



## Washington Employers 2009 Wage & Salary Survey

### **100 Corporate / Administration**

100 Receptionist  
102 Telephone Operator/Receptionist/Secretary  
110 File Clerk I (Entry Level)  
111 File Clerk II (Experienced)  
120 Data Entry Operator I (Entry Level)  
121 Data Entry Operator II (Experienced)  
130 Mail Clerk  
140 General Clerk I (Entry Level)  
141 General Clerk II (Experienced)  
142 General Clerk III (Advanced)  
150 Administrative Assistant I (Entry Level)  
151 Administrative Assistant II (Experienced)  
152 Administrative Assistant III (Advanced)  
155 Administrative Assistant to Executive Officer  
157 Administrative Assistant to Chief Executive Officer  
160 Paralegal  
910 Office Administrator (Small Company or Branch Office)  
912 Office Services Manager  
915 Public Relations Manager  
917 Safety Manager  
997 COO  
999 CEO

### **200 Engineering**

200 Design Engineering Technician I (Entry Level)  
201 Design Engineering Technician II (Experienced)  
202 Design Engineering Technician III (Advanced)  
210 CAD Drafter I (Detail)  
211 CAD Drafter II (Layout)  
212 CAD Drafter III (Design)  
220 Technical Writer  
230 CNC Programmer  
231 CNC Programmer – Senior  
240 Methods & Process Technician  
250 Laboratory Technician  
260 Quality Engineer  
920 Drafting Supervisor  
922 Engineering Project Manager  
270 Design Engineer I  
271 Design Engineer II  
272 Design Engineer III  
273 Design Engineer IV  
274 Design Engineer V  
925 Design Engineering Manager  
280 Manufacturing Engineer I  
281 Manufacturing Engineer II  
282 Manufacturing Engineer III  
283 Manufacturing Engineer IV  
284 Manufacturing Engineer V  
926 Manufacturing Engineering Manager  
927 Research & Development Manager  
928 Director of Engineering  
929 Vice President of Engineering

### **300 Finance**

300 Accounting Clerk I (Entry Level)  
301 Accounting Clerk II (Experienced)  
302 Accounting Clerk III (Advanced)  
305 Billing / Invoice Clerk  
310 Bookkeeper (Small Company)  
320 Credit and/or Collection Specialist  
930 Credit and/or Collection Manager  
330 Payroll Clerk I  
331 Payroll Clerk II  
932 Payroll Supervisor/Administrator  
340 Financial/Business/Budget Analyst  
350 Cost Accountant  
360 Accountant I (Entry Level)  
361 Accountant II (Experienced)  
362 Accountant III (Advanced)  
934 General Accounting Supervisor  
935 General Accounting Manager  
936 Controller (Plant/Single Location)  
938 Finance Director (Not CFO)  
939 Chief Financial Officer (CFO)

### **400 Human Resources**

400 Human Resource Assistant  
410 Employment Interviewer (Staffing Rep.)  
412 Technical/Professional Recruiter  
420 Training Specialist  
430 Human Resource Generalist  
940 Human Resource Manager  
942 Human Resource Director  
945 Vice President of Human Resources

### **450 Information Technology**

450 Computer Technician I (Entry Level)  
451 Computer Technician II (Experienced)  
452 Computer Technician III (Advanced)  
455 Computer Operator  
460 Database Analyst  
465 Webmaster  
470 Network Administrator  
480 Programmer  
482 Programmer - Senior  
485 Programming Analyst I (Entry Level)  
486 Programming Analyst II (Experienced)  
487 Programming Analyst III (Advanced)  
490 Software Engineer I  
491 Software Engineer II  
492 Software Engineer III  
493 Software Engineer IV  
494 Software Engineer V  
946 Information Systems Manager  
948 Information Technology Director  
949 Chief Information Officer (CIO)

### **500 Marketing / Sales / Service**

500 Cash Register Clerk  
501 Stock Clerk  
502 Retail Sales Person  
950 Retail Store Manager  
503 Parts Sales Representative  
505 Telephone Order Processing Representative  
951 Order Processing Supervisor  
510 Customer Service Representative I (Entry Level)  
511 Customer Service Representative II (Experienced)  
512 Customer Service Representative III (Technical Advisor)  
953 Customer Service Manager  
520 Field Service Technician I (Entry Level)  
521 Field Service Technician II (Experienced)  
522 Field Service Technician III (Advanced)  
525 Field Service Engineer  
954 Field Service Manager  
530 Inside Sales Representative I (Entry Level)  
531 Inside Sales Representative II (Experienced)  
532 Inside Sales Representative III (Advanced)  
955 Sales Supervisor - Inside  
540 Telemarketing Sales Representative  
541 Outside Sales Representative I (Entry Level)  
542 Outside Sales Representative II (Experienced)  
543 Outside Sales Representative III (Advanced)  
550 Sales Engineer  
956 Sales Manager  
560 Sales/Marketing Assistant  
570 Marketing Generalist I (Entry Level)  
571 Marketing Generalist II (Experienced)  
572 Marketing Generalist III (Advanced)  
957 Marketing Manager  
958 Director of Sales and Marketing  
959 Top/Chief Sales/Marketing Executive

### **600 Materials**

600 Packer  
605 Shipping and/or Receiving Clerk  
607 Forklift Driver (Power)  
609 Expediter  
610 Material Handler and/or Warehouse Laborer  
960 Warehouse (Shipping/Receiving) Supervisor  
961 Warehouse Manager  
962 Inventory Control Manager  
620 Estimator  
630 Buyer I (Entry Level)  
631 Buyer II (Experienced)  
632 Buyer III (Purchasing Agent)  
640 Purchasing Clerk  
963 Purchasing Supervisor  
964 Purchasing Manager  
965 Top Supply Chain Executive

### **700 Production**

700 Assembler I, Subminiature (Entry Level)  
701 Assembler II, Subminiature (Experienced)  
702 Assembler III, Subminiature (Advanced)  
703 Heavy Assembler I (Non-complex)  
704 Heavy Assembler II (Moderate Complexity)  
705 Heavy Assembler III (High Complexity)  
706 Light Assembler I (Non-complex)  
707 Light Assembler II (Moderate Complexity)  
708 Light Assembler III (High Complexity)  
710 Precision Production Grinder I (Entry Level)  
711 Precision Production Grinder II (Experienced)  
713 Rough Grinder  
720 Machine Maintenance Mechanic I (Entry Level)  
721 Machine Maintenance Mechanic II (Exp .)  
722 Machine Maintenance Mechanic III (Advanced)  
724 Maintenance Machinist  
725 Machine Builder I (Entry Level)  
726 Machine Builder II (Experienced)  
727 Machine Builder III (Advanced)  
730 Process Machine Operator I (Non-complex)  
731 Process Machine Operator II (Moderate)  
732 Process Machine Operator III (High Complex)  
733 Machine Tool Operator I (Entry Level)  
734 Machine Tool Operator II (Experienced)  
735 Machine Tool Operator III (Advanced)  
736 CNC Machining Center Operator I (Entry)  
737 CNC Machining Center Operator II (Exp.)  
738 CNC Machining Center Operator III (Adv.)  
740 Machinist I (Entry Level)  
741 Machinist II (Experienced)  
742 Machinist III (Advanced)  
750 Multiple Craft Journeyperson  
752 Production Painter I  
753 Production Painter II  
755 Pattern Maker  
757 Plater I  
758 Plater II  
760 General Heavy Production Labor  
761 General Light Production Labor  
762 Food Production Worker  
763 Production Worker I (Entry Level)  
764 Production Worker II (Experienced)  
765 Production Worker III (Advanced)  
770 Press Brake Operator  
772 Punch Press Operator  
774 Sawing/Cutting Machine Operator  
775 Precision Sheet Metal Worker I (Entry Level)  
776 Precision Sheet Metal Worker II (Experienced)  
777 Precision Sheet Metal Worker III (Advanced)  
778 Tool and Die Maker  
779 Tool Crib Attendant  
780 Welder I  
781 Welder II  
782 Welder Fitter  
790 Production Planner/Scheduler I (Entry Level)  
791 Production Planner/Scheduler II (Experienced)  
792 Production Planner/Scheduler III (Master)  
970 Production Control Manager  
971 Machine Shop Supervisor - Production

**700 Production (continued)**

972 Production Supervisor - Unskilled Operation  
972 Production Supervisor - Unskilled Operation  
973 Production Supervisor - Semi-Skilled Operation  
974 Production Supervisor - Skilled Operation  
795 Quality Inspector/Auditor I (Entry Level)  
796 Quality Inspector/Auditor II (Experienced)  
797 Quality Inspector/Auditor III (Advanced)  
975 Quality Manager  
799 Project Manager (Production)  
976 General Supervisor (Superintendent)  
977 Manufacturing Manager (Single Facility)  
978 Plant Manager  
979 Top/Chief Manufacturing Executive

**800 Operations / Maintenance / Corporate Services**

800 Cook  
802 Dietitian / Nutritionist  
980 Food Service Manager  
805 Licensed Practical Nurse (LPN)  
806 Registered Nurse (RN)  
810 Technical Illustrator  
812 Graphic Artist  
815 Press Operator-One or Two Color  
817 Editor  
820 Auto Mechanic  
830 Driver I  
831 Driver II  
832 Driver III (Local)  
833 Driver IV (Over the Road)  
835 Traffic Dispatcher  
981 Traffic Manager  
837 Security Guard  
840 Office Janitor  
842 Plant Janitor/Sanitation  
850 Experienced Heavy Equipment Operator  
860 Building/Grounds Maintenance Mechanic I  
861 Building/Grounds Maintenance Mechanic II  
870 Carpenter  
875 Electrician (Journey)  
880 Operating Engineer HVAC  
982 Maintenance Supervisor  
983 Maintenance Manager  
984 Facilities Supervisor I (Single Location)  
985 Construction Project Manager  
890 Project Coordinator  
891 Project Manager (Non-Manufacturing)  
892 Senior Project Manager  
986 Operations Manager (Plant)  
987 Operations Manager (Non-Manufacturing)  
988 General Manager  
989 Director of Operations