

Administrative and clerical support occupations performing management, production and distribution related tasks

<b>Systems Analyst</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$1,906.00	\$1,906.00	\$1,906.00	\$1,906.00	1	\$1,906.00
High	2	\$3,901.00	\$3,389.00	\$3,901.00	\$4,413.00	5	\$4,515.40
Average	2	\$2,976.00	\$2,658.00	\$2,976.00	\$3,294.00	5	\$3,358.40

<b>Receptionists &amp; Information Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	5	\$1,664.00	\$1,473.00	\$1,560.00	\$1,733.00	12	\$1,923.00
High	5	\$2,315.00	\$1,733.00	\$2,166.00	\$2,500.00	12	\$2,980.00
Average	4	\$2,142.00	\$1,898.00	\$2,247.00	\$2,491.00	11	\$2,375.00

<b>Order &amp; Procurement Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,305.00	\$1,612.00	\$1,664.00	\$2,677.00	13	\$3,206.00
High	3	\$4,695.00	\$2,318.00	\$2,383.00	\$5,916.50	13	\$7,799.20
Average	3	\$2,967.00	\$1,955.00	\$2,002.00	\$3,497.00	13	\$4,287.00

<b>Payroll &amp; Timekeeping Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$2,131.00	\$1,954.00	\$2,131.00	\$2,308.00	2	\$2,131.00
High	3	\$3,071.00	\$2,536.50	\$3,296.00	\$3,718.00	3	\$3,071.00
Average	3	\$2,519.00	\$2,131.00	\$2,485.00	\$2,890.50	3	\$2,519.00

<b>Accountants (CPA's)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$4,235.00	\$4,235.00	\$4,235.00	\$4,235.00	1	\$4,235.00
High	1	\$7,060.00	\$7,060.00	\$7,060.00	\$7,060.00	1	\$7,060.00
Average	2	\$6,658.00	\$6,037.00	\$6,658.00	\$7,279.00	2	\$6,658.00

\*The total number of employees in this position reported by the responding companies.

\*\*To calculate the employee mean, each company salary or wage reported for a position is multiplied by the number of employees reported by the company in that position. The result for each company is totaled, and that total is divided by the total of all employees reported for that position. The employee mean is more influenced by the wages and salaries paid by larger employers than is the company mean.

Administrative and clerical support occupations performing management, production and distribution related tasks

<b>Accountants (Except CPA's)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$3,095.00	\$2,797.50	\$3,095.00	\$3,392.50	3	\$3,293.33
High	3	\$4,423.00	\$3,560.00	\$4,079.00	\$5,114.50	4	\$4,855.00
Average	2	\$4,171.00	\$4,125.00	\$4,171.00	\$4,217.00	3	\$4,201.66

<b>Accounts Payable/Receivable</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$1,912.00	\$1,749.50	\$1,942.00	\$2,104.50	6	\$1,805.63
High	5	\$3,150.00	\$1,978.00	\$2,872.00	\$4,140.00	7	\$2,935.00
Average	6	\$2,705.00	\$2,067.25	\$2,410.00	\$2,871.25	10	\$2,133.30

<b>Production &amp; Planning Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$2,629.00	\$2,351.50	\$2,712.50	\$2,990.00	23	\$3,088.00
High	5	\$4,082.00	\$2,925.00	\$3,223.00	\$4,322.60	27	\$6,204.30
Average	5	\$3,296.00	\$2,925.00	\$3,223.00	\$3,658.50	27	\$3,766.10

<b>Traffic, Shipping &amp; Receiving Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$1,963.00	\$1,778.00	\$2,170.00	\$2,251.50	7	\$2,081.00
High	4	\$3,323.00	\$2,301.50	\$2,703.50	\$3,724.50	9	\$4,487.00
Average	3	\$2,703.00	\$2,561.50	\$2,632.00	\$2,809.00	8	\$2,818.00

\*The total number of employees in this position reported by the responding companies.

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Sales occupations, selling goods or services to the company, except retail

<b>Customer Service Supervisors</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$2,646.00	\$2,572.75	\$2,645.50	\$2,718.25	2	\$2,646.00
High	2	\$3,667.00	\$3,583.25	\$3,666.50	\$3,749.75	2	\$3,667.00
Average	1	\$3,559.00	\$3,559.00	\$3,559.00	\$3,559.00	1	\$3,559.00

<b>Customer Service Representatives</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,727.00	\$2,245.50	\$2,408.00	\$3,049.00	12	\$2,673.00
High	4	\$3,873.00	\$2,858.94	\$3,416.50	\$4,431.00	13	\$4,052.00
Average	4	\$3,013.00	\$2,511.69	\$2,844.50	\$3,346.00	13	\$3,027.00

<b>General Sales</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,791.00	\$2,103.00	\$2,206.00	\$3,186.50	10	\$2,970.00
High	3	\$5,926.00	\$3,263.50	\$4,027.00	\$7,638.50	10	\$6,764.00
Average	2	\$5,815.00	\$4,346.75	\$5,814.50	\$7,282.25	9	\$5,488.00

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Professional, paraprofessional, technologists & technicians occupations possessing specialized knowledge in theoretical aspects and innovative processes from different science fields (Monthly Salaries)

<b>Electrical &amp; Electronic Engineers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$3,062.00	\$2,926.25	\$3,061.50	\$3,196.75	4	\$3,062.00
High	2	\$3,791.00	\$3,770.00	\$3,791.00	\$3,812.00	4	\$3,791.00
Average	1	\$3,437.00	\$3,437.00	\$3,437.00	\$3,437.00	2	\$3,437.00

<b>Industrial Engineers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$4,554.00	\$4,121.75	\$4,553.50	\$4,985.25	38	\$3,735.40
High	2	\$8,289.00	\$6,852.75	\$8,288.50	\$9,724.25	38	\$11,009.00
Average	3	\$4,680.00	\$4,311.50	\$5,123.00	\$5,270.00	39	\$5,088.90

<b>Mechanical Engineers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$3,575.00	\$3,575.00	\$3,575.00	\$3,575.00	2	\$3,575.00
High	2	\$5,030.00	\$4,302.40	\$5,029.90	\$5,757.30	26	\$6,260.90
Average	3	\$4,265.00	\$4,047.00	\$4,520.00	\$4,610.00	29	\$4,473.40

<b>Quality Control Engineers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,561.00	\$2,249.00	\$2,416.00	\$2,801.00	7	\$2,918.00
High	4	\$4,741.00	\$3,521.00	\$4,535.00	\$5,755.00	13	\$5,677.00
Average	4	\$4,166.00	\$3,790.00	\$4,441.00	\$4,817.00	17	\$4,455.00

<b>Assurance Technicians</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$2,485.00	\$2,485.00	\$2,485.00	\$2,485.00	1	\$2,485.00
High	2	\$3,716.00	\$3,503.00	\$3,716.00	\$3,928.00	6	\$3,433.00
Average	2	\$3,261.00	\$3,149.00	\$3,261.00	\$3,373.00	6	\$3,112.00

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Professional, paraprofessional, technologists & technicians occupations possessing specialized knowledge in theoretical aspects and innovative processes from different science fields (Monthly Salaries)

<b>Drafters - Computer</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,592.00	\$2,493.00	\$2,500.00	\$2,646.00	18	\$2,555.00
High	4	\$4,140.00	\$3,765.00	\$4,000.00	\$4,375.00	22	\$4,451.00
Average	4	\$3,205.00	\$3,153.00	\$3,164.00	\$3,216.00	22	\$3,198.00

Officials, administrators & management related occupations including top and mid-level executives involved in policy making, planning, staffing, and directing others, excludes front line supervisors and managers (Monthly Salaries)

<b>General and Top Executives</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$5,584.00	\$4,896.00	\$5,335.00	\$6,023.00	15	\$5,674.00
High	4	\$7,665.00	\$6,562.00	\$7,249.00	\$8,351.00	15	\$8,613.30
Average	4	\$7,303.00	\$6,562.00	\$7,441.00	\$8,181.00	18	\$7,808.00

<b>Financial Managers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$6,695.00	\$6,695.00	\$6,695.00	\$6,695.00	1	\$6,695.00
High	2	\$8,437.00	\$7,076.00	\$8,437.00	\$9,799.00	2	\$8,437.00
Average	2	\$6,826.00	\$4,770.00	\$6,826.00	\$8,881.00	2	\$6,826.00

<b>Human Resource/Personnel/Labor Relations</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	5	\$3,756.00	\$3,500.00	\$3,750.00	\$3,835.00	5	\$3,756.00
High	6	\$5,090.00	\$3,855.00	\$4,583.00	\$5,927.00	6	\$5,090.00
Average	7	\$4,872.00	\$3,772.00	\$4,064.00	\$6,077.00	7	\$4,872.00

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Officials, administrators & management related occupations including top and mid-level executives involved in policy making, planning, staffing, and directing others, excludes front line supervisors and managers (Monthly Salaries)

<b>Management Information Systems (MIS) Mgr.</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$4,129.00	\$3,939.00	\$4,129.00	\$4,318.00	2	\$4,129.00
High	2	\$4,879.00	\$4,693.00	\$4,879.00	\$5,064.00	2	\$4,879.00
Average	2	\$4,816.00	\$4,662.00	\$4,816.00	\$4,971.00	2	\$4,816.00

<b>Production Managers Industrial</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$4,594.00	\$3,816.00	\$4,165.00	\$5,158.00	11	\$4,750.00
High	4	\$7,452.00	\$5,413.00	\$6,823.00	\$8,862.00	16	\$8,064.40
Average	4	\$6,021.00	\$5,459.00	\$6,235.00	\$6,797.00	16	\$6,076.00

<b>Plant Managers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$9,810.00	\$9,810.00	\$9,810.00	\$9,810.00	1	\$9,810.00
High	2	\$12,822.00	\$11,180.00	\$12,822.00	\$14,463.00	2	\$12,822.00
Average	3	\$10,986.00	\$9,769.00	\$10,000.00	\$11,710.00	3	\$10,986.00

<b>Purchasing Agents &amp; Buyers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$3,104.00	\$2,532.00	\$2,924.00	\$3,496.00	6	\$3,164.00
High	5	\$4,896.00	\$3,333.00	\$4,334.00	\$4,766.00	8	\$5,200.00
Average	5	\$3,760.00	\$2,666.00	\$3,908.00	\$4,033.00	8	\$3,871.00

<b>Quality Assurance Managers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$4,073.00	\$3,661.00	\$4,073.00	\$4,484.00	2	\$4,073.00
High	3	\$6,699.00	\$5,668.00	\$6,570.00	\$7,665.00	3	\$6,699.00
Average	4	\$6,586.00	\$5,967.00	\$6,559.00	\$7,178.00	4	\$6,586.00

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Officials, administrators & management related occupations including top and mid-level executives involved in policy making, planning, staffing, and directing others, excludes front line supervisors and managers (Monthly Salaries)

<b>Office Managers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$2,993.00	\$2,371.00	\$2,993.00	\$3,614.00	11	\$4,009.00
High	2	\$6,663.00	\$4,415.00	\$6,663.00	\$8,912.00	11	\$10,342.00
Average	2	\$4,504.00	\$3,231.00	\$4,504.00	\$5,776.00	11	\$6,586.00

Supervisory positions in production and machinery operating

<b>Material Moving (Hourly)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$11.73	\$10.68	\$11.75	\$12.80	7	\$11.72
High	2	\$14.83	\$14.41	\$14.83	\$15.24	4	\$14.41
Average	3	\$13.35	\$12.78	\$13.84	\$14.17	7	\$13.03

<b>Front Line Supervisors (Hourly)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$15.07	\$14.19	\$15.38	\$16.11	16	\$14.91
High	4	\$19.66	\$16.78	\$18.51	\$21.39	18	\$20.78
Average	4	\$18.10	\$16.43	\$18.50	\$20.17	18	\$18.24

<b>Front Line Supervisors (Salary)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$2,702.00	\$2,208.00	\$2,666.00	\$3,178.00	36	\$3,525.30
High	4	\$3,973.00	\$2,666.00	\$3,913.00	\$5,219.00	51	\$5,492.10
Average	4	\$3,528.00	\$3,166.00	\$3,940.00	\$4,303.00	56	\$4,022.60

\*The total number of employees in this position reported by the responding companies.

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Precision production occupations involved in the application of hand tools and machinery to perform specialized tasks

<b>General Labor (Unskilled)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	9	\$11.00	\$9.50	\$10.50	\$13.54	972	\$11.23
High	9	\$13.23	\$11.35	\$12.51	\$15.04	829	\$15.38
Average	10	\$12.36	\$10.97	\$12.73	\$14.45	985	\$14.07

<b>Machine Operators (Semi-skilled)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	10	\$11.56	\$10.24	\$11.12	\$13.41	367	\$10.99
High	10	\$15.23	\$13.75	\$15.55	\$16.83	709	\$17.17
Average	11	\$13.44	\$11.83	\$13.15	\$15.70	725	\$15.38

<b>Tool &amp; Die Makers &amp; CNC &amp; Machinists (Skilled)</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	6	\$14.02	\$12.21	\$13.01	\$16.34	163	\$12.79
High	6	\$17.24	\$16.01	\$16.94	\$17.87	198	\$18.35
Average	7	\$16.85	\$15.04	\$17.28	\$17.89	208	\$18.15

<b>Inspectors, Tester &amp; Graders</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$13.50	\$12.25	\$13.50	\$14.75	11	\$14.64
High	3	\$15.94	\$15.60	\$15.94	\$16.27	13	\$15.58
Average	3	\$14.27	\$13.41	\$14.46	\$15.23	21	\$14.75

<b>Hand Assemblers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$9.00	\$8.12	\$9.13	\$10.01	34	\$9.15
High	4	\$12.12	\$10.99	\$12.11	\$13.24	34	\$13.35
Average	3	\$10.33	\$9.62	\$11.24	\$11.49	26	\$11.29

\*The total number of employees in this position reported by the responding companies.

\*\*To calculate the employee mean, each company salary or wage reported for a position is multiplied by the number of employees reported by the company in that position. The result for each company is totaled, and that total is divided by the total of all employees reported for that position. The employee mean is more influenced by the wages and salaries paid by larger employers than is the company mean.

Precision production occupations involved in the application of hand tools and machinery to perform specialized tasks

<b>Machine Assemblers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$11.70	\$11.46	\$11.69	\$11.91	24	\$12.10
High	2	\$12.10	\$11.66	\$12.08	\$12.50	24	\$12.80
Average	2	\$12.00	\$11.61	\$11.97	\$12.34	24	\$12.60

<b>Electronic &amp; Electrical Assemblers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$10.92	\$10.87	\$10.92	\$10.96	10	\$10.95
High	2	\$16.42	\$16.33	\$16.42	\$16.51	10	\$16.49
Average	1	\$12.05	\$12.05	\$12.05	\$12.05	7	\$12.05

Production working occupations: machine setters, operators and tenders involved in setting up, operating, adjusting and controlling machinery

<b>Welding</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$11.62	\$10.96	\$11.57	\$12.22	34	\$11.80
High	5	\$16.21	\$16.24	\$16.60	\$16.75	35	\$14.52
Average	3	\$14.77	\$13.12	\$13.50	\$15.78	32	\$13.10

<b>Coating, Painting, Spraying</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$12.21	\$10.96	\$11.57	\$12.87	37	\$11.97
High	4	\$15.28	\$14.52	\$15.57	\$16.33	37	\$14.01
Average	3	\$13.90	\$13.41	\$14.06	\$14.48	33	\$12.94

\*The total number of employees in this position reported by the responding companies.

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Production working occupations: machine setters, operators and tenders involved in setting up, operating, adjusting and controlling machinery

<b>Extruder Operators</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$15.82	\$15.53	\$15.82	\$16.10	16	\$16.24
High	2	\$15.26	\$15.26	\$15.26	\$15.27	64	\$15.27
Average	3	\$15.63	\$15.26	\$15.27	\$15.83	78	\$15.47

Production inspectors, testers, samplers & weighters of raw materials or processed, machined, fabricated and assembled products

<b>Inspectors, Checkers, Examiners</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$12.12	\$11.38	\$13.20	\$13.94	109	\$11.37
High	4	\$14.18	\$12.57	\$14.74	\$16.35	109	\$15.84
Average	4	\$13.98	\$12.57	\$14.74	\$16.15	109	\$15.31

Service, maintenance mechanics & repairers occupations involved in adjustment, maintenance, part replacement, and repair of tools, equipment and machines

<b>Supervisors of Maintenance Workers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$14.16	\$13.33	\$14.16	\$14.98	6	\$13.05
High	4	\$22.73	\$20.06	\$21.58	\$24.25	9	\$23.20
Average	4	\$22.08	\$20.06	\$21.58	\$23.60	9	\$22.62

<b>Maintenance Mechanics - Machinery</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$14.91	\$13.51	\$14.98	\$16.37	40	\$13.97
High	5	\$18.53	\$17.28	\$20.14	\$20.18	76	\$19.48
Average	5	\$18.44	\$17.22	\$20.08	\$20.15	76	\$19.42

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Service, maintenance mechanics & repairers occupations involved in adjustment, maintenance, part replacement, and repair of tools, equipment and machines

<b>Maintenance Mechanics - General Repair</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	4	\$13.53	\$11.98	\$12.25	\$13.80	21	\$13.63
High	4	\$18.03	\$16.99	\$17.97	\$19.00	44	\$17.44
Average	4	\$17.44	\$16.25	\$17.07	\$18.26	46	\$17.46

<b>Electrical &amp; Electronic Equipment</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$17.40	\$17.24	\$17.40	\$17.55	6	\$17.40
High	1	\$17.28	\$17.28	\$17.28	\$17.28	3	\$17.28
Average	2	\$17.43	\$17.29	\$17.43	\$17.57	6	\$17.43

<b>General Labor - Janitors/Cleaners</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	5	\$12.07	\$12.11	\$12.13	\$13.71	16	\$12.26
High	5	\$12.90	\$12.11	\$12.51	\$14.42	17	\$12.85
Average	6	\$12.49	\$12.15	\$12.99	\$14.24	18	\$12.58

Transportation, material moving & handling occupations involved in operating equipment used to transport materials

<b>Supervisors of Transportation and Material Handling Workers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$14.98	\$14.42	\$14.98	\$15.54	3	\$14.61
High	2	\$18.74	\$17.05	\$18.74	\$20.42	3	\$17.61
Average	3	\$20.05	\$17.58	\$19.80	\$22.40	4	\$18.88

\*The total number of employees in this position reported by the responding companies.

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Transportation, material moving & handling occupations involved in operating equipment used to transport materials

<b>Truck Drivers, Tractor-trailer or Heavy</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	1	\$12.13	\$12.13	\$12.13	\$12.13	1	\$12.13
High	2	\$14.37	\$13.64	\$14.37	\$15.09	4	\$15.09
Average	2	\$14.37	\$13.64	\$14.37	\$15.09	4	\$15.09

<b>Fork Lift Operators</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$13.51	\$12.82	\$13.51	\$14.20	9	\$13.66
High	3	\$14.36	\$13.91	\$15.02	\$15.15	26	\$14.84
Average	3	\$14.23	\$13.85	\$14.91	\$14.95	26	\$14.60

<b>Freight, Stock &amp; Material Movers/Handlers</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	2	\$13.32	\$12.72	\$13.32	\$13.91	14	\$13.65
High	1	\$12.83	\$12.83	\$12.83	\$12.83	5	\$12.83
Average	2	\$13.63	\$13.19	\$13.63	\$14.06	14	\$13.88

Laborers & helpers (includes workers helping other workers by performing routine non-machine tasks) (Hourly Wages)

<b>Stock &amp; Inventory Clerks</b>							
	<b># of companies</b>	<b>Company mean</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>	<b>Number of Employees*</b>	<b>Employee mean**</b>
Start	3	\$10.19	\$9.67	\$9.74	\$10.49	7	\$10.32
High	5	\$12.77	\$11.36	\$12.95	\$14.00	18	\$14.18
Average	4	\$12.67	\$11.63	\$12.03	\$13.07	17	\$13.90

\*The total number of employees in this position reported by the responding companies.

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