

2021 National Wage & Salary Report

Order Form

Employers Association of West Michigan, along with 20 other Employers Associations covering 26 states and 43 major metropolitan/regional areas, participated in the Employers Associations of America National Wage & Salary Survey (survey data collected November 2020).

Information is reported by cities listed alphabetically by state. Data reported covers 151 classifications for more than 180,000 employees. Please see following page for a list of job classifications.

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THE ANSWERS ARE RIGHT HERE

Employers Association of West Michigan
380 W. Western Suite 202 Muskegon, MI 49440
P 231 759 0916 F 231 759 2100 eawm@eawm.net

Classifications for the 2020 National Wage & Salary Survey

Administrative Office Services

Administrative Assistant I
Administrative Assistant II
Administrative Assistant III
Administrative Assistant to Chief Executive Officer
Sales / Marketing Assistant
Receptionist
Telephone Operator / Receptionist / Secretary
General Clerk I (Entry Level)
General Clerk II (Experienced)
General Clerk III (Advanced)
Data Entry Operator I (Entry)
Data Entry Operator II (Experienced)

Administrative Office Services/ Management Customer Service

Office Administrator (Small Company or Branch Office)
Customer Service Representative I (Entry-level)
Customer Service Representative II (Experienced)
Customer Service Representative III (Technical Advisor)
Customer Service Supervisor
Customer Service Manager
Customer Service Director

Engineering Design

Design Engineer I
Design Engineer II
Design Engineer III
Design Engineer IV
Design Engineer V
Design Engineering Manager

Engineering Drafting & Documentation

CAD Drafter I (Detail)
CAD Drafter II (Layout)
CAD Drafter III (Design)
Drafting Supervisor
Drafting and Documentation Manager

Engineering Manufacturing

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

Engineering Management Facilities

Director of Engineering
Vice President of Engineering
Facilities Manager I (Single location)

Management / Maintenance / Construction

Facilities Manager II (Multi-location)
Building / Grounds Maintenance Mechanic I
Building / Grounds Maintenance Mechanic II
Electrician I (Assistant)
Electrician II (Journey)
Electrician III (Master)
Office Janitor
Operating Engineer HVAC
Plant Janitor / Sanitation

Financial Cost Accounting

Cost Accountant I
Cost Accountant II
Cost Accountant III
Cost Accounting Manager

Financial Credit & Collections

Credit and/or Collection Clerk
Credit and/or Collection Specialist
Credit and/or Collection Manager

Financial General Accounting

Accounting Clerk I (Entry)
Accounting Clerk II (Experienced)
Accounting Clerk III (Advanced)
Bookkeeper (Small Company)
Accountant I
Accountant II
Accountant III
General Accounting Supervisor
General Accounting Manager

Finance Payroll

Payroll Clerk I
Payroll Clerk II
Payroll Supervisor / Administrator
Payroll Supervisor / Manager

HR Employment

Employment Interviewer (Staffing Representative)
Technical / Professional Recruiter

HR General

Human Resource Assistant
Human Resource Generalist
Human Resource Generalist, Senior
Human Resource Manager
Human Resource Director
Human Resource VP/SVP

Legal Marketing

Paralegal
Marketing Generalist I
Marketing Generalist II
Marketing Generalist III
Marketing Manager

Material Handling

Packer
Forklift Driver (Power)
Material Handler and/or Warehouse Laborer
Shipping and/or Receiving Clerk

Materials Inventory / Warehousing

Inventory Control Clerk / Cycle Counter
Inventory Control Manager
Warehouse (Shipping / Receiving) Supervisor
Warehouse Manager

Materials Purchasing

Purchasing Clerk
Buyer I
Buyer II
Buyer III (Purchasing Agent)
Purchasing Supervisor
Purchasing Manager

Medical

Licensed Practical Nurse (LPN)
Registered Nurse (RN)

Printing Support

Graphic Artist

Production Assembly

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

Production Control

Expediter
Production Planner / Scheduler I
Production Planner / Scheduler II
Production Planner / Scheduler III (Master)
Production Control Manager

Production Labor

General Heavy Production Labor
General Light Production Labor

Production Machine Maintenance

Machine Maintenance Mechanic I
Machine Maintenance Mechanic II
Machine Maintenance Mechanic III

Production Machining

CNC Machining Center Operator I
CNC Machining Center Operator II
CNC Machining Center Operator III
Machine Tool Operator I
Machine Tool Operator II
Machine Tool Operator III
Machinist I

Machinist II
Machinist III

Production Supervisory

Machine Shop Supervisor – Job Shop & Tool Room
Machine Shop Supervisor – Production
Production Supervisor - Unskilled Operation
Production Supervisor - Semi-Skilled Operation
Production Supervisor - Skilled Operation
Trades Supervisor - Production Support

Production Support Tool Room

Tool and Die Maker I
Tool and Die Maker II
Tool and Die Maker III

Production Welding

Welder I
Welder II

Production Management

Manufacturing Manager (Single-facility)
Plant Manager

Project Management

Project Manager
Senior Project Manager

Quality

Quality Inspector / Auditor I
Quality Inspector / Auditor II
Quality Inspector / Auditor III
Quality Manager

Safety & Security

Safety Specialist
Safety Manager

Service Field

Field Service Technician I (Entry)
Field Service Technician II (Experienced)
Field Service Technician III (Advanced)
Field Service Manager

Traffic & Fleet

Traffic Dispatcher
Traffic Manager
Driver I
Driver II
Driver III (Local)
Driver IV (Over the Road)

Training

Training Specialist I
Training Specialist II
Training Manager