

Engineering and
Technical

National Sales
Compensation and
Practices

Executive
Compensation

Wage and Salary
Adjustment

ERA Benefits Surveys

Policies and Practices

Health and Welfare
Benefits

Turnover

Year-End Holidays



2017 Survey Series

2017 Survey Reports Planning Packet



Cincinnati: 1200 Edison Drive, Cincinnati, OH 45216-2276
Phone: 513.679.4120 | Toll free: 888.237.9554 | Fax: 513.679.4139

Columbus: 300 E. Broad Street, Suite 550, Columbus, OH 43215-3774
Phone: 614.538.9410 | Toll free: 888.237.9554 | Fax: 614.538.9420

www.hrxperts.org

2017 Survey Schedule

Local Surveys	Opens	Deadline	Results
Executive Compensation Survey	January 4	January 27	March
Turnover Survey	January 18	February 3	March
Non-Exempt Compensation Survey	February 7	February 24	April
Professional & Supervisory Compensation Survey	March 7	March 24	May
Non-Profit Compensation Survey	March 22	April 21	June
Health & Welfare Benefits Survey	April 11	May 5	June
Engineering and IT Compensation Survey	May 9	May 26	July
Wage and Salary Adjustment Survey	June 6	June 23	July
Year-End Holiday Survey	August 1	August 18	September
Policies and Practices Survey	August 29	October 6	November
College Grad Starting Survey	November 1	November 17	December

National Surveys	Opens	Deadline	Results
National Executive Compensation Survey	January	March	May
National Engineering and IT Compensation Survey	May	July	October
National Sales Compensation Survey	July	September	November



Did you know?

All ERA members are eligible to participate in our benefit and salary surveys conducted throughout the year. Participation in our surveys may qualify members to receive the full reports for **free**! Members can access survey reports by visiting the [Survey Department webpage](#). Survey reports are available for purchase by non-participants, with ERA members receiving a discounted rate.

Alphabetical Listing of Surveyed Positions

Salary Surveys

ET – Engineering & Technical
EX – Executive
OC – Office & Clerical

PM – Production, Maint. and Service Personnel
PS – Professional & Supervisory
S – Sales

Accountant I.....	PS	Chemical Engineer, Level I	ET
Accountant II	PS	Chemical Engineer, Level II	ET
Accountant III	PS	Chemical Engineering Manager	PS
Accounting Clerk I.....	OC	Chemist I	ET
Accounting Clerk II	OC	Chemist II	ET
Accounting Clerk III	OC	Chief Administrative Executive	EX
Accounts Payable and/or Receivable Manager	PS	Chief Audit Executive	EX
Accounts Payable Clerk.....	OC	Chief Business Development Executive	EX
Accounts Receivable Clerk.....	OC	Chief Executive - Multi Function Responsibility ...	EX
Administrative Assistant I	OC	Chief Executive - Not-For-Profit.....	EX
Administrative Assistant II	OC	Chief Executive Officer	EX
Administrative Assistant III	OC	Chief Financial Officer (CFO)	EX
Administrative Assistant to the CEO	OC	Chief Government Relations Executive	EX
Administrative Services Manager	PS	Chief Information Officer (CIO)	EX
Advertising Manager.....	PS	Chief International Executive	EX
Application and Sales Engineer	ET	Chief Manufacturing Executive	EX
Architect	PS	Chief Marketing Executive (Excluding Sales)	EX
Assistant Controller	PS	Chief Operating Officer.....	EX
Assistant Manager.....	PS	Chief Operations Executive – Non-Manuf.	EX
Attorney	PS	Chief Research & Development Executive	EX
Auditor	PS	Chief Sales Executive/Domestic Markets (Excluding Marketing)	EX
Automobile Mechanic.....	PM	Chief Sales-Marketing Executive.....	EX
		Chief Staff Legal Counsel.....	EX
Benefits Administrator	PS	Chief Tax Executive	EX
Benefits Administrator/Clerk, Non-Exempt	OC	Chipper/Grinder, Finish	PM
Benefits Analyst.....	PS	City Coordinator.....	PS
Billing Analyst.....	OC	City Manager	PS
Bookkeeper (small company)	OC	Civil Engineer, Level I	ET
Burning (Cutting) Machine Operator	PM	Civil Engineer, Level II	ET
Business Analyst	ET	Clerical Coordinator	OC
Buyer, Level I.....	PS	CNC Wire/EDM Specialist/Programmer	PM
Buyer, Level II.....	PS	Compensation Analyst	PS
Buyer, Level III	PS	Compensation and Benefits Director	EX
Buyer, Non-Exempt.....	OC	Compensation and/or Benefits Manager	PS
		Computer Operations Supervisor.....	PS
Call Center Manager.....	PS	Computer Operator I	OC
Call Center Representative	PS	Computer Operator II	OC
Carpenter	PM	Computer Programmer, Analyst, Level I.....	ET
Cash Register Clerk.....	OC	Computer Programmer, Analyst, Level II.....	ET
Chef.....	PS	Computer Programmer, Analyst, Level III.....	ET
Chemical Batch/Process Operator, Level I	PM	Computer Technician I	ET
Chemical Batch/Process Operator, Level II	PM		

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Computer Technician II.....	ET	Director of Engineering	EX
Computer Technician III	ET	Distribution Center Manager	PS
Construction Estimator	PS	District Sales Manager	EX
Construction Foreman	PS	Drafter, Design	ET
Construction Superintendent	PS	Drafter, Detail.....	ET
Construction Worker.....	PM	Drafter, Layout	ET
Contract Administration Manager	PS	Drafting Supervisor	PS
Contract Administrator	PS	Driver I.....	PM
Controller.....	EX	Driver II.....	PM
Corporate Treasurer	EX	Driver III (Local)	PM
Cost/Project Accountant I	PS	Driver IV (Over the Road)	PM
Cost/Project Accountant II	PS		
Cost/Project Accountant III	PS	Editor	PS
Cost/Project Accounting Manager	PS	Editor Assistant.....	PS
Cost/Project Clerk	OC	Electrical Engineering Manager.....	PS
Cost/Project Estimating Manager	PS	Electrical/Electronic Engineering Tech, Lvl I	ET
Cost/Project Estimator.....	OC	Electrical/Electronic Engineering Tech, Lvl II	ET
Crane Operator.....	PM	Electrical/Electronics Engineer, Level I	ET
Crater.....	PM	Electrical/Electronics Engineer, Level II	ET
Credit and Collection Correspondent.....	OC	Electrical/Electronics Engineer, Level III.....	ET
Credit and/or Collection Clerk	OC	Electrician I (Assistant)	PM
Credit and/or Collections Manager.....	PS	Electrician II (Journey)	PM
Credit and/or Collections Specialist	PS	Electrician III (Master)	PM
Customer Service Director	EX	Electronic Technician, Level I	ET
Customer Service Manager.....	PS	Electronic Technician, Level II.....	ET
Customer Service Representative I.....	OC	Electronic/Electromechanical Assembler, Lvl I....	PM
Customer Service Representative II	OC	Electronic/Electromechanical Assembler, Lvl II...PM	
Customer Service Representative III	OC	Electronics Engineering Manager	PS
Customer Service Supervisor.....	PS	E-Marketing Manager.....	PS
Customer Service Technician	ET	Engineer, Entry-Level	ET
Cutter.....	PM	Engineering Specifications Technician	ET
		Environmental Engineer	ET
Data Control Clerk	OC	Environmental/EPA Manager.....	PS
Data Entry Operator I.....	OC	Event Planner	OC
Data Entry Operator II.....	OC	Executive Administrative Assistant (Exempt)	PS
Data Processing Supervisor	PS	Expediter	OC
Data Security Analyst	ET	Experimental Machinist	PM
Database Administrator	ET	Extruder Operator	PM
Database Analyst.....	ET		
Database Analyst (Senior)	ET	Facilities Supervisor.....	PS
Design Engineering Technician I	ET	Facilities/Maintenance Engineer	ET
Design Engineering Technician II	ET	Facility Engineer.....	EX
Design Engineering Technician III	ET	Field Service Coordinator.....	PM
Designer, CAD	ET	Field Service Engineer.....	ET
Designer, Product	ET	Field Service Manager.....	PS
Designer, Tool & Die.....	ET	Field Service Technician I.....	ET
Desktop Publishing Operator	OC	Field Service Technician II.....	ET
Development Director.....	EX	Field Service Technician III.....	ET
Diesel Mechanic	PM	Filler.....	PM
Dietary Aide	ET	Finance and/or Budget Manager.....	PS
Dietitian.....	ET	Finance Director (Not CFO).....	EX
Director of Communications	EX	Financial/Business/Budget Analyst.....	PS
Director of Customer Service.....	EX	Fleet Manager.....	PS

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Forklift Operator	PM	Internet Security Administrator	ET
General Accounting Manager	PS	Interpreter	OC
General Accounting Supervisor	PS	Inventory Control Clerk/Cycle Counter	OC
General Assembler	PM	Inventory Control Manager	PS
General Clerk I	OC	Iron Worker	PM
General Clerk II	OC	IT Infrastructure Architect	ET
General Clerk III	OC	IT Project Manager	ET
General Engineering Manager	PS	Junior Outside Sales Representative	S
General Laborer/Production Worker	PM	Lab Technician	PM
General Production Supervisor	PS	Labeler	PM
General Sales Manager	EX	Laboratory Tech., Chemical – Level II	ET
Graphic Artist	OC	Laboratory Tech., Chemical – Level I	ET
Graphic Design Specialist	ET	Laboratory Tech., Electrical/Mechanical, Lvl I	ET
Grinding Machine Operator, Precision	PM	Laboratory Tech., Electrical/Mechanical, Lvl II	ET
Grounds Manager	PS	Landscape Architect	ET
Hardware Engineer	ET	Leadworker	PM
Hardware Technician	ET	Lean Manager	PS
Head Product/Development Engineer	EX	Licensed Practical Nurse	ET
Head Research Engineer	EX	Loan Officer	PS
Heat Treater	PM	Logistics Manager	PS
Heavy Equipment Operator	PM	Machine Shop Supervisor – Job Shop/Tool Rm ...	PS
Help Desk Coordinator	ET	Machine Shop Supervisor – Production	PS
Helper, Production	PM	Machine Tool Operator I	PM
HRIS Specialist	OC	Machine Tool Operator II	PM
Human Resource Assistant (Exempt)	PS	Machine Tool Operator III	PM
Human Resource Assistant, Non-Exempt	OC	Machinist I	PM
Human Resource Clerk	OC	Machinist II	PM
Human Resource Director	EX	Machinist III	PM
Human Resource Generalist	PS	Mail Clerk	OC
Human Resource Manager	PS	Maintenance Manager/Supervisor	PS
Human Resource Supervisor	PS	Maintenance, Carpenter	PM
Human Resource VP/SVP	EX	Maintenance, Electrician	PM
Import/Export Clerk	OC	Maintenance, Electronics	PM
Industrial Engineer, Level I	ET	Maintenance, General-Level I	PM
Industrial Engineer, Level II	ET	Maintenance, General-Level II	PM
Industrial Engineer, Level III	ET	Maintenance, Grounds	PM
Industrial Engineering Head	EX	Maintenance, Helper	PM
Industrial Engineering Manager	PS	Maintenance, HVAC	PM
Information Technology Director	PS	Maintenance, Industrial Equipment Mechanic	PM
Inside Sales Representative	S	Maintenance, Machine Repair	PM
Inspection Supervisor	PS	Maintenance, Machinist	PM
Inspector, CMM Operator	PM	Maintenance, Mechanical	PM
Inspector, Precision Electrical/Electronic	PM	Management Information Systems Manager	PS
Inspector, Precision Mechanical	PM	Manufacturing Director (Multi-Facility)	EX
Inspector, Quality Control	PM	Manufacturing Manager – multi facility	PS
Inspector, Repetitive	PM	Manufacturing Manager – single facility	PS
Inspector, Tool & Gauge	PM	Manufacturing Manager (Single-Facility)	EX
Intern Architect	PS	Manufacturing/Methods Engineer, Level I	ET
International Sales Rep./Account Executive	S	Manufacturing/Methods Engineer, Level II	ET
Internet Administrator	ET	Manufacturing/Methods Engineer, Level III	ET

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Marketing Director	PS	Packer	PM
Marketing Generalist I	PS	Paralegal	PS
Marketing Generalist II	PS	Payroll Clerk I	OC
Marketing Generalist III	PS	Payroll Clerk II	OC
Marketing Manager	PS	Payroll Supervisor/Administrator	PS
Marketing Research Analyst	PS	Personal Computer Specialist	ET
Marketing Research Manager	PS	Pharmacist	ET
Material Control Supervisor	PS	Pharmacy Technician	PM
Materials Director	EX	Phlebotomist	PM
Materials Manager	PS	Physical and Corrective Therapy Assistant	ET
Mechanical Assembler, Level I	PM	Physical Therapist	ET
Mechanical Assembler, Level II	PM	Physician Assistant	ET
Mechanical Assembler, Level III	PM	Pipefitter	PM
Mechanical Engineer, Level I	ET	Plant Janitor/Sanitation	PM
Mechanical Engineer, Level II	ET	Plant Manager	EX
Mechanical Engineer, Level III	ET	Plant Manager	PS
Mechanical Engineer, Level IV	ET	Plant/Production Superintendent	PS
Mechanical Engineering Manager	PS	Press Brake Operator	PM
Mechanical Engineering Technician	ET	Printing Press Operator (Large)	PM
Medical Coding Technician	PM	Printing Press Operator (small)	PM
Medical Records Technician	PM	Process Machine Operator I	PM
Merchandising Buyer	PS	Process Machine Operator II	PM
Metallurgist	ET	Process Machine Operator III	PM
Methods & Process Technician, Level I	ET	Product Analyst	PS
Methods & Process Technician, Level II	ET	Product Engineer	ET
Millwright	PM	Product Manager	PS
Mold Maker I	PM	Product/Brand Manager	EX
Mold Maker II	PM	Production Control Manager	PS
Mold Maker III	PM	Production Manager	PS
National Accounts Manager	S	Production Scheduling Supervisor	PS
NC/CNC Machining Center Operator	PM	Program Director	EX
NC/CNC Milling/Drilling Machine Operator	PM	Project Engineer	ET
NC/CNC Programmer, Level I	ET	Project Manager	PS
NC/CNC Programmer, Level II	ET	Public Relations Manager	PS
NC/CNC Programming Supervisor	ET	Punch Press Operator	PM
NC/CNC Turning Machine Operator	PM	Purchasing Clerk I	OC
Network Administrator	ET	Purchasing Clerk II	OC
Network Engineer	ET	Purchasing Head	EX
Nurse Aide	PM	Purchasing Manager	PS
Office Janitor	PM	Quality Control Engineer	ET
Office Manager	PS	Quality Control Head	EX
Operations Manager	PS	Quality Control Technician	ET
Order Analyst	OC	Quality Manager	PS
Order Checker	PM	Receptionist	OC
Order Clerk	OC	Recruiter	PS
Order Filler	PM	Recruiting Coordinator	OC
Order Processing Supervisor	S	Recruiting Manager	PS
Orthopedic Technician	PM	Regional Sales Manager	EX
Outside Sales Rep / Account Executive	S	Registered Nurse – Health Care	ET
		Registered Nurse – Industrial	PS
		Regulatory/Compliance Manager	PS

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Research & Development Manager	PS	Systems Analyst, Level II	ET
Research Assistant	ET	Systems Analyst, Level III	ET
Retail Stock Clerk	OC	Tax Accountant I	PS
Retail Store/Branch Manager	PS	Tax Accountant II	PS
Risk Manager	PS	Technical Illustrator	ET
Route Sales Representative	S	Technical Service Manager	PS
Safety Engineer	ET	Technical Writer	ET
Safety Manager	PS	Technology Trainer	ET
Safety Specialist	PS	Telecommunications Network Technician	ET
Sales Correspondent	OC	Telephone Operator/Receptionist/Secretary	OC
Sales Engineer	ET	Teller	OC
Sales Manager	S	Thermal Spray Technician	PM
Sales Trainer	S	Tool and Cutter Grinder	PM
Sales/Marketing Assistant	OC	Tool and Die Maker	PM
Sand or Shot Blast Operator	PM	Tool Crib Attendant	PM
Sanitizer	PM	Tool Design Engineer	ET
Scheduler/Planner, Production I	OC	Top International Manufacturing Executive	EX
Scheduler/Planner, Production II	OC	Top International Sales Executive	S
Scheduler/Planner, Production II	OC	Top Sales & Marketing Executive	S
Scientist	ET	Top Sales Executive	S
Secretary I	OC	Top Sales Executive – Domestic/Foreign Mkts	EX
Secretary II	OC	Top Supply Chain Executive	EX
Secretary, Legal	OC	Total Quality Management (TQM) Manager	PS
Security Guard	PM	Trades Supervisor – Production Support	PS
Semi-Skilled Operations Supervisor	PS	Traffic Clerk	OC
Senior Inside Sales Representative	S	Traffic Dispatcher	OC
Senior Outside Sales Rep / Account Executive	S	Traffic Manager	PS
Senior Project Manager	PS	Training Specialist I	PS
Sewing Machine Operator	PM	Training Specialist II	PS
Shear Operator	PM	Training/Human Resource Development Mgr	PS
Sheet Metal Worker	PM	Truck Mechanic	PM
Shipping and/or Receiving Clerk	OC	Turning Machine Operator	PM
Shipping/Receiving Checker	PM	Unskilled Operations Supervisor	PS
Shipping/Receiving Manager	PS	Vice President of Engineering	EX
Skilled Operations Supervisor	PS	Warehouse Manager	PS
Social Media Manager	PS	Warehouse Material Handler	PM
Software Engineer, Level I	ET	Warehouse Supervisor	PS
Software Engineer, Level II	ET	Waste Treatment Operator	PM
Software Engineer, Level III	ET	Web Content Administrator	ET
Software Engineering Manager	PS	Web Designer	ET
Software Quality Assurance Analyst	ET	Web Developer	ET
Spray Painter, Production	PM	Webmaster	ET
Stationary Licensed Engineer	PM	Welder, Arc and/or Gas	PM
Stock Clerk	OC	Welder, Fabrication	PM
Stock Room Clerk	PM	Welder, Production	PM
Storekeeper	PM	Welding Engineer	ET
Supply Chain Manager	PS	Workers' Compensation Administrator	PS
Surveyor	ET		
Surveyor Crew Leader	ET		
Systems Administrator	ET		
Systems Analyst Supervisor	PS		
Systems Analyst, Level I	ET		