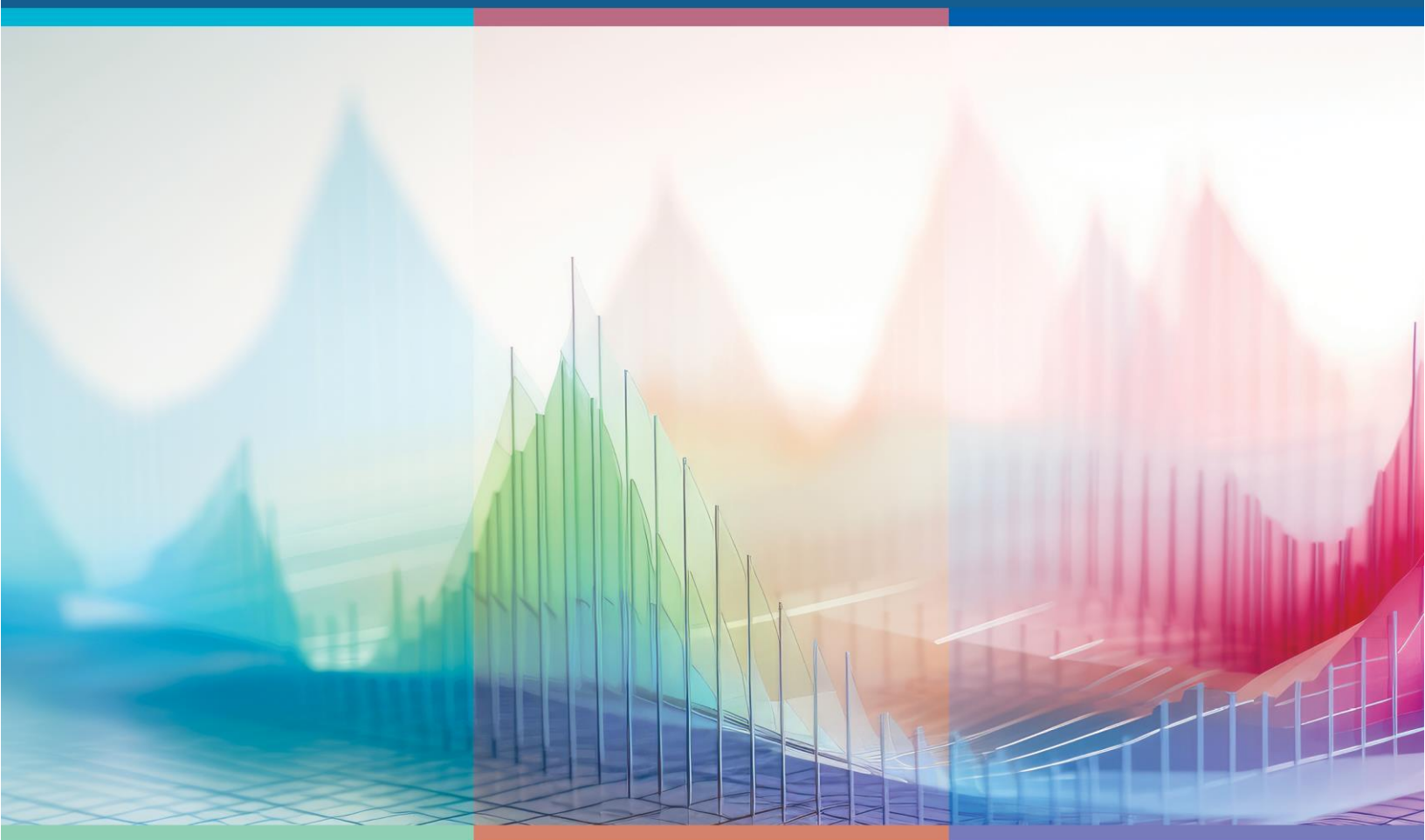


2026

National Wage & Salary Survey



AAIM Employers' Association
<https://aamea.org/>
800.948.5700

2026 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 2025

Next Publication: December 2026

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



The National Network for Local Workplace Solutions

NATIONAL SURVEYS PRODUCED BY THE EAA INCLUDE:

- National Business Trends
- National Benefits
- National Executive Compensation
- National IT & Engineering Compensation
- National Policies & Practices
- National Sales Compensation
- National Wage & Salary

© 2026 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.

2026 National Wage & Salary Survey

Table of Contents

INTRODUCTION

Introduction	xi
National Pay Rates	xii
Co-sponsoring Employer Associations (EAA)	xv

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
Receptionist	5
Telephone Operator/Receptionist/Secretary	6
General Clerk I (Entry Level)	7
General Clerk II (Experienced)	8
General Clerk III (Advanced)	9
Data Entry Operator I (Entry)	10
Data Entry Operator II (Experienced)	11
Sales/Marketing Assistant	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

2026 National Wage & Salary Survey

Table of Contents

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 MANAGEMENT

Director of Engineering	31
Vice President of Engineering	32

ENGINEERING MANUFACTURING

Methods & Process Technician I (Entry)	33
Methods & Process Technician II (Experienced)	34
Methods & Process Technician III (Advanced)	35

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

FINANCE PAYROLL

Payroll Clerk I	46
Payroll Clerk II	47
Payroll Supervisor/Administrator	48
Payroll Supervisor/Manager	49

FINANCIAL COST ACCOUNTING

Cost Accountant I	50
Cost Accountant II	51
Cost Accountant III	52
Cost Accounting Manager	53

2026 National Wage & Salary Survey

Table of Contents

FINANCIAL CREDIT & COLLECTIONS

Credit and/or Collection Clerk	54
Credit and/or Collection Specialist	55
Credit and/or Collection Manager	56

FINANCIAL GENERAL ACCOUNTING

Accounting Clerk I (Entry)	57
Accounting Clerk II (Experienced)	58
Accounting Clerk III (Advanced)	59
Bookkeeper (Small Company)	60
Accountant I	61
Accountant II	62
Accountant III	63
General Accounting Supervisor	64
General Accounting 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
-----------	----

MARKETING

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

2026 National Wage & Salary Survey

Table of Contents

MATERIAL HANDLING

Forklift Driver (Power)	79
Material Handler and/or Warehouse Laborer	80
Packer	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

2026 National Wage & Salary Survey

Table of Contents

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

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 – MANAGEMENT

Manufacturing Manager (Single-facility)	124
Plant Manager	125

PRODUCTION SUPPORT TOOL ROOM

Tool and Die Maker I	126
Tool and Die Maker II	127
Tool and Die Maker III	128

2026 National Wage & Salary Survey

Table of Contents

PRODUCTION WELDING

Welder I	129
Welder II	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

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

2026 National Wage & Salary Survey

Table of Contents

APPENDIX

Survey Design and Methodology	153
Survey Effective Date and Aging of Data	153
Using Survey Data	153
Policy Statement	153

Survey Information

2026 National Wage & Salary Survey

SURVEY INFORMATION



January 1, 2026
Data Aged



December 2025
Data Published



151
Benchmark Jobs



10
Co-sponsoring
Employer
Associations



73,854
Employee Rates
Reported

The annual National Wage & Salary Survey provides compensation data compiled from the numerous local surveys conducted by participating Employer Associations of America members. The survey brings data from 10 participating employer associations nationwide in a report for 151 benchmark jobs. These associations' members report specific, up-to-date data on over 73,000 employees nationwide.

Local data from surveys conducted by each participating association is compiled for the selected jobs. To ensure the reporting of comparable data for positions throughout the US, participating associations only report jobs that use standardized job descriptions. All survey data for this 2026 report was aged to January 2026 using appropriate adjustments for each geographic area.

Please note that this survey is just a sample of data collected by employer associations representing various jobs and industries throughout the country. Should you need compensation data on a specific geographic location or positions not reported here, please contact the local association that provided your copy of this report. Your local association's web address and phone number are on the front cover.

THANK YOU!

Thank you to all survey participants who submitted data and worked with the hosting association to ensure correct and complete data. Your participation is vital to maintaining the strength and integrity of the Employer Associations of America surveys.

2026 National Wage & Salary Survey

NATIONAL PAY RATES

Jobs are listed in alphabetical order.

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Accountant I	254	502	\$60,681	\$60,353
Accountant II	435	1,003	\$70,900	\$70,896
Accountant III	400	753	\$86,408	\$85,346
Accounting Clerk I (Entry)	187	348	\$50,182	\$49,020
Accounting Clerk II (Experienced)	429	904	\$57,837	\$56,997
Accounting Clerk III (Advanced)	171	470	\$65,693	\$65,451
Administrative Assistant I	280	841	\$47,729	\$47,151
Administrative Assistant II	358	1,693	\$51,289	\$49,872
Administrative Assistant III	260	1,023	\$62,806	\$62,953
Administrative Assistant to Chief Executive Officer	345	416	\$77,544	\$74,327
Bookkeeper (Small Company)	119	147	\$64,139	\$63,717
Building/Grounds Maintenance Mechanic I	126	344	\$55,883	\$55,296
Building/Grounds Maintenance Mechanic II	119	485	\$66,091	\$65,876
Buyer I	168	262	\$62,907	\$62,634
Buyer II	311	616	\$71,595	\$70,645
Buyer III (Purchasing Agent)	232	420	\$85,839	\$85,649
CAD Drafter I (Detail)	12	18	\$55,586	\$56,384
CAD Drafter II (Layout)	21	37	\$65,654	\$66,153
CAD Drafter III (Design)	50	128	\$74,983	\$73,398
CNC Machining Center Operator I	64	568	\$49,770	\$49,379
CNC Machining Center Operator II	56	351	\$55,577	\$56,696
CNC Machining Center Operator III	46	236	\$68,954	\$69,266
Cost Accountant I	8	10	\$74,209	\$73,915
Cost Accountant II	22	26	\$78,415	\$77,213
Cost Accountant III	6	9	\$111,770	\$105,271
Cost Accounting Manager	24	26	\$106,215	\$105,213
Credit and/or Collection Clerk	45	142	\$53,328	\$52,125
Credit and/or Collection Manager	72	88	\$95,229	\$90,154
Credit and/or Collection Specialist	95	209	\$60,936	\$59,130
Customer Service Director	75	138	\$135,639	\$137,014
Customer Service Manager	266	402	\$89,929	\$89,421
Customer Service Representative I (Entry-level)	268	1,440	\$45,893	\$45,600
Customer Service Representative II (Experienced)	473	2,227	\$53,680	\$53,062
Customer Service Representative III (Technical Advisor)	272	1,047	\$63,667	\$62,695
Customer Service Supervisor	165	365	\$68,840	\$67,564
Data Entry Operator I (Entry)	16	19	\$68,159	\$64,693
Data Entry Operator II (Experienced)	26	63	\$49,953	\$49,943
Design Engineer I	64	142	\$72,441	\$70,547
Design Engineer II	95	287	\$86,520	\$87,066
Design Engineer III	85	224	\$96,144	\$96,357
Design Engineer IV	57	163	\$104,250	\$106,160
Design Engineer V	59	162	\$122,114	\$122,630

2026 National Wage & Salary Survey

NATIONAL PAY RATES

Jobs are listed in alphabetical order.

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Design Engineering Manager	16	20	\$122,679	\$125,029
Director of Engineering	72	92	\$159,412	\$159,163
Driver I	148	778	\$48,174	\$47,542
Driver II	83	1,673	\$60,469	\$59,338
Driver III (Local)	61	514	\$60,460	\$58,859
Driver IV (Over the Road)	10	126	\$54,707	\$59,970
Electrician I (Assistant)	57	257	\$63,087	\$63,975
Electrician II (Journey)	122	654	\$84,008	\$84,217
Electrician III (Master)	56	113	\$92,020	\$92,801
Employment Interviewer (Staffing Representative)	101	157	\$67,668	\$65,918
Expediter	5	7	\$56,403	\$58,384
Facilities Manager I (Single location)	236	297	\$93,845	\$92,444
Facilities Manager II (Multi-location)	96	134	\$90,127	\$88,581
Field Service Manager	75	132	\$107,587	\$107,376
Field Service Technician I (Entry)	65	545	\$99,110	\$130,065
Field Service Technician II (Experienced)	87	522	\$70,677	\$70,114
Field Service Technician III (Advanced)	71	317	\$83,283	\$82,402
Forklift Driver (Power)	270	3,345	\$50,394	\$50,032
General Accounting Manager	411	546	\$106,627	\$104,800
General Accounting Supervisor	74	108	\$86,639	\$88,026
General Clerk I (Entry Level)	54	511	\$42,591	\$42,771
General Clerk II (Experienced)	68	1,460	\$46,484	\$46,319
General Clerk III (Advanced)	32	728	\$51,910	\$51,340
General Heavy Production Labor	74	2,698	\$49,004	\$48,092
General Light Production Labor	89	2,243	\$40,610	\$40,303
Graphic Artist	156	236	\$62,712	\$62,489
Human Resource Assistant	333	505	\$56,912	\$56,061
Human Resource Director	418	452	\$133,099	\$129,478
Human Resource Generalist	481	704	\$68,560	\$66,611
Human Resource Generalist, Senior	260	310	\$83,750	\$81,069
Human Resource Manager	591	654	\$106,559	\$105,512
Human Resource VP/SVP	266	274	\$190,489	\$182,441
Inventory Control Clerk/Cycle Counter	158	321	\$52,609	\$52,973
Inventory Control Manager	80	108	\$92,641	\$91,767
Licensed Practical Nurse (LPN)	49	707	\$66,836	\$68,226
Light Assembler I (Non-complex)	129	2,375	\$41,431	\$41,634
Light Assembler II (Moderate Complexity)	128	1,678	\$46,090	\$45,009
Light Assembler III (High Complexity)	74	488	\$54,026	\$53,870
Machine Maintenance Mechanic I	92	355	\$59,900	\$59,447
Machine Maintenance Mechanic II	152	1,024	\$69,248	\$69,079
Machine Maintenance Mechanic III	149	636	\$77,093	\$76,479
Machine Shop Supervisor - Job Shop & Tool Room	20	26	\$96,859	\$95,939

2026 National Wage & Salary Survey

NATIONAL PAY RATES

Jobs are listed in alphabetical order.

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Machine Shop Supervisor - Production	32	65	\$81,256	\$80,261
Machine Tool Operator I	20	240	\$40,959	\$38,886
Machine Tool Operator II	34	296	\$51,160	\$49,420
Machine Tool Operator III	25	336	\$51,792	\$49,011
Machinist I	72	994	\$49,810	\$49,533
Machinist II	54	197	\$58,872	\$59,691
Machinist III	90	1,051	\$68,605	\$68,297
Manufacturing Manager (Single-facility)	177	314	\$123,232	\$122,166
Marketing Generalist I	60	82	\$62,062	\$62,432
Marketing Generalist II	88	131	\$67,958	\$65,669
Marketing Generalist III	64	86	\$82,965	\$82,825
Marketing Manager	292	370	\$100,612	\$99,417
Material Handler and/or Warehouse Laborer	369	4,293	\$48,361	\$47,728
Office Administrator (Small Company or Branch Office)	89	153	\$64,667	\$62,665
Office Janitor	178	1,052	\$40,642	\$39,921
Packer	74	1,039	\$42,415	\$41,712
Paralegal	24	181	\$81,495	\$82,135
Payroll Clerk I	19	38	\$54,484	\$54,576
Payroll Clerk II	148	227	\$61,243	\$61,036
Payroll Supervisor/Administrator	136	145	\$75,188	\$74,565
Payroll Supervisor/Manager	80	88	\$96,501	\$94,176
Plant Janitor/Sanitation	166	1,322	\$43,742	\$43,094
Plant Manager	319	455	\$133,385	\$125,641
Production Control Manager	78	106	\$98,090	\$101,673
Production Planner/Scheduler I	84	136	\$64,963	\$63,124
Production Planner/Scheduler II	134	221	\$73,172	\$74,019
Production Planner/Scheduler III (Master)	95	129	\$84,891	\$82,721
Production Supervisor - Semi-Skilled Operation	111	376	\$79,061	\$78,304
Production Supervisor - Skilled Operation	97	343	\$81,882	\$79,316
Production Supervisor - Unskilled Operation	83	296	\$72,174	\$71,961
Project Manager	274	892	\$93,733	\$92,543
Purchasing Clerk	135	207	\$55,799	\$55,158
Purchasing Manager	315	355	\$106,548	\$103,217
Purchasing Supervisor	59	68	\$88,234	\$88,103
Quality Inspector/Auditor I	159	774	\$49,729	\$49,882
Quality Inspector/Auditor II	169	504	\$56,110	\$55,671
Quality Inspector/Auditor III	84	169	\$66,074	\$63,850
Quality Manager	301	376	\$109,821	\$109,901
Receptionist	327	867	\$43,791	\$43,719
Registered Nurse (RN)	51	2,612	\$82,612	\$82,512
Safety Manager	167	195	\$103,994	\$103,015
Safety Specialist	142	290	\$75,079	\$75,337

2026 National Wage & Salary Survey

NATIONAL PAY RATES

Jobs are listed in alphabetical order.

Job Title	# of Orgs	# of EEs	Weighted Average	Median
Sales/Marketing Assistant	136	254	\$62,229	\$60,523
Senior Project Manager	151	401	\$120,054	\$117,853
Shipping and/or Receiving Clerk	329	1,058	\$50,349	\$49,623
Technical/Professional Recruiter	72	142	\$77,658	\$78,617
Telephone Operator/Receptionist/Secretary	47	102	\$44,562	\$45,282
Tool and Die Maker I	23	44	\$59,520	\$57,065
Tool and Die Maker II	52	256	\$71,322	\$71,666
Tool and Die Maker III	54	200	\$81,581	\$80,075
Trades Supervisor - Production Support	13	20	\$98,669	\$98,147
Traffic Dispatcher	36	86	\$65,447	\$63,713
Traffic Manager	18	30	\$89,881	\$94,702
Training Manager	98	111	\$100,434	\$98,654
Training Specialist I	48	84	\$69,861	\$69,372
Training Specialist II	72	117	\$78,301	\$76,106
Vice President of Engineering	15	15	\$195,258	\$195,258
Warehouse (Shipping/Receiving) Supervisor	194	347	\$71,997	\$70,166
Warehouse Manager	195	274	\$91,866	\$86,346
Welder I	59	254	\$51,391	\$52,515
Welder II	100	404	\$61,704	\$59,719

2026 National Wage & Salary Survey

CO-SPONSORING ASSOCIATIONS

Association Logo	Association Information	Contact Information	States Represented
	AAIM Employers' Association St. Louis, MO (314) 968-3600 www.aamea.org	Christine Crews christine.crews@aamea.org	Florida Illinois Excludes IL Metro East Missouri Includes IL Metro East
	Associated Employers Billings, MT (406) 248-6178 www.associatedemployers.org	Aimee Salyer aimee@aehr.org	Montana
	Employers Association of the NorthEast Agawam, MA (877) 662-6444 www.eane.org	Meg Coursey mcoursey@eane.org	Connecticut Massachusetts Rhode Island
	ERC Highland Heights, OH (440) 684-9700 www.yourERC.com	Samantha Vance surveys@yourERC.com	Ohio Northeast
	Hawaii Employers Council Honolulu, HI (808) 440-8845 www.hecouncil.org	Dawn Mitchell dmitchell@hecouncil.org	Hawaii Honolulu/West Region
	HR Source Downers Grove, IL (800) 448-4585 www.hrsource.org	Monica Sorenson surveys@hrsource.org	Illinois Chicago & surrounding suburbs

2026 National Wage & Salary Survey

CO-SPONSORING ASSOCIATIONS

Association Logo	Association Information	Contact Information	States Represented
	MRA – The Management Association Waukesha, WI (262) 696-3508 www.mranet.org	Brittany Rittershaus Surveys@mrnet.org	Illinois Iowa/Western Illinois Minnesota Metro & Non-Metro Ohio Wisconsin East Central North & West Central Southwest Milwaukee & Waukesha, Counties Ozaukee & Washington, Counties Racine & Kenosha Counties
	The Employers' Association Grand Rapids, MI (616) 698-1167 www.teagr.org	Marla Holzapfel Mholzapfel@teagr.org	Michigan Grand Rapids/W. Michigan
	Vigilant Tigard, OR (503) 620-1710 www.vigilant.org	Karen Davis KarenD@vigilant.org	Idaho Oregon Washington
	WorkSpring Maumee, OH (419) 893-3000 www.TheEA.org	Drew Peterson drew.peterson@workspring.org	Ohio Northwest

Compensation Data

2026 National Wage & Salary Survey

ADMINISTRATIVE ASSISTANT I - First level administrative assistant job, typically requiring reading, communication, math and problem solving skills equivalent to a high school education or GED and 1+ years of experience, or equivalent. Performs administrative support work; specific duties vary with department(s) assigned. Assists the supervisor and other department personnel by performing a variety of duties in support of department functions, such as meeting planning, preparing documents, or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics or scheduling. Other skills may include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents make routine choices within established guidelines, with readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	31	182	\$45,666	\$45,464
Hawaii - Honolulu/West Region (Hawaii Employers Council)	38	113	\$48,585	\$48,563
Illinois - Chicago and surrounding suburbs (HR Source)	51	114	\$48,425	\$49,721
Illinois & Indiana (AAIM)	11	19	\$44,897	\$45,090
Michigan - Grand Rapids/West Michigan (The Employers' Association)	30	68	\$45,588	\$45,481
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	35	\$48,481	\$45,209
Minnesota - Non-Metro (MRA-The Management Association)	5	15	\$50,526	\$51,452
Montana (Associated Employers)	27	77	\$41,514	\$39,333
Northwest Ohio/Southeast Michigan (WorkSpring)	19	63	\$54,187	\$52,782
Ohio (MRA-The Management Association)	8	13	\$50,569	\$50,548
Wisconsin - East Central (MRA-The Management Association)	11	36	\$44,563	\$43,896
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	53	\$47,878	\$47,986
Wisconsin - North & West Central (MRA-The Management Association)	13	32	\$47,878	\$45,338
Wisconsin - Southwest (MRA-The Management Association)	7	21	\$49,450	\$49,256

2026 National Wage & Salary Survey

ADMINISTRATIVE ASSISTANT II - Experienced level administrative assistant job. The job typically requires high school graduate level reading, communication, math and problem solving skills and 3+ years of experience, or equivalent. Incumbents perform administrative support work; specific duties vary with department(s) assigned. Assists the department or function manager and other department or function staff by performing a variety of support duties, such as conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills may include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and discretion. Incumbents make non-routine choices within established guidelines, with minimal supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	32	155	\$49,991	\$46,873
Hawaii - Honolulu/West Region (Hawaii Employers Council)	43	257	\$58,804	\$55,658
Illinois - Chicago and surrounding suburbs (HR Source)	36	134	\$57,905	\$57,806
Iowa/Western Illinois (MRA-The Management Association)	7	8	\$47,685	\$48,115
Michigan - Grand Rapids/West Michigan (The Employers' Association)	34	92	\$51,746	\$52,674
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	32	623	\$57,221	\$55,133
Montana (Associated Employers)	36	87	\$43,272	\$42,912
Northwest Ohio/Southeast Michigan (WorkSpring)	30	100	\$51,543	\$48,472
Ohio (MRA-The Management Association)	9	19	\$43,874	\$38,793
Wisconsin - East Central (MRA-The Management Association)	21	41	\$49,235	\$47,362
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	41	101	\$51,086	\$51,021
Wisconsin - North & West Central (MRA-The Management Association)	19	27	\$51,775	\$47,362
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	8	\$52,141	\$54,358
Wisconsin - Southwest (MRA-The Management Association)	12	41	\$51,775	\$51,667

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

ADMINISTRATIVE ASSISTANT III - Highest level administrative assistant job, not directly supporting the CEO or President. The job typically requires high school graduate level reading, communication, math and problem solving skills and 5+ years of experience, or equivalent. Incumbents perform administrative support work; specific duties vary with department(s) assigned. Assists the department or function manager and other department or function staff by performing a variety of support duties, such as conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use, and may train others to use, computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills typically include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and discretion. Incumbents may set precedent within limits and/or administer operating rules and procedures under management guidance. Incumbents may provide work direction to other support staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	18	31	\$62,664	\$62,363
Hawaii - Honolulu/West Region (Hawaii Employers Council)	30	130	\$66,722	\$65,350
Illinois - Chicago and surrounding suburbs (HR Source)	46	82	\$63,824	\$66,418
Michigan - Grand Rapids/West Michigan (The Employers' Association)	26	101	\$55,942	\$60,124
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	17	412	\$70,633	\$68,739
Montana (Associated Employers)	30	52	\$63,034	\$63,563
Northwest Ohio/Southeast Michigan (WorkSpring)	27	43	\$64,214	\$63,236
Ohio (MRA-The Management Association)	7	10	\$58,685	\$56,963
Wisconsin - East Central (MRA-The Management Association)	10	13	\$53,196	\$54,337
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	28	109	\$63,787	\$64,584
Wisconsin - North & West Central (MRA-The Management Association)	6	14	\$61,828	\$62,797
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	10	\$67,792	\$66,371
Wisconsin - Southwest (MRA-The Management Association)	10	16	\$64,153	\$63,551

2026 National Wage & Salary Survey

ADMINISTRATIVE ASSISTANT TO CHIEF EXECUTIVE OFFICER - Highest level administrative assistant job, equal in skills to the level III administrative assistant job, but directly supporting the CEO or President. The job typically requires high school graduate level reading, communication, math and problem solving skills and 5+ years of experience, or equivalent. Assists the top executive by performing a variety of support duties, such as screening calls, conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills typically include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and exercise discretion regarding confidential matters. Incumbents may provide work direction to other support staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	22	\$78,657	\$76,143
Hawaii - Honolulu/West Region (Hawaii Employers Council)	76	108	\$81,861	\$76,350
Illinois - Chicago and surrounding suburbs (HR Source)	38	42	\$81,080	\$81,021
Illinois & Indiana (AAIM)	9	10	\$65,065	\$61,362
Michigan - Grand Rapids/West Michigan (The Employers' Association)	39	40	\$79,239	\$78,606
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	15	18	\$83,313	\$82,086
Missouri (AAIM)	26	32	\$71,223	\$64,746
Montana (Associated Employers)	41	43	\$62,991	\$49,499
Northwest Ohio/Southeast Michigan (WorkSpring)	35	52	\$70,447	\$69,821
Ohio (MRA-The Management Association)	8	8	\$88,631	\$83,378
Wisconsin - East Central (MRA-The Management Association)	5	5	\$88,308	\$87,985
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	14	14	\$81,914	\$72,076
Wisconsin - North & West Central (MRA-The Management Association)	5	5	\$67,340	\$66,500
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$83,959	\$88,502
Wisconsin - Southwest (MRA-The Management Association)	12	12	\$79,137	\$76,833

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

RECEPTIONIST - This is a specialized job performing reception duties at the corporate, divisional or departmental level. The job typically requires high school graduate level communication and problem solving skills with previous experience of less than 1 year, or equivalent. Receives visitors, secures identification, and determines whom they wish to see. Announces visitors and directs them to the proper office when authorized. Issues visitor's badge and registers as required. Work is task oriented with routine decisions within established guidelines, with readily available supervision. Incumbents may perform other support tasks that can be done while in the reception area.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	30	160	\$45,867	\$44,861
Hawaii - Honolulu/West Region (Hawaii Employers Council)	20	45	\$40,519	\$42,440
Illinois - Chicago and surrounding suburbs (HR Source)	25	55	\$42,969	\$45,056
Illinois & Indiana (AAIM)	10	60	\$41,943	\$41,686
Iowa/Western Illinois (MRA-The Management Association)	5	7	\$44,994	\$46,350
Michigan - Grand Rapids/West Michigan (The Employers' Association)	33	100	\$42,766	\$44,488
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	24	127	\$47,426	\$47,211
Missouri (AAIM)	19	34	\$42,756	\$42,821
Montana (Associated Employers)	29	76	\$40,709	\$40,243
Northwest Ohio/Southeast Michigan (WorkSpring)	18	28	\$40,652	\$41,121
Ohio - Northeast (ERC)	9	16	\$43,339	\$41,607
Ohio (MRA-The Management Association)	8	8	\$45,790	\$45,639
Oregon (Vigilant)	8	10	\$43,792	\$42,590
Washington (Vigilant)	14	14	\$51,397	\$47,851
Wisconsin - East Central (MRA-The Management Association)	18	27	\$40,882	\$40,753
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	28	43	\$45,080	\$45,833
Wisconsin - North & West Central (MRA-The Management Association)	8	18	\$44,348	\$43,142
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	8	\$44,800	\$43,960
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	6	22	\$44,068	\$43,680
Wisconsin - Southwest (MRA-The Management Association)	9	9	\$41,721	\$43,056

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

TELEPHONE OPERATOR/RECEPTIONIST/SECRETARY - This is a combination job performing at least two of the three listed functions in the title at the corporate, division or departmental level. The job typically requires high school graduate level communication and problems solving skills with previous experience of less than 1 year, or equivalent. Receives visitors, secures identification, and determines whom they wish to see. Announces visitors and directs them to the proper office when authorized. Issues visitor's badge and registers as required. Operates a telephone console, receives incoming calls and connects to the proper party. Answers general requests for information within established guidelines. Performs routine secretarial duties such as typing, data entry, schedule coordination, making travel arrangements or handling company mail.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	6	10	\$43,939	\$46,938
Illinois - Chicago and surrounding suburbs (HR Source)	10	15	\$42,816	\$45,178
Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	12	\$43,934	\$43,366
Northwest Ohio/Southeast Michigan (WorkSpring)	11	23	\$45,148	\$47,513
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	11	\$47,168	\$43,551
Wisconsin - North & West Central (MRA-The Management Association)	5	31	\$44,369	\$45,144

2026 National Wage & Salary Survey

GENERAL CLERK I (Entry Level) - First of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and no previous experience, or equivalent. Duties include performing routine clerical procedures in support of an assigned department or function. Duties may include combinations of counter work, filing, checking, redirecting, or entering data into a computer. Incumbents follow prescribed procedures in handling, classifying, filing or indexing data. Working under close supervision, incumbents perform simple computations according to clearly defined principles. Do not report jobs specializing in customer service, accounting, data entry or filing.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	11	\$46,571	\$43,956
Hawaii - Honolulu/West Region (Hawaii Employers Council)	13	147	\$41,532	\$42,609
Michigan - Grand Rapids/West Michigan (The Employers' Association)	14	36	\$38,476	\$42,524
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	284	\$44,326	\$44,800
Montana (Associated Employers)	8	8	\$42,616	\$40,243
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	8	25	\$42,023	\$42,496

2026 National Wage & Salary Survey

GENERAL CLERK II (Experienced) - Second of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and 2+ years or experience, or equivalent. Incumbents normally are familiar with department or functional operations and are able to work with minimal assistance. Incumbents perform clerical, counter work and typing duties of some diversity, requiring the application of various standard procedures and preparation or use of several types of forms, reports or records. Incumbents may post data directly to a database from information furnished. Posting may involve some intermediate operation such as cross-checking, comparison or ordinary calculations. Incumbents may prepare and type reports, orders or other forms such as requisitions, schedules or control records of various types. Do not report jobs specializing in customer service, accounting, data entry or filing.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	29	1371	\$44,383	\$44,087
Illinois - Chicago and surrounding suburbs (HR Source)	8	16	\$47,697	\$46,183
Michigan - Grand Rapids/West Michigan (The Employers' Association)	14	26	\$50,786	\$52,755
Montana (Associated Employers)	9	13	\$42,171	\$41,895
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	8	34	\$47,383	\$46,673

2026 National Wage & Salary Survey

GENERAL CLERK III (Advanced) - Third of three levels of general clerical work. This job typically requiring high school graduate level reading, communication and math skills and 5+ years of experience, or equivalent. Incumbents have a high degree of understanding of the work function and will typically provide work direction to other clerical staff within the area. Incumbents perform a variety of clerical and typing duties, some non-routine and complex in nature, using knowledge of company policies and procedures in maintaining files, records, and other information. Incumbents work under minimal supervision, using good judgment in resolving routine problems. Do not report jobs specializing in customer service, accounting, data entry or filing.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	18	696	\$47,487	\$50,781
Michigan - Grand Rapids/West Michigan (The Employers' Association)	7	21	\$56,966	\$57,172
Montana (Associated Employers)	7	11	\$51,278	\$46,068

2026 National Wage & Salary Survey

DATA ENTRY OPERATOR I (Entry) - Entry level data entry. The job typically requires high school graduate level reading, communication and math skills and no previous experience, or equivalent. Under close supervision, transcribes data from source documents using data entry devices, or a keyboard, following generally standardized procedures and instructions. Little or no selecting coding or interpreting of data is required. Incumbents refer problems, such as erroneous items or codes and missing information, to a supervisor.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	5	8	\$47,104	\$47,925
Montana (Associated Employers)	11	11	\$89,213	\$81,461

2026 National Wage & Salary Survey

DATA ENTRY OPERATOR II (Experienced) - Experienced level data entry. The job typically requires high school graduate reading, communication and math skills and 2+ years of experience, or equivalent. Under limited supervision, following more complex procedures and instructions, transcribes data from source documents using data entry devices, or a keyboard. May involve selection of codes or interpretation of data entered. Incumbents may solve routine problems such as erroneous items or codes and obtain missing information. More extensive problems are referred to a supervisor.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	7	12	\$51,583	\$53,433
Montana (Associated Employers)	6	20	\$48,588	\$50,177
Northwest Ohio/Southeast Michigan (WorkSpring)	8	23	\$49,393	\$47,119
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	8	\$50,246	\$49,041

2026 National Wage & Salary Survey

SALES/MARKETING ASSISTANT - Experienced level sales and marketing administrative assistant job. This job typically requires an associate's degree and 2+ years of experience, or equivalent. Incumbents perform administrative support work specific to sales and marketing department(s). Incumbents assist the department manager and other department staff by performing a variety of support duties, such as data collection, compilation, research, records maintenance, custom reports, sales reports, customer profiles or program reports. Incumbents may assist with preparation of marketing materials, maintain marketing materials inventory, serve as liaison with print shop vendors or distribute literature. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Incumbents may set up audiovisual or telecommunications equipment. Incumbents must have the ability to exercise independent judgment and discretion. Incumbents make non-routine choices within established guidelines, with minimal supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	19	49	\$63,618	\$53,990
Illinois - Chicago and surrounding suburbs (HR Source)	14	19	\$58,691	\$61,300
Michigan - Grand Rapids/West Michigan (The Employers' Association)	20	28	\$54,937	\$56,567
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	12	28	\$68,093	\$68,868
Missouri (AAIM)	7	7	\$57,744	\$53,526
Montana (Associated Employers)	12	18	\$59,200	\$56,997
Northwest Ohio/Southeast Michigan (WorkSpring)	25	49	\$60,978	\$54,437
Ohio (MRA-The Management Association)	5	24	\$65,919	\$66,306
Wisconsin - East Central (MRA-The Management Association)	5	9	\$71,516	\$71,129
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	17	23	\$61,592	\$62,108

2026 National Wage & Salary Survey

OFFICE ADMINISTRATOR (Small Company or Branch Office) - Supervisory administrative job with responsibility for multiple support functions for a small company office or a branch office location. The job typically requires some training beyond high school and 5+ years of experience, or equivalent. Typical responsibilities extend to all, or some, of the following functions: office support, telecommunications, mail, copy center, security, facilities, purchasing, computer support, payroll, bookkeeping, human resources and customer service. Supervises staff engaged in any of the functions listed above. May use and direct outside resources to assist with some of the job functions.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	25	\$73,205	\$67,786
Illinois - Chicago and surrounding suburbs (HR Source)	25	43	\$63,991	\$68,738
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	14	\$55,517	\$54,875
Montana (Associated Employers)	21	25	\$65,469	\$62,186
Northwest Ohio/Southeast Michigan (WorkSpring)	12	34	\$58,184	\$55,055
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	12	\$71,634	\$67,350

2026 National Wage & Salary Survey

CUSTOMER SERVICE REPRESENTATIVE I (Entry-level) - First of three levels of customer service work. The job typically requires high school graduate reading, communication, math and problem solving skills and no previous experience, or equivalent. Incumbents receive questions from customers and follow established procedures to provide answers or refer calls to appropriate staff. Typical questions are focused on order status, product information, account status, pricing, product or service. Incumbents follow established procedures and have readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	50	\$45,766	\$44,157
Hawaii - Honolulu/West Region (Hawaii Employers Council)	17	300	\$38,809	\$42,145
Illinois - Chicago and surrounding suburbs (HR Source)	23	163	\$44,259	\$45,224
Illinois (MRA-The Management Association)	5	18	\$50,440	\$50,160
Michigan - Grand Rapids/West Michigan (The Employers' Association)	29	81	\$46,042	\$47,158
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	28	134	\$44,520	\$45,209
Minnesota - Non-Metro (MRA-The Management Association)	7	24	\$47,900	\$47,620
Montana (Associated Employers)	21	70	\$43,759	\$42,298
Northwest Ohio/Southeast Michigan (WorkSpring)	28	214	\$43,166	\$42,208
Ohio - Northeast (ERC)	34	92	\$51,039	\$50,110
Wisconsin - East Central (MRA-The Management Association)	14	55	\$46,823	\$46,457
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	27	194	\$50,182	\$49,191
Wisconsin - North & West Central (MRA-The Management Association)	12	28	\$44,003	\$40,903
Wisconsin - Southwest (MRA-The Management Association)	6	17	\$45,790	\$45,553

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

CUSTOMER SERVICE REPRESENTATIVE II (Experienced) - Second of three levels of customer service work. The job typically requires high school graduate reading, communication, math and problem solving skills and 2+ years experience. Incumbents receive questions from customers and follow established procedures to provide answers or refer calls to appropriate staff. Typical questions are focused on order status, product information, account status, pricing, product or service. Incumbents require limited supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	26	77	\$52,103	\$49,991
Hawaii - Honolulu/West Region (Hawaii Employers Council)	26	261	\$49,725	\$50,590
Illinois - Chicago and surrounding suburbs (HR Source)	44	198	\$52,261	\$55,532
Illinois (MRA-The Management Association)	14	56	\$55,198	\$54,100
Iowa/Western Illinois (MRA-The Management Association)	8	24	\$48,137	\$45,747
Michigan - Grand Rapids/West Michigan (The Employers' Association)	58	193	\$54,258	\$54,967
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	40	187	\$53,346	\$53,153
Minnesota - Non-Metro (MRA-The Management Association)	8	23	\$52,162	\$50,849
Missouri (AAIM)	16	93	\$54,768	\$55,902
Montana (Associated Employers)	15	47	\$46,280	\$44,183
Northwest Ohio/Southeast Michigan (WorkSpring)	46	244	\$50,709	\$51,241
Ohio - Northeast (ERC)	36	96	\$65,780	\$64,714
Ohio (MRA-The Management Association)	6	12	\$58,083	\$59,848
Wisconsin - East Central (MRA-The Management Association)	23	162	\$55,736	\$55,930
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	51	253	\$59,546	\$56,920
Wisconsin - North & West Central (MRA-The Management Association)	20	124	\$47,275	\$44,929
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	13	28	\$59,654	\$57,178
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	7	84	\$54,466	\$55,047
Wisconsin - Southwest (MRA-The Management Association)	16	65	\$50,440	\$47,362

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

CUSTOMER SERVICE REPRESENTATIVE III (Technical Advisor) - Third of three levels of customer service work. The job typically requires an associate or bachelor's degree with 2+ years of experience, or equivalent. Handles the more technical or complex service questions from customers and applies judgment in resolving service, warranty or technical problems falling within established limits of authority and knowledge. Issues of greater impact or technical complexity are researched and presented to management or referred to the appropriate internal experts for resolution. Typical customer questions are focused on account status, technical product application or service information, pricing or adjustments. May provide work direction to others.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	7	11	\$72,119	\$74,232
Hawaii - Honolulu/West Region (Hawaii Employers Council)	14	114	\$52,617	\$54,835
Illinois - Chicago and surrounding suburbs (HR Source)	31	71	\$64,408	\$65,785
Illinois (MRA-The Management Association)	11	29	\$68,201	\$64,692
Iowa/Western Illinois (MRA-The Management Association)	7	12	\$64,347	\$64,304
Michigan - Grand Rapids/West Michigan (The Employers' Association)	35	96	\$61,164	\$61,145
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	24	69	\$60,085	\$59,116
Minnesota - Non-Metro (MRA-The Management Association)	6	17	\$64,692	\$64,132
Montana (Associated Employers)	12	32	\$59,581	\$56,574
Northwest Ohio/Southeast Michigan (WorkSpring)	24	63	\$61,809	\$56,334
Ohio (MRA-The Management Association)	5	36	\$66,435	\$65,208
Wisconsin - East Central (MRA-The Management Association)	13	37	\$67,856	\$68,158
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	39	291	\$68,502	\$66,543
Wisconsin - North & West Central (MRA-The Management Association)	13	57	\$56,446	\$56,942
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	10	\$70,978	\$69,083
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	5	55	\$58,147	\$56,317
Wisconsin - Southwest (MRA-The Management Association)	18	47	\$64,950	\$62,410

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

CUSTOMER SERVICE SUPERVISOR - Supervisor of a customer service function. The job typically requires an associate's degree with 5+ years of experience, or equivalent. The incumbent fields the most technical or complex service questions from customers and applies experience and judgment in the interpretation and application of guidelines established by senior management. Issues of major impact or technical complexity are researched and presented to upper management or referred to the appropriate internal experts for resolution. Typical customer questions are focused on account status, technical product application, service information, pricing or adjustments. Assists with employee selection and reviews employee performance. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	8	\$69,907	\$66,889
Hawaii - Honolulu/West Region (Hawaii Employers Council)	20	50	\$67,004	\$68,095
Illinois - Chicago and surrounding suburbs (HR Source)	21	30	\$67,456	\$69,559
Iowa/Western Illinois (MRA-The Management Association)	5	10	\$73,190	\$65,727
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	34	\$65,221	\$69,583
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	62	\$64,224	\$63,845
Missouri (AAIM)	11	19	\$71,521	\$71,767
Montana (Associated Employers)	11	36	\$65,469	\$63,330
Northwest Ohio/Southeast Michigan (WorkSpring)	24	63	\$67,592	\$64,865
Ohio - Northeast (ERC)	14	14	\$73,539	\$77,533
Wisconsin - East Central (MRA-The Management Association)	5	6	\$67,459	\$69,631
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	15	20	\$73,267	\$71,541
Wisconsin - North & West Central (MRA-The Management Association)	7	13	\$69,071	\$55,973

2026 National Wage & Salary Survey

CUSTOMER SERVICE MANAGER - Manager of a customer service function. The job typically requires a bachelor's degree with 5+ years of experience, or equivalent. Develops and recommends customer service policies and procedures and seeks senior management approval when needed. Applies experience and judgment in the interpretation and application of direction established by senior management. Issues of major impact or technical complexity are researched and presented to upper management or referred to the appropriate internal experts for resolution. Typical customer questions are focused on account status, technical product application, service information, pricing or adjustments. Manages department staff and budget.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	23	55	\$101,455	\$88,752
Illinois - Chicago and surrounding suburbs (HR Source)	32	39	\$90,955	\$91,774
Illinois (MRA-The Management Association)	6	7	\$94,688	\$96,069
Michigan - Grand Rapids/West Michigan (The Employers' Association)	37	70	\$93,086	\$94,902
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	21	33	\$94,075	\$93,412
Minnesota - Non-Metro (MRA-The Management Association)	8	10	\$91,552	\$87,564
Missouri (AAIM)	8	8	\$89,891	\$108,660
Montana (Associated Employers)	12	14	\$73,285	\$72,014
Northwest Ohio/Southeast Michigan (WorkSpring)	26	49	\$74,413	\$75,176
Ohio - Northeast (ERC)	20	21	\$81,892	\$79,471
Wisconsin - East Central (MRA-The Management Association)	9	17	\$88,017	\$86,423
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	36	46	\$91,991	\$86,104
Wisconsin - North & West Central (MRA-The Management Association)	14	15	\$92,173	\$87,975
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	6	\$98,795	\$99,636
Wisconsin - Southwest (MRA-The Management Association)	9	12	\$92,674	\$93,382

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

CUSTOMER SERVICE DIRECTOR - Director of a customer service function. The job typically requires a bachelor's degree in business or a related field and 8+ years of experience in a customer service role with management experience, or equivalent. Plans, directs and controls the customer service function in order to meet company goals. Selects, develops, retains, and directs qualified supervisory and professional staff. Responsible for planning, prioritizing, and setting goals.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	6	\$134,683	\$141,121
Hawaii - Honolulu/West Region (Hawaii Employers Council)	11	14	\$134,608	\$139,309
Michigan - Grand Rapids/West Michigan (The Employers' Association)	18	58	\$147,418	\$135,295
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	25	\$137,983	\$139,725
Northwest Ohio/Southeast Michigan (WorkSpring)	10	14	\$119,254	\$128,438
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	14	16	\$144,772	\$144,174
Wisconsin - Southwest (MRA-The Management Association)	5	5	\$130,754	\$131,037

2026 National Wage & Salary Survey

DESIGN ENGINEER I - First of five levels of design engineering. The job typically requires an engineering degree and less than 1 year of experience, or equivalent. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. This is an entry-level position and requires knowledge and understanding of basic concepts and procedures. These engineers use established policies and procedures to complete work assignments. Work is somewhat routine with detailed instructions. Work is performed under close supervision. Engineers may be assigned an element of a project or well-defined tasks.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	10	\$76,243	\$75,841
Michigan - Grand Rapids/West Michigan (The Employers' Association)	18	51	\$77,551	\$72,325
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	12	30	\$79,097	\$79,996
Ohio (MRA-The Management Association)	5	15	\$72,648	\$68,788
Wisconsin - East Central (MRA-The Management Association)	7	10	\$66,505	\$60,023
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	19	\$68,324	\$71,894
Wisconsin - Southwest (MRA-The Management Association)	5	7	\$66,716	\$64,960

2026 National Wage & Salary Survey

DESIGN ENGINEER II - Second of five levels of design engineering. The job typically requires an engineering degree and 1+ years of experience or a master's degree and less than 1 year of experience. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. These engineers appropriately apply engineering principles and concepts. They are able to draw solutions from both formal training and experience. Work is varied in nature. Under general direction, they plan and perform engineering duties for part of a major project or for projects of moderate complexity. They may provide work direction to technicians and less experienced engineers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	16	\$101,993	\$99,277
Michigan - Grand Rapids/West Michigan (The Employers' Association)	21	84	\$80,727	\$78,592
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	14	54	\$88,371	\$86,423
Missouri (AAIM)	7	17	\$76,954	\$77,519
Montana (Associated Employers)	6	13	\$88,027	\$94,190
Ohio (MRA-The Management Association)	6	14	\$84,414	\$88,484
Wisconsin - East Central (MRA-The Management Association)	8	17	\$76,991	\$80,476
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	16	49	\$91,695	\$92,303
Wisconsin - North & West Central (MRA-The Management Association)	6	13	\$91,429	\$88,287
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	10	\$84,597	\$85,108

2026 National Wage & Salary Survey

DESIGN ENGINEER III - Third of five levels of design engineering. The job typically requires an engineering degree and 3+ years of experience or a master's degree and 1+ years of experience. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. This is a senior level position and it may be a career level for many engineers. These engineers demonstrate creativity and ingenuity in applying engineering principles and practices. They are able to draw solutions from a wider range of experience. They are generally more proficient at solving problems in a timely manner. Assignments are broad in nature. They work under minimal supervision and are responsible for defining technical approaches to projects. They may act as lead on some projects and guide lower level engineers and technicians.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	10	\$109,839	\$105,212
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	50	\$94,559	\$95,085
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	15	58	\$103,642	\$103,500
Ohio (MRA-The Management Association)	5	10	\$89,953	\$88,888
Wisconsin - East Central (MRA-The Management Association)	10	26	\$82,695	\$83,503
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	30	\$95,695	\$97,139
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	22	\$97,383	\$96,766
Wisconsin - Southwest (MRA-The Management Association)	7	18	\$95,389	\$100,761

2026 National Wage & Salary Survey

DESIGN ENGINEER IV - Fourth of five levels of design engineering. The job typically requires an engineering degree and 5+ years of experience or a master's degree and 3+ years of experience. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. This is a principal level position. These engineers have extensive and broad knowledge in the field and may have knowledge of other fields. They are able to adapt methods to solve problems. They use creativity to resolve complex issues. Work is stated in terms of objectives, requiring project planning and judgment. They may have overall project responsibility. They act as technical authority in area of specialty on assigned projects. They will act as lead on most assigned projects and assist lower level engineers and technicians.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	14	29	\$104,561	\$110,806
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	15	61	\$115,143	\$118,481
Wisconsin - East Central (MRA-The Management Association)	6	13	\$109,337	\$104,400
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	26	\$104,264	\$106,302
Wisconsin - North & West Central (MRA-The Management Association)	6	9	\$87,434	\$88,592
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	25	\$104,764	\$108,380

2026 National Wage & Salary Survey

DESIGN ENGINEER V - Fifth of five levels of design engineering. The job typically requires a bachelor's of science degree and 8+ years of experience or a master's degree and 5+ years of experience. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. This is a senior principal level design position and it is the top non-supervisory level of engineering in an industry requiring significant technical knowledge. These engineers have extensive breadth and depth of knowledge in their field of specialization and working knowledge of other fields. They are capable of clearly defining appropriate technical approaches and solutions to the most mission critical challenges. They are able to define critical project criteria to ensure project completion and have demonstrated leadership skills and mastery of financial principles. Work is stated in terms of objectives requiring project planning and judgment. They act as one of the foremost technical authorities in the area of specialty. They are responsible for all aspects of projects including financial budgets.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	7	17	\$127,139	\$116,578
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	16	53	\$127,809	\$137,148
Ohio (MRA-The Management Association)	5	6	\$118,316	\$119,979
Wisconsin - East Central (MRA-The Management Association)	7	16	\$115,501	\$124,373
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	14	29	\$128,241	\$127,889
Wisconsin - North & West Central (MRA-The Management Association)	5	10	\$114,674	\$107,395
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	31	\$123,115	\$125,051

2026 National Wage & Salary Survey

DESIGN ENGINEERING MANAGER - Manager in charge of a design engineering group. The job typically requires a bachelor's or master's degree in engineering or an engineering degree with a master's degree in business administration and significant experience, or equivalent. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. The manager's role is the first level of engineering where management of people is a primary function. Work includes planning, supervising and coordinating all phases of design and testing. Initiates procedures, methods and equipment for development of projects. Approves product designs and resultant prototypes. Provides consultation on engineering matters as requested. Work primarily is involved with the development or improvement of actual products or designs.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Northwest Ohio/Southeast Michigan (WorkSpring)	16	20	\$122,679	\$125,029

2026 National Wage & Salary Survey

CAD DRAFTER I (Detail) - First of three levels of technical drafting work. The job typically requires completion of a formal drafting program and no previous experience, or equivalent. Work assignments are varied, but limited in scope and complexity. Supervision is readily available and work is usually reviewed by more experienced staff. Incumbents break down information obtained from specifications, sketches, customer layout drawings and instructions furnished by others and convert the information into detailed drawings with section views and dimensions. Incumbents perform a variety of mathematical calculations using standard procedures. Incumbents have responsibility for coordinating with others to determine whether drawings can be executed efficiently and within expected tolerances. Incumbents may prepare bills of materials and specifications when drawings are complete. Most work is completed using computerized drafting applications.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	12	18	\$55,586	\$56,384

2026 National Wage & Salary Survey

CAD DRAFTER II (Layout) - Second of three levels of technical drafting work. The job typically requires completion of a formal drafting program and 2+ years of drafting experience, or equivalent. Work assignments are varied and of considerable scope and complexity. Supervision is limited, but work may be reviewed by peers or by more experienced staff as a quality procedure. Incumbents break down information obtained from specifications, sketches, customer layout drawings and instructions furnished by others and convert the information into detailed drawings with section views and dimensions. Incumbents perform a variety of mathematical calculations using standard procedures. Incumbents have responsibility for coordinating with others to determine whether drawings can be executed efficiently and within expected tolerances, although at this level questions are less frequent due to knowledge and experience. Incumbents typically prepare bills of materials and specifications when drawings are complete. Most work is completed using computerized drafting applications. Some time may be devoted to providing technical help to less experienced staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	5	7	\$66,670	\$66,040
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	30	\$64,639	\$66,266

2026 National Wage & Salary Survey

CAD DRAFTER III (Design) - Third of three levels of technical drafting work; highest level of non-supervisory work. The job typically requires completion of a formal drafting program and 5+ years of drafting experience, or equivalent. Work assignments are varied and of the highest level of scope and complexity, requiring specialized knowledge of the company's products and operations. Supervision is limited, but engineering staff, as a quality procedure, may review work product. Incumbents break down information obtained from specifications, sketches, customer layout drawings and instructions furnished by others and convert the information into detailed drawings with section views and dimensions. Incumbents perform a variety of mathematical calculations using standard procedures. Incumbents have responsibility for coordinating with others to determine whether drawings can be executed efficiently and within expected tolerances, although at this level questions are rare due to knowledge and experience. Incumbents typically prepare bills of materials and specifications when drawings are complete. Most work is completed using computerized drafting applications. Considerable time may be devoted to providing technical help to less experienced staff and checking the work of others.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	8	13	\$82,120	\$79,923
Illinois & Indiana (AAIM)	5	8	\$70,247	\$69,091
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	32	\$73,002	\$73,791
Montana (Associated Employers)	6	29	\$84,765	\$80,232
Northwest Ohio/Southeast Michigan (WorkSpring)	15	46	\$64,781	\$63,954

2026 National Wage & Salary Survey

DRAFTING SUPERVISOR - Supervisory job with responsibility for staff in a drafting and documentation department. The job typically requires a technical degree in drafting and 6+ years of related experience, or equivalent. Responsibilities include technical leadership of the drafting function, including CAD and management of electronic and conventional document files. Duties include assigning work, reviewing work, and providing technical instruction. Responsibilities may also extend to technical writing as a secondary function of the job.

	<u>Number of</u> <u>Orgs</u>	<u>Number of</u> <u>Employees</u>	<u>Weighted</u> <u>Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

DRAFTING AND DOCUMENTATION MANAGER - Managerial job with responsibility for all staff in a drafting and documentation department. The job typically requires a bachelor's degree in business or a technical field and 6+ years of related experience, or equivalent, with strong drafting and/or technical writing background (may rely upon subordinates to provide technical expertise in certain areas). Responsibilities include management of the drafting, CAD, engineering documentation and possibly the technical writing function and management of electronic and conventional document files. Duties include budget management, hiring, assigning and reviewing work, evaluating staff and developing, recommending, and implementing policies and procedures.

	<u>Number of</u> <u>Orgs</u>	<u>Number of</u> <u>Employees</u>	<u>Weighted</u> <u>Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

DIRECTOR OF ENGINEERING - Director level engineering job. The job typically requires a degree in engineering and 8+ years of experience, including management experience. Responsibilities include planning, analyzing and evaluating all or several phases of engineering programs, plans and procedures. Reviews recommendations for designs and methods as well as equipment purchases. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities. Directs the appropriate staffing of the engineering department. Controls budgets for engineering activities.

<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
---------------------------	--------------------------------	-----------------------------	---------------

TOTAL RESPONSES

Geographic Area

Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	12	\$172,101	\$163,249
Hawaii - Honolulu/West Region (Hawaii Employers Council)	8	8	\$183,475	\$181,998
Michigan - Grand Rapids/West Michigan (The Employers' Association)	27	40	\$163,277	\$160,246
Montana (Associated Employers)	5	5	\$131,913	\$142,567
Northwest Ohio/Southeast Michigan (WorkSpring)	23	27	\$146,292	\$147,755

2026 National Wage & Salary Survey

VICE PRESIDENT OF ENGINEERING - Executive level engineering job. The job typically requires a degree in engineering and 10+ years of experience, including management experience. Responsible to plan, analyze and evaluate all phases of engineering programs, plans and procedures. Reviews recommendations for designs and methods as well as equipment purchases. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities. Directs the appropriate staffing of the engineering department. Controls budgets for all engineering activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	15	15	\$195,258	\$195,258

2026 National Wage & Salary Survey

METHODS & PROCESS TECHNICIAN I (Entry) - First of three levels of methods and process technician work. The job typically requires completion of a formal technical program and no previous experience, or equivalent. Work assignments are varied, but limited in scope and complexity. Incumbents assist engineering staff with testing, prototype building, pilot plant production or other activities relating to methods or process development or improvements. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of production equipment. Supervision is readily available and work is usually reviewed by more experienced staff. Civil Engineering and Field Service Technicians are not included.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

METHODS & PROCESS TECHNICIAN II (Experienced) - Second of three levels of methods and process technician work. The job typically requires completion of a formal technical program and 2+ years of work experience, or equivalent. Work assignments are varied and of moderate scope and complexity. Incumbents assist engineering staff with testing, prototype building, pilot plant production or other activities relating to methods or process development or improvements. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of production equipment. Supervision received is limited. Civil Engineering and Field Service Technicians are not included.

	<u>Number of</u> <u>Orgs</u>	<u>Number of</u> <u>Employees</u>	<u>Weighted</u> <u>Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

METHODS & PROCESS TECHNICIAN III (Advanced) - Third of three levels of methods and process technician work. The job typically requires completion of a formal technical program and 5+ years of work experience, or equivalent. Work assignments are of greatest variety and complexity. Incumbents assist engineering staff with design, testing, prototype building, pilot plant production or other activities relating to methods or process development or improvements. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include providing training and work direction for other technicians. Work may include lifting, handling or maintaining equipment or operation of production equipment. Supervision received is limited. Civil Engineering and Field Service Technicians are not included.

	<u>Number of</u> <u>Orgs</u>	<u>Number of</u> <u>Employees</u>	<u>Weighted</u> <u>Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

FACILITIES MANAGER I (Single location) - Manager in charge of functions associated with the operation of a single facility used to house the operations of an enterprise. This job typically requires a bachelor's degree in business administration and 1+ years of related experience, or equivalent. Responsibilities include management of facility support employees and/or outside vendors contracted to provide services. Functions may include building rental negotiations, remodeling planning and management, building and parking lot cleaning and maintenance, space planning, purchase of furniture, fixtures, and equipment. May include any or all of the following: office supplies, copy center management, telecommunications planning and administration, mail room management and other business support activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	31	38	\$101,188	\$96,360
Illinois - Chicago and surrounding suburbs (HR Source)	74	76	\$85,862	\$85,539
Michigan - Grand Rapids/West Michigan (The Employers' Association)	30	40	\$95,446	\$98,749
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	19	46	\$85,071	\$78,707
Missouri (AAIM)	11	12	\$107,148	\$99,690
Ohio (MRA-The Management Association)	11	15	\$82,743	\$77,501
Wisconsin - East Central (MRA-The Management Association)	13	18	\$91,206	\$92,017
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	25	26	\$88,441	\$91,890
Wisconsin - North & West Central (MRA-The Management Association)	5	8	\$91,425	\$85,993
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$106,066	\$106,855
Wisconsin - Southwest (MRA-The Management Association)	12	13	\$97,695	\$103,577

2026 National Wage & Salary Survey

FACILITIES MANAGER II (Multi-location) - Manager in charge of functions associated with the operation of multiple facilities used to house the operations of an enterprise. The job typically requires a bachelor's degree in business administration and 5+ years of related experience, or equivalent. Responsibilities include management of facility support employees and/or outside vendors contracted to provide services. Functions may include building rental negotiations, remodeling planning and management, building and parking lot cleaning and maintenance, space planning, purchase of furniture, fixtures and equipment. May include any or all of the following: office supplies, copy center management, telecommunications planning and administration, mail room management and other business support activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	15	15	\$104,568	\$104,568
Illinois & Indiana (AAIM)	5	5	\$88,232	\$85,641
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	16	35	\$96,426	\$99,708
Missouri (AAIM)	9	9	\$69,699	\$77,201
Northwest Ohio/Southeast Michigan (WorkSpring)	12	15	\$95,292	\$90,425
Wisconsin - East Central (MRA-The Management Association)	8	10	\$92,978	\$88,593
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	26	\$96,867	\$96,528
Wisconsin - North & West Central (MRA-The Management Association)	8	8	\$82,486	\$71,184
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	6	\$101,419	\$104,795
Wisconsin - Southwest (MRA-The Management Association)	5	5	\$73,306	\$67,167

2026 National Wage & Salary Survey

BUILDING/GROUNDS MAINTENANCE MECHANIC I - First level of building/grounds maintenance mechanic. The job typically requires a technical school degree, or equivalent. Work involves planning and performing work relating to repair of buildings, mechanical and/or electrical equipment; installing and aligning new equipment; and repairing building, floors, stairs, etc. Works independently on projects of limited complexity or as an assistant to more experienced maintenance staff on more difficult projects. This is not a janitor job even though janitor duties may be performed a minor amount of the time.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	8	13	\$58,440	\$53,914
Hawaii - Honolulu/West Region (Hawaii Employers Council)	18	102	\$63,069	\$59,015
Illinois - Chicago and surrounding suburbs (HR Source)	15	51	\$52,347	\$56,155
Michigan - Grand Rapids/West Michigan (The Employers' Association)	13	22	\$58,201	\$60,523
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	18	\$59,756	\$62,561
Montana (Associated Employers)	29	64	\$49,626	\$47,000
Northwest Ohio/Southeast Michigan (WorkSpring)	10	41	\$51,588	\$51,161
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	17	\$52,284	\$50,314
Wisconsin - North & West Central (MRA-The Management Association)	5	8	\$57,936	\$57,294
Wisconsin - Southwest (MRA-The Management Association)	7	8	\$55,581	\$55,025

2026 National Wage & Salary Survey

BUILDING/GROUNDS MAINTENANCE MECHANIC II - Experienced level of building/grounds maintenance. The job typically requires a technical degree, or equivalent, and 3+ years of experience. Work involves planning and performing work relating to repair of buildings, mechanical and/or electrical equipment; installing and aligning new equipment; and repairing building, floors, stairs, etc. Works independently on projects of greater complexity and may provide direction to an assistant or to less experienced maintenance staff. This is not a janitor job even though janitor duties may be performed a minor amount of the time.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	22	220	\$71,093	\$71,557
Illinois - Chicago and surrounding suburbs (HR Source)	24	60	\$64,812	\$66,344
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	40	\$79,968	\$78,362
Minnesota - Non-Metro (MRA-The Management Association)	6	12	\$67,293	\$65,045
Montana (Associated Employers)	23	67	\$56,595	\$55,366
Northwest Ohio/Southeast Michigan (WorkSpring)	19	59	\$60,531	\$57,009
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	9	\$67,806	\$74,187
Wisconsin - North & West Central (MRA-The Management Association)	5	18	\$60,634	\$59,135

2026 National Wage & Salary Survey

ELECTRICIAN I (Assistant) - First of three levels of electrician work. The job typically requires less than one year of formal technical training, or equivalent. Under close supervision assists others in installing and maintaining electrical equipment such as large control panels, switchboards, junction boxes, switches, motors, etc. Tests circuits with testing equipment and reports readings for diagnosis by others. Under direction, performs wiring of ordinary light circuits; setting circuit breakers; repairing switches, small motors and simple starting and control devices; replacing lights and fuses; and minor trouble shooting. Uses hand and power tools. May work from simple wiring diagrams.

<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
---------------------------	--------------------------------	-----------------------------	---------------

TOTAL RESPONSES

Geographic Area

Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	7	7	\$75,539	\$79,462
Michigan - Grand Rapids/West Michigan (The Employers' Association)	8	139	\$46,719	\$50,799
Montana (Associated Employers)	7	32	\$57,421	\$56,658
Oregon (Vigilant)	18	43	\$71,958	\$74,781
Washington (Vigilant)	11	21	\$70,316	\$67,554
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	15	\$56,566	\$54,596

2026 National Wage & Salary Survey

ELECTRICIAN II (Journey) - Second of three levels of electrician. The job typically requires completion of two years of formal technical school training and 3+ years of job experience, or equivalent, and successful completion of the board exam for licensing as a journey-level maintenance electrician. Plans and performs jobs of installing and maintaining a variety of electrical equipment such as control panels, switchboards, junction boxes, switches, etc. Connects and disconnects electric powered machines; repairs motors and generators; replaces fuses and sets circuit breakers on high and low tension circuits. Diagnoses electrical trouble. Uses hand and power tools. Works from wiring diagrams. Planning may involve determination of method and sequence of operation and selection of materials to be used. Works independently and may provide direction to an assistant or to less experienced electricians.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	16	\$81,675	\$81,977
Hawaii - Honolulu/West Region (Hawaii Employers Council)	17	74	\$81,819	\$80,552
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	203	\$69,071	\$73,786
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	27	\$98,595	\$97,353
Montana (Associated Employers)	7	22	\$78,707	\$78,368
Oregon (Vigilant)	23	107	\$95,886	\$92,868
Washington (Vigilant)	21	89	\$89,009	\$89,943
Wisconsin - East Central (MRA-The Management Association)	11	52	\$75,514	\$73,180
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	64	\$85,791	\$89,923

2026 National Wage & Salary Survey

ELECTRICIAN III (Master) - Third of three levels of electrician. The job typically requires completion of two years of formal technical school training and 5+ years of job experience, or equivalent, and successful completion of the board exam for licensing as a master electrician. Approves wiring plans for new installations. Plans and performs jobs of installing and maintaining a variety of electrical equipment such as control panels, switchboards, junction boxes, switches, etc. Connects and disconnects electric powered machines; repairs motors and generators; replaces fuses and sets circuit breakers on high and low tension circuits. Diagnoses electrical trouble. Uses hand and power tools. Works from wiring diagrams. Planning may involve determination of method and sequence of operation and selection of materials to be used, establishment of work procedures. Works independently and may provide direction to assistants or to less experienced electricians.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	6	\$79,563	\$79,060
Illinois - Chicago and surrounding suburbs (HR Source)	5	7	\$85,743	\$85,636
Michigan - Grand Rapids/West Michigan (The Employers' Association)	11	21	\$88,624	\$89,151
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	13	\$111,890	\$112,147
Montana (Associated Employers)	6	8	\$84,807	\$83,897
Oregon (Vigilant)	14	28	\$98,382	\$101,277
Washington (Vigilant)	7	30	\$95,130	\$98,438

2026 National Wage & Salary Survey

OFFICE JANITOR - General labor job. The job typically requires the ability to follow basic verbal and written instructions, such as the ability to read and follow label instructions on cleaning supplies. Job duties include sweeping floors, vacuuming carpeting, removing wastepaper and other refuse, and dusting furniture and fixtures. May also include performing routine light manual work in cleaning and sweeping offices, halls, restrooms, etc. Do not report plant maintenance staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	74	\$41,340	\$41,039
Hawaii - Honolulu/West Region (Hawaii Employers Council)	15	184	\$43,475	\$40,118
Illinois - Chicago and surrounding suburbs (HR Source)	72	242	\$43,499	\$42,691
Michigan - Grand Rapids/West Michigan (The Employers' Association)	20	172	\$39,225	\$43,242
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	7	264	\$41,893	\$39,913
Montana (Associated Employers)	6	12	\$33,211	\$32,301
Northwest Ohio/Southeast Michigan (WorkSpring)	17	59	\$41,834	\$43,563
Ohio (MRA-The Management Association)	5	6	\$41,571	\$38,750
Wisconsin - East Central (MRA-The Management Association)	5	7	\$38,815	\$37,566
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	6	\$36,102	\$37,911
Wisconsin - North & West Central (MRA-The Management Association)	8	18	\$43,530	\$40,107
Wisconsin - Southwest (MRA-The Management Association)	6	8	\$43,207	\$41,850

2026 National Wage & Salary Survey

OPERATING ENGINEER HVAC - Heating, ventilation and air conditioning technician. The job typically requires formal technical training, two or more years of experience and a class 2-B or higher boiler operator's license, or equivalent. Operates and maintains equipment such as steam boilers, heat pumps, air conditioning, refrigeration, turbines, generators, motors, and ventilating equipment. Performs maintenance and minor repairs on boilers and equipment and keeps records of fuel consumption and other required data. Adjusts and calibrates pneumatic and electronic controls.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
No Data				

2026 National Wage & Salary Survey

PLANT JANITOR/SANITATION - General labor job associated with plant or facility sanitation duties. The job typically requires the ability to follow basic verbal and written instructions, such as the ability to read and follow label instructions on cleaning supplies. Duties include cleaning walls, floors, equipment, or any other areas of the facility. Duties include disposing of waste, sanitation of facilities and equipment, maintenance of lighting, and other related facilities and grounds duties. Incumbents may assist maintenance mechanics with maintenance of equipment. Work may include moderate to heavy lifting. Do not report office maintenance staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	30	\$42,648	\$41,240
Illinois - Chicago and surrounding suburbs (HR Source)	9	50	\$43,116	\$43,222
Michigan - Grand Rapids/West Michigan (The Employers' Association)	36	266	\$43,806	\$42,774
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	264	\$43,206	\$41,750
Minnesota - Non-Metro (MRA-The Management Association)	8	17	\$44,897	\$45,261
Montana (Associated Employers)	5	90	\$40,497	\$40,540
Northwest Ohio/Southeast Michigan (WorkSpring)	15	51	\$41,065	\$38,568
Ohio (MRA-The Management Association)	6	7	\$43,142	\$42,821
Oregon (Vigilant)	7	21	\$44,710	\$42,283
Washington (Vigilant)	13	37	\$45,029	\$46,219
Wisconsin - East Central (MRA-The Management Association)	8	51	\$47,338	\$45,004
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	16	371	\$43,078	\$41,750
Wisconsin - North & West Central (MRA-The Management Association)	8	17	\$44,020	\$45,732
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	8	\$43,998	\$44,169
Wisconsin - Southwest (MRA-The Management Association)	5	42	\$45,583	\$45,069

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

PAYROLL CLERK I - First level of payroll clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and less than 1 year of related training and experience, or equivalent. Incumbents follow standard procedures in making a variety of system entries and computations from data on employee time cards or computer entries. Work includes entering rate changes, totaling hours and distributing or allocating costs; checking computations of timekeepers and researching shortage claims. Work may include calculating total earnings, overtime, taxes, withholding for premiums and savings and similar factors. Work may include coordinating with an outside payroll service to produce calculations, print checks and prepare total payroll reports. Much of the time is spent using a keyboard. Incumbents may use specialized software packages to enter and compute payroll. Incumbents follow standard procedures and have readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	6	14	\$48,648	\$50,400
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	9	\$60,451	\$57,932
Northwest Ohio/Southeast Michigan (WorkSpring)	7	15	\$54,352	\$55,396

2026 National Wage & Salary Survey

PAYROLL CLERK II - Highest level of payroll clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and 3+ years of related training and experience, or equivalent. Incumbents follow standard procedures in making a variety of system entries and computations from data on employee time cards or computer entries. Work includes entering rate changes, totaling hours and distributing or allocating costs; checking computations of timekeepers and researching shortage claims. Work may include calculating total earnings, overtime, taxes, withholding for premiums and savings and similar factors. Work may include coordinating with an outside payroll service to produce calculations, print checks and prepare total payroll reports. Work may also include calculating commissions, administering executive compensation and record maintenance of short and long-term incentive plans. Much of the time is spent using a keyboard. Incumbents may use specialized software packages to enter and compute payroll. Incumbents may provide work direction or check the work of less experienced payroll staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	6	\$65,280	\$64,576
Hawaii - Honolulu/West Region (Hawaii Employers Council)	26	74	\$57,052	\$64,125
Illinois - Chicago and surrounding suburbs (HR Source)	16	16	\$68,602	\$68,602
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	21	\$59,695	\$60,164
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	16	\$62,496	\$63,637
Missouri (AAIM)	9	11	\$59,071	\$57,872
Montana (Associated Employers)	8	14	\$60,153	\$59,857
Northwest Ohio/Southeast Michigan (WorkSpring)	16	25	\$60,936	\$57,910
Wisconsin - East Central (MRA-The Management Association)	11	12	\$62,991	\$58,470
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	20	20	\$63,335	\$63,012
Wisconsin - North & West Central (MRA-The Management Association)	5	5	\$54,315	\$54,186
Wisconsin - Southwest (MRA-The Management Association)	5	7	\$60,989	\$60,020

2026 National Wage & Salary Survey

PAYROLL SUPERVISOR/ADMINISTRATOR - The Payroll Supervisor/Administrator provides leadership of the payroll function. The job typically requires some technical training in accounting and payroll practices beyond high school and 5+ years of experience in accounting and payroll processing. Under direction of an accounting or human resource manager, this job is responsible for maintenance and implementation of the payroll system, including management of external service provider relationships. Responsible for supervision of employees who maintain employee information necessary for payroll calculation (such as base rate, number of exemptions, eligibility for shift premium, etc.) and who prepare payroll. Subordinate employees compile from time cards, job tickets or other source records all information necessary to calculate earnings for each pay period, including base pay, overtime pay and any incentive pay. Makes determinations regarding application of wage and hour law and oversees preparation of periodic reports of earnings, taxes, and deductions.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	14	17	\$77,708	\$73,838
Illinois - Chicago and surrounding suburbs (HR Source)	19	20	\$75,983	\$75,602
Michigan - Grand Rapids/West Michigan (The Employers' Association)	19	19	\$71,526	\$71,526
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	14	\$82,920	\$86,015
Missouri (AAIM)	8	9	\$80,838	\$83,350
Montana (Associated Employers)	19	20	\$70,405	\$65,512
Northwest Ohio/Southeast Michigan (WorkSpring)	16	18	\$71,930	\$71,591
Oregon (Vigilant)	8	8	\$71,107	\$69,007
Washington (Vigilant)	7	7	\$73,296	\$72,376
Wisconsin - East Central (MRA-The Management Association)	8	8	\$72,229	\$73,773
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$79,122	\$77,625

2026 National Wage & Salary Survey

PAYROLL SUPERVISOR/MANAGER - The Payroll Supervisor or Manager, often found in larger organizations and those with multiple locations, is responsible for the supervision of employees who perform payroll functions, including management of external service provider relationships. The job typically requires a bachelor's degree in accounting, public administration, business administration, or a related field, and 3+ years of related experience, or equivalent. Duties include: maintaining necessary payroll records; calculating (or preparing for calculation) payrolls from original approved time records; delivering paychecks; balancing, controlling, and preparing summaries; debiting the appropriate accounts; calculating payroll deduction payments; computing and delivering W-2 forms; making determinations regarding application of wage and hour law and Davis Bacon type laws; and preparing all required reports. Do not report those with significant responsibility other than payroll responsibility.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	12	\$85,195	\$86,805
Hawaii - Honolulu/West Region (Hawaii Employers Council)	20	23	\$96,542	\$94,905
Illinois - Chicago and surrounding suburbs (HR Source)	10	11	\$102,065	\$100,517
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	12	\$99,918	\$95,182
Missouri (AAIM)	7	7	\$92,577	\$92,641
Oregon (Vigilant)	7	7	\$88,350	\$82,526
Washington (Vigilant)	6	7	\$95,210	\$91,124
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	9	9	\$112,148	\$109,710

2026 National Wage & Salary Survey

COST ACCOUNTANT I - First of three levels of professional cost accounting. The job typically requires a bachelor’s degree in accounting and less than 1 year of experience, or equivalent. Under general supervision, incumbents apply principles of cost accounting to conduct studies that provide detailed cost information for use by management. Incumbents collect data from multiple sources and compute the costs of business activity, such as raw material purchases, inventory, and labor. Incumbents analyze data obtained and organize results into management reports using standard spreadsheet or database software programs.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Ohio - Northeast (ERC)	8	10	\$74,209	\$73,915

2026 National Wage & Salary Survey

COST ACCOUNTANT II - Second of three levels of professional cost accounting work. The job typically requires a bachelor's degree in accounting and 2+ years of experience, or equivalent. Under limited supervision, incumbents conduct and analyze cost audits to determine costs of business activity, such as raw material purchases, inventory, and labor. Incumbents analyze data obtained and organize results into management reports using standard spreadsheet or database software programs. Analysis includes review of changes in product design, raw materials, manufacturing methods, or services provided, to determine effects on costs. Provides management with reports specifying and comparing factors affecting prices and profitability of products or services. Incumbents at this level may direct the work of clerical cost accounting staff.

<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
---------------------------	--------------------------------	-----------------------------	---------------

TOTAL RESPONSES

Geographic Area

Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	11	\$75,622	\$75,142
Wisconsin - East Central (MRA-The Management Association)	6	9	\$74,790	\$73,517
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	6	\$84,834	\$82,981

2026 National Wage & Salary Survey

COST ACCOUNTANT III - Third of three levels of professional cost accounting work. The job typically requires a bachelor’s degree in accounting and 5+ years of experience, or equivalent. Under direction from management and using independent judgment analyzes financial data obtained through studies to determine effects of costs on business. Analyzes changes in product design, raw materials, manufacturing methods, or services provided, to determine effects on costs. Compares actual cost to estimates and identify reasons for variances. Analyzes actual manufacturing costs and prepares periodic reports comparing standard costs to actual production costs. Provides management with detailed reports for use in making business decisions and controlling expenditures. May lead major projects and/or direct the work of professional cost accounting staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	9	\$111,770	\$105,271

2026 National Wage & Salary Survey

COST ACCOUNTING MANAGER - Manager responsible for the operation of a department focused on cost accounting. The job typically requires a bachelor's degree in accounting and 8+ years of experience, or equivalent. This job typically reports to a CFO or Controller. The incumbent manages the preparation of cost accounting reports, designs and implements cost control procedures, oversees the recording and calculation of unit cost for products or services related to specific jobs or projects and produces cost accounting or operating reports for use by management. In addition, the incumbent examines any costs that seem contrary to past experience. Incumbents at this level typically provide full supervision and work direction to professional and clerical staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	5	5	\$92,514	\$92,514
Northwest Ohio/Southeast Michigan (WorkSpring)	6	6	\$113,994	\$106,366
Ohio - Northeast (ERC)	8	10	\$95,891	\$103,465
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	5	\$122,460	\$118,508

2026 National Wage & Salary Survey

CREDIT AND/OR COLLECTION CLERK - Experienced level of credit and collections clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and 2+ years of related experience, or equivalent. Work includes reviewing credit applications and delinquent accounts; researching information from credit organizations; maintaining records on delinquent accounts and credit risks. Incumbents issue progressive requests for payment of past-due accounts. Much of the time is spent using a keyboard and using appropriate software applications, including web resources. Incumbents make non-routine choices within established precedent and policies, referring unusual situations to a supervisor.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	6	17	\$50,388	\$49,272
Michigan - Grand Rapids/West Michigan (The Employers' Association)	7	23	\$49,167	\$49,616
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	9	58	\$62,668	\$61,140
Montana (Associated Employers)	6	11	\$47,995	\$47,063
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	10	22	\$55,822	\$54,294
Wisconsin - Southwest (MRA-The Management Association)	7	11	\$53,928	\$51,366

2026 National Wage & Salary Survey

CREDIT AND/OR COLLECTION SPECIALIST - Professional level of credit and collections work. The job typically requires a bachelor's or associate's degree with 1+ years of credit/collection experience, or equivalent. Work includes reviewing credit applications and delinquent accounts; researching information from credit organizations; maintaining records on delinquent accounts and credit risks. Issues progressive requests for payment of past-due accounts. Within policy limits, works out payment plans for past due accounts, referring large cases to the manager for approval. Has frequent contact with sales staff regarding qualification of accounts.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	14	19	\$61,945	\$59,475
Michigan - Grand Rapids/West Michigan (The Employers' Association)	13	18	\$61,740	\$62,800
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	12	32	\$63,637	\$62,862
Missouri (AAIM)	8	17	\$62,411	\$56,309
Montana (Associated Employers)	10	29	\$53,058	\$51,342
Northwest Ohio/Southeast Michigan (WorkSpring)	9	18	\$59,341	\$58,996
Wisconsin - East Central (MRA-The Management Association)	5	14	\$59,848	\$60,817
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	36	\$63,895	\$63,206
Wisconsin - North & West Central (MRA-The Management Association)	6	17	\$63,271	\$57,975
Wisconsin - Southwest (MRA-The Management Association)	5	9	\$60,214	\$57,523

2026 National Wage & Salary Survey

CREDIT AND/OR COLLECTION MANAGER - Manager responsible for operation of a department focused on credit and/or collections. The job typically requires a bachelor's or associate's degree with 5+ years of credit/collection experience, or equivalent. Provides direction to department staff and administers credit/collection policies of the organization. May formulate credit and collections policies, methods and procedures for approval by senior management. Duties include determining customer credit capacity, managing the compilation of credit information, analyzing and interpreting available information and authorizing extension of credit. Decisions include determining action to take in collection of past due accounts where normal collection procedures have failed, approval of terms of sales and authorization of financial arrangements for foreign shipments. Prepares or supervises preparation of data showing credit activities and status of accounts. Frequently communicates with sales and finance on the status of client accounts or the credit classification of prospective clients.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	11	18	\$98,066	\$97,239
Illinois - Chicago and surrounding suburbs (HR Source)	9	9	\$83,656	\$83,656
Michigan - Grand Rapids/West Michigan (The Employers' Association)	11	13	\$86,833	\$85,264
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	13	\$109,057	\$102,076
Montana (Associated Employers)	6	6	\$99,803	\$85,189
Northwest Ohio/Southeast Michigan (WorkSpring)	6	6	\$86,243	\$76,231
Wisconsin - East Central (MRA-The Management Association)	6	7	\$97,673	\$90,049
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	16	\$100,502	\$101,526

2026 National Wage & Salary Survey

ACCOUNTING CLERK I (Entry) - First of three levels of accounting clerical work. The job typically requires reading, communication and math skills commensurate with a high school education or GED and no previous accounting experience, or equivalent. Work is task oriented, routine and repetitive, such as matching bills to purchase orders or entering data. Much of the time is spent using a keyboard. Follows instructions and is subject to close supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	19	27	\$49,991	\$49,287
Hawaii - Honolulu/West Region (Hawaii Employers Council)	31	131	\$47,381	\$46,853
Illinois - Chicago and surrounding suburbs (HR Source)	25	30	\$54,148	\$52,933
Michigan - Grand Rapids/West Michigan (The Employers' Association)	33	38	\$61,576	\$61,220
Montana (Associated Employers)	20	28	\$46,809	\$45,538
Northwest Ohio/Southeast Michigan (WorkSpring)	31	54	\$47,190	\$45,134
Wisconsin - East Central (MRA-The Management Association)	7	11	\$46,866	\$47,555
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	15	16	\$46,005	\$43,056
Wisconsin - Southwest (MRA-The Management Association)	6	13	\$51,667	\$49,601

2026 National Wage & Salary Survey

ACCOUNTING CLERK II (Experienced) - Second of three levels of accounting clerical work. The job typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. In larger departments this level may specialize in accounts payable, accounts receivable or another area of accounting. Incumbents make routine choices within established procedures. Incumbents perform basic troubleshooting to reconcile account balances and inquiry to obtain missing information or verify unusual data. An intermediate level of computer skill is required, usually involving use of an accounting software package and spreadsheets to enter, compile or extract data. Work is relatively independent, with supervision available to address non-routine questions.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	30	43	\$58,943	\$58,641
Florida (AAIM)	9	12	\$53,826	\$46,931
Hawaii - Honolulu/West Region (Hawaii Employers Council)	53	209	\$53,758	\$56,186
Illinois - Chicago and surrounding suburbs (HR Source)	55	108	\$59,602	\$60,740
Illinois (MRA-The Management Association)	5	11	\$69,901	\$67,792
Michigan - Grand Rapids/West Michigan (The Employers' Association)	51	85	\$73,328	\$72,282
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	28	100	\$61,010	\$59,977
Missouri (AAIM)	16	26	\$53,719	\$54,297
Montana (Associated Employers)	39	71	\$50,918	\$49,775
Northwest Ohio/Southeast Michigan (WorkSpring)	52	97	\$54,901	\$53,641
Ohio (MRA-The Management Association)	10	18	\$55,392	\$55,650
Wisconsin - East Central (MRA-The Management Association)	11	18	\$52,205	\$52,076
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	30	39	\$55,973	\$56,188
Wisconsin - North & West Central (MRA-The Management Association)	18	22	\$53,734	\$51,021
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	7	8	\$60,408	\$60,300
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	5	15	\$62,216	\$60,817
Wisconsin - Southwest (MRA-The Management Association)	10	22	\$53,389	\$52,636

2026 National Wage & Salary Survey

ACCOUNTING CLERK III (Advanced) - Third of three levels of accounting. The job typically requires 5+ years of accounting training and experience, or equivalent. This job may be called Accounting Technician or Senior Accounting Clerk. Incumbents at this level are qualified to work in all phases of accounting. However, in a large organization work may be specialized. Incumbents make non-routine choices within established precedent and with limited supervision. A higher level of computer skill is required, including mastery of the internal accounting package and strong spreadsheet skills. At this level, incumbents will assist with monthly trial balances and custom report generation involving intermediate levels of financial analysis using generally prescribed procedures. Incumbents may provide technical direction and work review to lower level accounting staff, but do not provide complete supervision. Do not report staff with four-year degrees in accounting or a closely related field.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	39	288	\$54,370	\$67,672
Illinois - Chicago and surrounding suburbs (HR Source)	22	36	\$64,146	\$66,371
Michigan - Grand Rapids/West Michigan (The Employers' Association)	46	56	\$87,640	\$84,992
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	16	\$66,586	\$59,460
Montana (Associated Employers)	10	14	\$70,044	\$66,571
Northwest Ohio/Southeast Michigan (WorkSpring)	19	25	\$61,440	\$58,699
Wisconsin - East Central (MRA-The Management Association)	6	7	\$57,867	\$58,987
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	15	21	\$64,519	\$64,584
Wisconsin - Southwest (MRA-The Management Association)	6	7	\$64,627	\$61,721

2026 National Wage & Salary Survey

BOOKKEEPER (Small Company) - Experienced level bookkeeping job. This job typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. Responsible for diverse duties in maintaining accounting records in a small company or office. Higher level accounting and financial system work is often provided by outside consultants or CPA's. Incumbents post entries from a wide variety of sources into ledgers and journals, often using computer applications. Incumbents reconcile bank statements, monitor schedules for notes payable and receivable, bonds, securities and interest, cross check, make comparisons, balance accounts and take trial balances. Work often includes payroll, credit and collection duties. Work is regularly reviewed by outside consultants or auditors to verify appropriate procedure and accuracy. Duties require analysis of facts to determine action to be taken within the limits of standard practice. Incumbents may regularly prepare budget status reports for managers. Incumbents may devote a minor portion of time to performing other office support duties. Do not report staff with four-year accounting or closely related degrees.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	13	14	\$61,558	\$59,647
Hawaii - Honolulu/West Region (Hawaii Employers Council)	20	24	\$68,770	\$66,785
Illinois - Chicago and surrounding suburbs (HR Source)	45	48	\$57,309	\$57,123
Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	13	\$65,684	\$67,337
Montana (Associated Employers)	19	22	\$50,643	\$48,906
Ohio - Northeast (ERC)	6	19	\$71,969	\$68,808
Washington (Vigilant)	6	7	\$73,041	\$77,414

2026 National Wage & Salary Survey

ACCOUNTANT I - First of three levels of professional accounting work. The job typically requires a bachelor's degree in accounting and less than 1 year of experience, or equivalent. Under general supervision, applies principles of accounting to record financial information and prepare financial reports. Duties include compiling and classifying financial information, preparing entries to accounts and documenting business transactions. Other duties include auditing contract terms, orders, and vouchers and/or preparing reports to substantiate individual transactions prior to settlement. Typically uses standard spreadsheet and database software or an accounting applications package designed for general accounting. May provide technical direction to clerical staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	16	29	\$68,800	\$70,108
Hawaii - Honolulu/West Region (Hawaii Employers Council)	53	158	\$58,330	\$59,015
Illinois - Chicago and surrounding suburbs (HR Source)	23	32	\$68,898	\$68,724
Illinois & Indiana (AAIM)	9	10	\$61,051	\$58,878
Michigan - Grand Rapids/West Michigan (The Employers' Association)	19	20	\$48,314	\$48,134
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	20	47	\$70,302	\$70,426
Montana (Associated Employers)	13	19	\$54,985	\$54,646
Northwest Ohio/Southeast Michigan (WorkSpring)	22	48	\$61,271	\$56,941
Ohio - Northeast (ERC)	10	22	\$63,065	\$67,195
Ohio (MRA-The Management Association)	6	6	\$61,693	\$63,140
Wisconsin - East Central (MRA-The Management Association)	13	18	\$58,825	\$57,609
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	28	59	\$54,054	\$53,820
Wisconsin - North & West Central (MRA-The Management Association)	9	13	\$55,612	\$52,131
Wisconsin - Southwest (MRA-The Management Association)	13	21	\$64,338	\$64,170

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

ACCOUNTANT II - Second of three levels of professional general accounting work. The job typically requires a bachelor's degree in accounting and 2+ years of experience, or equivalent. Under limited supervision, analyzes financial information detailing assets, liabilities, and capital, and prepares balance sheet, profit and loss statement, and other reports to summarize current and/or projected company financial position(s). May establish, modify, document, and coordinate implementation of accounting and accounting control procedures. Typically uses standard spreadsheet and database software or an accounting applications package designed for general accounting. May direct and coordinate activities of other accountants and clerical workers performing accounting and bookkeeping tasks.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	18	39	\$77,249	\$79,462
Hawaii - Honolulu/West Region (Hawaii Employers Council)	59	276	\$68,742	\$68,030
Illinois - Chicago and surrounding suburbs (HR Source)	26	40	\$74,801	\$74,052
Illinois & Indiana (AAIM)	5	5	\$69,657	\$72,054
Iowa/Western Illinois (MRA-The Management Association)	8	10	\$77,031	\$74,213
Michigan - Grand Rapids/West Michigan (The Employers' Association)	44	81	\$56,791	\$57,432
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	43	127	\$80,369	\$80,756
Minnesota - Non-Metro (MRA-The Management Association)	8	12	\$67,180	\$70,936
Missouri (AAIM)	28	53	\$68,901	\$73,083
Montana (Associated Employers)	16	26	\$70,743	\$70,574
Northwest Ohio/Southeast Michigan (WorkSpring)	34	85	\$71,226	\$69,578
Ohio - Northeast (ERC)	17	63	\$70,359	\$66,840
Ohio (MRA-The Management Association)	13	16	\$72,587	\$72,823
Wisconsin - East Central (MRA-The Management Association)	26	37	\$65,687	\$64,170
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	56	85	\$70,615	\$72,390
Wisconsin - North & West Central (MRA-The Management Association)	13	15	\$65,615	\$64,929
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	10	\$73,109	\$72,191
Wisconsin - Southwest (MRA-The Management Association)	13	23	\$75,535	\$72,614

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

ACCOUNTANT III - Third of three levels of professional general accounting work. The job typically requires a bachelor's degree in accounting and 5+ years of experience, or equivalent. The job may also be referred to as Senior Accountant or Staff Accountant. Under direction from management and using independent judgment, performs advanced and specialized accounting assignments, usually involving complex and confidential data. Obtains and analyzes financial information to prepare reports, statements and recommendations. Provides work leadership and direction to other accountants and clerical workers. May also provide special project assistance to the CFO, Controller or Accounting Manager.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	23	28	\$83,385	\$84,391
Hawaii - Honolulu/West Region (Hawaii Employers Council)	61	189	\$81,443	\$80,305
Illinois - Chicago and surrounding suburbs (HR Source)	35	46	\$95,003	\$95,568
Illinois & Indiana (AAIM)	7	8	\$66,974	\$65,268
Illinois (MRA-The Management Association)	5	5	\$97,026	\$94,823
Michigan - Grand Rapids/West Michigan (The Employers' Association)	15	18	\$67,685	\$65,982
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	45	88	\$98,755	\$97,908
Minnesota - Non-Metro (MRA-The Management Association)	6	8	\$86,530	\$87,276
Missouri (AAIM)	24	56	\$83,454	\$87,494
Montana (Associated Employers)	21	32	\$81,906	\$81,334
Northwest Ohio/Southeast Michigan (WorkSpring)	27	54	\$86,176	\$84,859
Ohio - Northeast (ERC)	25	89	\$121,388	\$104,411
Ohio (MRA-The Management Association)	12	16	\$95,152	\$95,853
Wisconsin - East Central (MRA-The Management Association)	19	20	\$78,595	\$79,427
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	38	51	\$83,137	\$82,883
Wisconsin - North & West Central (MRA-The Management Association)	12	17	\$72,483	\$73,947
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	8	\$87,076	\$87,245
Wisconsin - Southwest (MRA-The Management Association)	17	20	\$89,174	\$87,261

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

GENERAL ACCOUNTING SUPERVISOR - First level of supervision of the accounting area. The job typically requires an associate's degree in accounting and 5+ years of experience, or equivalent. Responsible for the supervision of employees who maintain general and subsidiary ledgers of the facility, prepares operating and financial statements, and reconcile bank statements. Other subordinate functions may include fixed asset control and depreciation, accrual to meet anticipated liabilities, preparation of general tax reports such as those for sales, payroll and personal property taxes, and payables/receivables. Report supervisors of professional accountants as General Accounting Manager.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	7	\$95,656	\$97,869
Hawaii - Honolulu/West Region (Hawaii Employers Council)	12	13	\$81,123	\$78,926
Illinois - Chicago and surrounding suburbs (HR Source)	11	16	\$92,298	\$93,817
Michigan - Grand Rapids/West Michigan (The Employers' Association)	12	13	\$92,414	\$93,905
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	12	\$91,517	\$90,798
Montana (Associated Employers)	8	11	\$68,795	\$71,104
Northwest Ohio/Southeast Michigan (WorkSpring)	11	24	\$84,635	\$89,356
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	10	12	\$86,676	\$88,429

2026 National Wage & Salary Survey

GENERAL ACCOUNTING MANAGER - Accounting manager job with responsibility for operation of a department focused on general accounting functions. The job typically requires a bachelor's degree in accounting with 8+ years of experience, or equivalent. This job typically reports to a CFO or Controller. Responsible for the application of principles of accounting to install and maintain the general accounting system, including preparation of reports and statistics reflecting assets, liabilities, financial transactions, earnings, profits, cash balances, and other financial results. Maintains accounts and records of disbursements, expenses and tax payments. Prepares and files tax returns and other reports to government agencies; maintains insurance and property records. Supervises and directs work of professional and clerical staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	32	34	\$103,804	\$100,585
Hawaii - Honolulu/West Region (Hawaii Employers Council)	54	83	\$110,501	\$110,068
Illinois - Chicago and surrounding suburbs (HR Source)	47	55	\$111,674	\$111,230
Illinois (MRA-The Management Association)	5	6	\$113,970	\$111,538
Michigan - Grand Rapids/West Michigan (The Employers' Association)	38	46	\$103,757	\$102,423
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	23	53	\$129,629	\$132,741
Missouri (AAIM)	27	43	\$120,020	\$114,868
Montana (Associated Employers)	21	22	\$89,213	\$78,305
Northwest Ohio/Southeast Michigan (WorkSpring)	29	45	\$104,878	\$95,127
Ohio - Northeast (ERC)	25	28	\$98,599	\$95,159
Ohio (MRA-The Management Association)	11	11	\$106,655	\$100,395
Oregon (Vigilant)	9	11	\$109,943	\$113,670
Washington (Vigilant)	15	15	\$109,440	\$112,913
Wisconsin - East Central (MRA-The Management Association)	15	22	\$100,577	\$101,053
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	28	31	\$109,496	\$107,882
Wisconsin - North & West Central (MRA-The Management Association)	10	12	\$90,288	\$88,470
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	6	\$101,280	\$106,476
Wisconsin - Southwest (MRA-The Management Association)	17	23	\$105,554	\$103,500

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

EMPLOYMENT INTERVIEWER (Staffing Representative) - Professional recruiter with a primary focus on recruiting hourly, salaried non-exempt or non-management exempt jobs. The job typically requires a bachelor's degree and 1 year or less of experience, or equivalent, with thorough knowledge of the legal aspects of recruitment and selection. Duties include working with management to define job qualifications and advertising in multiple media venues. Pre-screens job candidates, conducts preliminary interviews, administers skills tests, arranges drug tests, conducts background checks and assists management with conducting interviews. Markets the organization to potential employees and explains benefits and compensation programs as well as company expectations. Networks within the community and may participate in job fairs. May make employment offers for lower level jobs based on predetermined standards without involving line management.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	6	\$57,635	\$59,144
Hawaii - Honolulu/West Region (Hawaii Employers Council)	9	15	\$76,719	\$69,458
Illinois - Chicago and surrounding suburbs (HR Source)	7	11	\$64,702	\$64,775
Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	14	\$62,512	\$61,538
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	21	48	\$71,866	\$71,357
Northwest Ohio/Southeast Michigan (WorkSpring)	6	7	\$63,294	\$59,081
Ohio (MRA-The Management Association)	5	5	\$76,098	\$71,710
Wisconsin - East Central (MRA-The Management Association)	6	6	\$67,061	\$63,963
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	16	24	\$72,174	\$76,305
Wisconsin - North & West Central (MRA-The Management Association)	8	9	\$60,419	\$58,995
Wisconsin - Southwest (MRA-The Management Association)	8	12	\$71,868	\$68,777

2026 National Wage & Salary Survey

TECHNICAL/PROFESSIONAL RECRUITER - Experienced level of professional recruiter with a primary focus on recruiting for technical jobs, such as information technology, engineering, research, consulting, management or similar. The job typically requires a bachelor's degree and 3+ years of experience, or equivalent. Requires familiarity with the technology and terminology of the target technical field(s). Duties include working with management to define job qualifications and advertising in multiple media venues. Incumbents pre-screen job candidates, conduct background checks and assist management with conducting interviews and selection. Networks within the industry and community and may actively recruit from colleges. Markets the organization to potential employees and explains benefits and compensation programs as well as company expectations. Recruiters at this level typically work under limited supervision and will exercise considerable initiative.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	5	\$72,622	\$71,114
Hawaii - Honolulu/West Region (Hawaii Employers Council)	8	20	\$70,053	\$85,727
Illinois - Chicago and surrounding suburbs (HR Source)	9	12	\$79,627	\$80,102
Michigan - Grand Rapids/West Michigan (The Employers' Association)	16	31	\$79,588	\$82,867
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	9	28	\$81,815	\$79,106
Northwest Ohio/Southeast Michigan (WorkSpring)	14	23	\$74,925	\$73,725
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	23	\$84,978	\$77,680

2026 National Wage & Salary Survey

HUMAN RESOURCE ASSISTANT - Paraprofessional human resource job. The job typically requires two years of formal training beyond high school and 1+ years of experience in the field of human resources, or equivalent. Incumbents typically assist in more than one area of human resources, such as new employee orientation, worker's compensation, staffing, and relocation. Incumbents create and maintain employee records, including tracking systems for vacation, sick leave and FMLA. Incumbents provide customer service to employees by answering questions regarding policies and procedures. Incumbents may also provide assistance in other areas of human resources by doing special projects, such as completing benefit and salary surveys. Incumbents may use specialized software applications. Incumbents work under limited supervision and will often make decisions based upon established policies and/or procedures.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	22	48	\$55,422	\$53,209
Hawaii - Honolulu/West Region (Hawaii Employers Council)	46	119	\$61,612	\$58,107
Illinois - Chicago and surrounding suburbs (HR Source)	40	44	\$58,102	\$58,280
Michigan - Grand Rapids/West Michigan (The Employers' Association)	32	39	\$53,856	\$53,881
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	23	39	\$62,496	\$60,946
Minnesota - Non-Metro (MRA-The Management Association)	6	7	\$56,468	\$56,899
Missouri (AAIM)	9	9	\$48,580	\$47,103
Montana (Associated Employers)	18	20	\$54,710	\$54,223
Northwest Ohio/Southeast Michigan (WorkSpring)	28	38	\$54,610	\$56,878
Ohio (MRA-The Management Association)	5	5	\$55,133	\$58,126
Oregon (Vigilant)	15	21	\$64,522	\$62,971
Washington (Vigilant)	22	32	\$67,811	\$62,114
Wisconsin - East Central (MRA-The Management Association)	22	27	\$52,657	\$51,258
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	23	23	\$54,918	\$53,820
Wisconsin - North & West Central (MRA-The Management Association)	6	7	\$58,276	\$55,736
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	6	\$53,626	\$53,519
Wisconsin - Southwest (MRA-The Management Association)	10	21	\$54,703	\$55,973

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

HUMAN RESOURCE GENERALIST - Human resource professional, typically in an organization with more than one human resource staff person, with responsibility for several human resource activities. The job typically requires a degree in human resources and 1 year or less of experience, or equivalent. Duties include supporting the organization through work in several areas of human resources, which may include coordinating employment activities, participating in union contract negotiations (where applicable), receiving and acting on employee complaints or grievances, administering employee records, ensuring compliance with labor laws and regulations, recommending and coordinating employee training activities and administering compensation, benefits and performance programs. Typically reports to a Manager, Director or VP of Human Resources and administers functional rules and procedures under management guidance.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	11	\$67,291	\$65,179
Hawaii - Honolulu/West Region (Hawaii Employers Council)	63	165	\$73,546	\$69,063
Illinois - Chicago and surrounding suburbs (HR Source)	51	63	\$73,177	\$71,993
Illinois & Indiana (AAIM)	14	19	\$64,145	\$62,647
Illinois (MRA-The Management Association)	6	6	\$78,988	\$72,502
Iowa/Western Illinois (MRA-The Management Association)	8	10	\$63,085	\$62,223
Michigan - Grand Rapids/West Michigan (The Employers' Association)	75	104	\$68,611	\$65,693
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	27	32	\$74,445	\$74,041
Minnesota - Non-Metro (MRA-The Management Association)	7	7	\$60,520	\$58,633
Missouri (AAIM)	32	49	\$68,955	\$68,906
Montana (Associated Employers)	20	27	\$65,597	\$62,102
Northwest Ohio/Southeast Michigan (WorkSpring)	45	66	\$66,790	\$65,008
Ohio (MRA-The Management Association)	6	6	\$70,375	\$65,553
Wisconsin - East Central (MRA-The Management Association)	17	27	\$71,901	\$69,279
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	45	48	\$68,547	\$68,805
Wisconsin - North & West Central (MRA-The Management Association)	19	21	\$62,965	\$60,334
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	14	16	\$64,860	\$64,691
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	5	7	\$72,918	\$72,450
Wisconsin - Southwest (MRA-The Management Association)	18	20	\$65,919	\$66,499

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

HUMAN RESOURCE GENERALIST, SENIOR - Experienced human resource professional, typically in an organization with more than one human resource staff person, with responsibility for multiple human resource activities. The job typically requires a degree in human resources and 4+ years of experience in multiple areas of human resources, or equivalent. Duties include supporting the organization in several areas of human resources, which may include coordinating employment activities, participating in union contract negotiations (where applicable), receiving and acting on employee complaints or grievances, administering employee records, ensuring compliance with employment laws and regulations, recommending and coordinating employee training activities and administering compensation, benefits, performance and other programs. May provide training and work direction to human resources or payroll support staff. Typically reports to a Human Resource Manager, Director or VP and administers functional rules and procedures under management guidance.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	18	\$90,024	\$81,776
Florida (AAIM)	6	6	\$108,585	\$95,515
Illinois - Chicago and surrounding suburbs (HR Source)	21	25	\$88,237	\$89,640
Illinois & Indiana (AAIM)	6	6	\$75,508	\$75,674
Iowa/Western Illinois (MRA-The Management Association)	6	10	\$73,935	\$75,699
Michigan - Grand Rapids/West Michigan (The Employers' Association)	38	45	\$82,304	\$81,887
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	20	25	\$93,000	\$87,975
Minnesota - Non-Metro (MRA-The Management Association)	7	9	\$78,656	\$79,147
Missouri (AAIM)	12	13	\$82,580	\$77,139
Northwest Ohio/Southeast Michigan (WorkSpring)	26	37	\$87,045	\$81,833
Ohio - Northeast (ERC)	22	24	\$81,399	\$78,774
Ohio (MRA-The Management Association)	10	12	\$84,004	\$85,031
Wisconsin - East Central (MRA-The Management Association)	15	16	\$81,405	\$76,006
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	32	34	\$82,169	\$83,418
Wisconsin - North & West Central (MRA-The Management Association)	11	11	\$75,661	\$70,484
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$77,376	\$79,954
Wisconsin - Southwest (MRA-The Management Association)	11	14	\$81,858	\$78,222

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

HUMAN RESOURCE MANAGER - Manages and coordinates organization activities related to one or more human resources and industrial relations functions. The job typically requires a degree in human resources and 5+ years of human resources experience, or equivalent. Job duties may include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, action, training, recruitment, and safety. Recommends and develops policies and implements approved programs and policies designed to protect company and employee interests in accordance with company HR policies and governmental laws and regulations. Identifies and complies with legal requirements and government reporting regulations. The manager may supervise human resource or payroll staff. Typically reports to as director or vice president, but may report directly to the CEO, and will develop and recommend policies for approval by senior management.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
California (Vigilant)	5	6	\$120,577	\$126,555
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	38	46	\$97,869	\$95,556
Hawaii - Honolulu/West Region (Hawaii Employers Council)	41	47	\$102,679	\$100,684
Illinois - Chicago and surrounding suburbs (HR Source)	103	105	\$105,790	\$105,647
Illinois & Indiana (AAIM)	20	21	\$107,725	\$105,636
Michigan - Grand Rapids/West Michigan (The Employers' Association)	89	99	\$97,826	\$97,742
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	11	\$120,092	\$118,197
Missouri (AAIM)	45	51	\$100,272	\$96,349
Montana (Associated Employers)	27	28	\$85,570	\$84,405
Northwest Ohio/Southeast Michigan (WorkSpring)	58	75	\$100,775	\$96,626
Ohio - Northeast (ERC)	39	39	\$94,754	\$93,040
Ohio (MRA-The Management Association)	5	5	\$115,041	\$107,371
Oregon (Vigilant)	30	33	\$114,170	\$115,382
Washington (Vigilant)	31	32	\$104,988	\$100,108
Wisconsin - East Central (MRA-The Management Association)	8	9	\$116,607	\$121,002
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	21	21	\$114,244	\$114,885
Wisconsin - North & West Central (MRA-The Management Association)	12	12	\$107,767	\$100,832
Wisconsin - Southwest (MRA-The Management Association)	8	14	\$111,315	\$119,198

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

HUMAN RESOURCE DIRECTOR - This is the top human resource position where the function is staffed at a director level and the job is usually not considered part of the executive cabinet. The job typically requires a degree in human resources and 8+ years of general human resources experience, including management experience, or equivalent. Directs and coordinates organization activities related to human resources and industrial relations functions. Job duties include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action, training, recruitment, and safety. Establishes and implements programs and policies designed to protect company and employee interests in accordance with company HR policies and governmental laws and regulations. Identifies and complies with legal requirements and government reporting regulations. The director supervises human resource staff, often through subordinate supervisory-level staff. Additional responsibilities for functions such as administration or facilities may be included. Typically reports to an executive vice president or directly to the CEO, and will develop and recommend policies for approval by senior management.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	30	32	\$131,766	\$128,849
Hawaii - Honolulu/West Region (Hawaii Employers Council)	44	47	\$144,552	\$136,370
Iowa/Western Illinois (MRA-The Management Association)	8	10	\$124,075	\$112,056
Michigan - Grand Rapids/West Michigan (The Employers' Association)	56	63	\$132,430	\$134,645
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	41	46	\$141,814	\$139,129
Minnesota - Non-Metro (MRA-The Management Association)	7	7	\$134,203	\$127,823
Montana (Associated Employers)	23	24	\$102,387	\$94,974
Northwest Ohio/Southeast Michigan (WorkSpring)	35	40	\$130,952	\$127,686
Ohio - Northeast (ERC)	21	25	\$140,973	\$139,560
Ohio (MRA-The Management Association)	13	13	\$133,463	\$129,375
Wisconsin - East Central (MRA-The Management Association)	21	22	\$128,459	\$127,427
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	64	67	\$138,833	\$134,550
Wisconsin - North & West Central (MRA-The Management Association)	21	21	\$132,856	\$138,126
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	12	13	\$138,813	\$139,725
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	6	6	\$138,028	\$128,027
Wisconsin - Southwest (MRA-The Management Association)	16	16	\$135,985	\$133,318

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

HUMAN RESOURCE VP/SVP - This is the top human resource position where the function is at a senior executive level and is part of the executive cabinet. The job typically requires a degree in human resources and 10+ years of general human resources experience, including management experience, or equivalent. A master's degree is commonly required. Directs and coordinates organization activities related to human resources and industrial relations functions. Functions directed include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action, training, recruitment, and safety. Identifies and complies with legal requirements and government reporting regulations. The VP/SVP directs all human resource staff usually through subordinate managerial and supervisory staff. Responsibilities for functions such as administration or facilities may be included. Typically reports directly to the CEO and will develop and set HR policies subject to ratification by the executive committee, CEO, or the Board of Directors.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	14	14	\$170,693	\$171,397
Hawaii - Honolulu/West Region (Hawaii Employers Council)	24	27	\$215,966	\$194,732
Illinois (MRA-The Management Association)	7	7	\$202,111	\$198,519
Iowa/Western Illinois (MRA-The Management Association)	5	5	\$210,446	\$214,763
Michigan - Grand Rapids/West Michigan (The Employers' Association)	26	26	\$189,445	\$189,445
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	38	39	\$223,327	\$215,280
Minnesota - Non-Metro (MRA-The Management Association)	9	11	\$198,224	\$186,164
Northwest Ohio/Southeast Michigan (WorkSpring)	20	20	\$162,586	\$153,388
Ohio (MRA-The Management Association)	17	17	\$172,347	\$168,473
Wisconsin - East Central (MRA-The Management Association)	25	26	\$167,912	\$160,604
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	38	38	\$201,884	\$182,931
Wisconsin - North & West Central (MRA-The Management Association)	13	13	\$197,221	\$163,290
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	9	\$161,066	\$184,694
Wisconsin - Southwest (MRA-The Management Association)	22	22	\$193,623	\$170,500

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

PARALEGAL - Paraprofessional level legal support position. The job typically requires two-year college degree and 3+ years of work related experience, or equivalent. Researches and analyzes law sources such as statutes, recorded judicial decisions, and legal articles. Investigates facts to determine causes of action and to prepare case materials and legal documents for review, approval, and use by an attorney. Schedules and may assist with depositions. May specialize in an area of legal practice.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	12	56	\$72,993	\$73,901
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	94	\$78,642	\$79,567
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	31	\$92,850	\$92,936

2026 National Wage & Salary Survey

MARKETING GENERALIST I - First of three levels of professional marketing with a diverse set of marketing activities. The job typically requires a bachelor's degree and less than one year of experience, or equivalent. Duties include research, analysis, advertising materials development, direct mail, website content development, organization of product expositions, exhibiting at trade fairs and conventions, proposal development and preparation of reports to assist with decision making. Receives considerable project direction from senior staff and management and may spend the majority of time working on assigned segments of a project. This is distinguished from direct sales and marketing research jobs, but may include elements of each.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	12	15	\$58,520	\$58,911
Michigan - Grand Rapids/West Michigan (The Employers' Association)	21	31	\$57,983	\$55,423
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	13	\$63,122	\$66,414
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	18	\$64,837	\$59,998
Wisconsin - Southwest (MRA-The Management Association)	5	5	\$65,849	\$71,415

2026 National Wage & Salary Survey

MARKETING GENERALIST II - Second of three levels of professional marketing with a diverse set of marketing activities. The job typically requires a bachelor's degree and 3+ years of experience, or equivalent. Duties include research, analysis, advertising materials development, direct mail, website content development, organization of product expositions, exhibiting at trade fairs and conventions, proposal development and preparation of reports to assist with decision making. Works under limited supervision and has total project responsibility. May provide training and direction to support staff. This is distinguished from direct sales and marketing research jobs, but may include elements of each.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	18	28	\$70,614	\$70,072
Michigan - Grand Rapids/West Michigan (The Employers' Association)	26	39	\$70,915	\$68,274
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	14	\$72,025	\$69,499
Minnesota - Non-Metro (MRA-The Management Association)	6	15	\$62,577	\$57,964
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	27	\$67,842	\$65,205
Wisconsin - North & West Central (MRA-The Management Association)	6	8	\$63,773	\$62,998

2026 National Wage & Salary Survey

MARKETING GENERALIST III - Third of three levels of professional marketing with a diverse set of marketing activities. The job typically requires a bachelor's degree and 5+ years of experience, or equivalent. Duties include research, analysis, advertising materials development, direct mail, website content development, organization of product expositions, exhibiting at trade fairs and conventions, proposal development and preparation of reports to assist with decision making. Works under general management guidance and has total project responsibility for the larger or more complex projects requiring advanced design and analysis. Provides training and work direction to other professional and support staff. This is distinguished from direct sales and marketing research jobs, but may include elements of each.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	18	24	\$88,643	\$91,620
Michigan - Grand Rapids/West Michigan (The Employers' Association)	18	24	\$85,596	\$82,388
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	7	\$80,709	\$82,800
Missouri (AAIM)	12	15	\$85,878	\$84,465
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	16	\$74,001	\$72,854

2026 National Wage & Salary Survey

MARKETING MANAGER - Manager of professional marketing with a diverse set of marketing activities. The job typically requires a bachelor's degree and 8+ years of experience, or equivalent. Duties include research, analysis, advertising materials development, direct mail, website content development, organization of product expositions, exhibiting at trade fairs and conventions, proposal development and preparation of reports to assist with decision making. Working within overall direction established by senior management, solves complex technical problems and develops and recommends new alternatives. Manages department staff and budgets. This is distinguished from direct sales and marketing research jobs, but may include elements of each. See the National Executive Compensation Survey for the top marketing position.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	15	\$132,269	\$107,525
Illinois - Chicago and surrounding suburbs (HR Source)	37	45	\$99,166	\$99,680
Illinois (MRA-The Management Association)	9	9	\$127,917	\$133,904
Michigan - Grand Rapids/West Michigan (The Employers' Association)	29	31	\$97,975	\$96,529
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	32	42	\$103,600	\$101,685
Minnesota - Non-Metro (MRA-The Management Association)	9	9	\$106,966	\$113,850
Montana (Associated Employers)	22	26	\$72,629	\$71,506
Northwest Ohio/Southeast Michigan (WorkSpring)	37	61	\$95,955	\$92,863
Ohio - Northeast (ERC)	18	19	\$77,173	\$83,012
Ohio (MRA-The Management Association)	10	10	\$100,339	\$104,001
Wisconsin - East Central (MRA-The Management Association)	18	24	\$95,858	\$96,980
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	39	43	\$97,402	\$94,696
Wisconsin - North & West Central (MRA-The Management Association)	5	5	\$103,738	\$93,150
Wisconsin - Racine & Kenosha counties (MRA-The Management Association)	5	13	\$103,045	\$108,474
Wisconsin - Southwest (MRA-The Management Association)	10	18	\$95,149	\$93,406

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

FORKLIFT DRIVER (Power) - General warehouse labor job. The job typically requires the ability to follow basic written and verbal instructions, such as bills of materials and shipping documents, or equivalent. With readily available supervision, workers operate a gas or electric powered forklift truck to move, stack, load, or unload materials in and about plant, warehouse, staging area, etc. Work may include using banding and shrink wrap machines. Workers may use bar code readers, computer terminals or other electronic devices to track product as it is moved.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
California (Vigilant)	10	104	\$57,021	\$56,542
Idaho (Vigilant)	6	70	\$52,373	\$54,618
Illinois - Chicago and surrounding suburbs (HR Source)	8	77	\$44,626	\$46,179
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	474	\$44,000	\$44,694
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	111	\$56,652	\$56,737
Minnesota - Non-Metro (MRA-The Management Association)	6	32	\$50,700	\$51,385
Montana (Associated Employers)	6	44	\$50,601	\$50,855
Northwest Ohio/Southeast Michigan (WorkSpring)	21	578	\$44,395	\$41,087
Ohio - Northeast (ERC)	18	78	\$44,467	\$43,199
Ohio (MRA-The Management Association)	12	227	\$50,721	\$48,387
Oregon (Vigilant)	36	418	\$53,391	\$53,682
Washington (Vigilant)	47	399	\$56,859	\$55,166
Wisconsin - East Central (MRA-The Management Association)	9	115	\$53,033	\$52,498
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	20	125	\$47,938	\$47,766
Wisconsin - North & West Central (MRA-The Management Association)	12	257	\$49,586	\$48,816
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	114	\$49,800	\$48,216
Wisconsin - Southwest (MRA-The Management Association)	13	122	\$50,528	\$50,721

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

MATERIAL HANDLER AND/OR WAREHOUSE LABORER - General warehouse labor job. The job typically requires the ability to read shipping documents, or equivalent. Working under close supervision, incumbents load and unload trucks and move material within the warehouse or production facility. Work includes pulling orders together and assembling them for shipment to customers or distribution centers. Work may include using banding and shrink wrap machines. Work may include gathering or distributing product or materials within the production area. Some packaging may be required. Incumbents will typically use pallet jacks and may occasionally use a riding forklift. Workers may use bar code readers, computer terminals or other electronic devices to track product. Do not report workers with fork truck driving as a primary focus or workers with greater emphasis on shipping and receiving clerical/administrative activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	16	69	\$44,358	\$43,654
Hawaii - Honolulu/West Region (Hawaii Employers Council)	20	218	\$58,804	\$49,894
Illinois - Chicago and surrounding suburbs (HR Source)	22	152	\$44,413	\$47,434
Illinois (MRA-The Management Association)	7	17	\$48,816	\$46,246
Iowa/Western Illinois (MRA-The Management Association)	6	51	\$45,625	\$43,206
Michigan - Grand Rapids/West Michigan (The Employers' Association)	57	674	\$42,722	\$45,124
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	29	300	\$48,601	\$48,237
Minnesota - Non-Metro (MRA-The Management Association)	9	43	\$49,137	\$49,843
Missouri (AAIM)	21	238	\$47,188	\$52,412
Montana (Associated Employers)	15	71	\$42,044	\$40,243
Northwest Ohio/Southeast Michigan (WorkSpring)	39	644	\$46,551	\$46,892
Ohio (MRA-The Management Association)	12	203	\$45,004	\$44,341
Oregon (Vigilant)	13	93	\$57,392	\$58,844
Washington (Vigilant)	30	212	\$49,223	\$46,778
Wisconsin - East Central (MRA-The Management Association)	12	307	\$51,321	\$51,192
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	23	190	\$48,387	\$47,338
Wisconsin - North & West Central (MRA-The Management Association)	18	266	\$47,402	\$46,589
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	11	74	\$49,479	\$48,366
Wisconsin - Southwest (MRA-The Management Association)	9	471	\$52,391	\$50,207

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

PACKER - General warehouse or production labor job. The job typically requires the ability to read production or shipping documents and no previous experience, or equivalent. Primary duty is to place finished products in containers (cases) for shipping or storage. The specific operations are dependent upon the type, size, and number of units to be packed, the type of container employed and the method of shipment. Work may involve one or more of the following: knowledge of various items of stock in order to verify content selection of appropriate type and size of container; using appropriate packing material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Workers may use bar code readers, computer terminals or other electronic devices to track product. Packers whose primary duty is to make wooden boxes or crates should be reported as Craters rather than Packers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	10	188	\$39,372	\$39,074
Michigan - Grand Rapids/West Michigan (The Employers' Association)	24	343	\$39,294	\$39,663
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	48	\$48,666	\$45,754
Northwest Ohio/Southeast Michigan (WorkSpring)	9	232	\$38,782	\$37,245
Ohio (MRA-The Management Association)	6	164	\$42,906	\$42,799
Washington (Vigilant)	6	22	\$47,119	\$44,993
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	15	\$40,937	\$41,108
Wisconsin - Southwest (MRA-The Management Association)	7	27	\$42,243	\$43,056

2026 National Wage & Salary Survey

SHIPPING AND/OR RECEIVING CLERK - Warehouse clerical/administrative job. The job typically requires reading, math and communication skills equivalent to a high school education and one or more years of related experience, or equivalent. Primary duties are the following: to ship goods from the establishment; prepare records of goods shipped; make up bills of lading; post weight and shipping charges; keep files of shipping records; receive incoming shipments of merchandise or other materials; verify correctness of shipments against bills of lading, invoices, etc.; keep records of goods received; report damaged goods and shortages; route goods to the proper departments. Workers may use bar code readers, computer terminals or other electronic devices. Work may include material handling.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
California (Vigilant)	10	31	\$53,125	\$53,725
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	26	50	\$47,979	\$47,476
Hawaii - Honolulu/West Region (Hawaii Employers Council)	10	164	\$53,335	\$46,600
Idaho (Vigilant)	5	6	\$59,403	\$58,873
Illinois - Chicago and surrounding suburbs (HR Source)	27	69	\$47,306	\$47,179
Illinois (MRA-The Management Association)	5	40	\$43,508	\$41,786
Michigan - Grand Rapids/West Michigan (The Employers' Association)	41	197	\$45,585	\$47,876
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	22	67	\$52,335	\$51,667
Minnesota - Non-Metro (MRA-The Management Association)	8	26	\$53,002	\$49,902
Montana (Associated Employers)	12	40	\$40,243	\$39,184
Northwest Ohio/Southeast Michigan (WorkSpring)	43	89	\$47,768	\$47,726
Ohio (MRA-The Management Association)	12	38	\$46,285	\$45,273
Oregon (Vigilant)	26	43	\$52,770	\$52,714
Washington (Vigilant)	38	78	\$57,352	\$58,091
Wisconsin - East Central (MRA-The Management Association)	10	29	\$54,272	\$53,734
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	33	\$50,117	\$48,804
Wisconsin - North & West Central (MRA-The Management Association)	8	35	\$48,739	\$48,804
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	7	23	\$53,153	\$53,798

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

INVENTORY CONTROL CLERK/CYCLE COUNTER - First level of inventory clerical work. The job typically requires math and problem solving skills equivalent to a high school diploma and no experience, or equivalent. Duties include counting inventory at various locations within the organization and matching results with inventory records. Incumbents resolve differences by locating product or isolating errors in records. Incumbents follow established procedures and have readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	7	11	\$42,246	\$40,938
Hawaii - Honolulu/West Region (Hawaii Employers Council)	8	31	\$46,473	\$48,226
Illinois - Chicago and surrounding suburbs (HR Source)	9	14	\$54,645	\$54,177
Illinois & Indiana (AAIM)	7	15	\$49,158	\$50,721
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	58	\$48,889	\$51,797
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	30	\$54,121	\$51,839
Montana (Associated Employers)	6	9	\$45,835	\$44,776
Northwest Ohio/Southeast Michigan (WorkSpring)	20	37	\$48,066	\$45,227
Ohio - Northeast (ERC)	10	23	\$48,070	\$46,230
Oregon (Vigilant)	6	15	\$79,837	\$93,879
Washington (Vigilant)	19	29	\$59,466	\$55,724
Wisconsin - East Central (MRA-The Management Association)	7	10	\$51,194	\$51,280
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	21	\$53,562	\$53,023
Wisconsin - North & West Central (MRA-The Management Association)	8	18	\$54,961	\$53,777

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

INVENTORY CONTROL MANAGER - Manager in charge of inventory control. The job typically requires a bachelor's degree in business and 5+ years of inventory control experience, or equivalent. Responsible for managing inventory control staff. Duties include record keeping, inventory verification and establishing appropriate inventory levels, with consideration for demand, re-supply or delivery lead time, storage capacities, shelf life, cost of stock and other factors. Responsibility for forecasting demand is shared with other management staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	7	\$86,905	\$88,213
Hawaii - Honolulu/West Region (Hawaii Employers Council)	8	10	\$83,552	\$86,737
Michigan - Grand Rapids/West Michigan (The Employers' Association)	29	50	\$90,080	\$92,357
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	6	\$84,480	\$83,538
Northwest Ohio/Southeast Michigan (WorkSpring)	10	14	\$70,599	\$71,317
Oregon (Vigilant)	7	7	\$92,523	\$82,712
Washington (Vigilant)	9	9	\$108,855	\$103,396
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	5	\$124,131	\$125,868

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

WAREHOUSE (Shipping/Receiving) SUPERVISOR - First level of warehouse supervision. The job typically requires a high school diploma and 5+ years of experience, or equivalent. This position is responsible for the supervision of the warehousing activities and shipping/receiving activities of a facility. In larger organizations this may be one of several supervisors, each having responsibility for a segment of the operation. Typical duties carried out by subordinates are the receiving, storage and shipment of raw materials and/or finished goods and the maintenance of inventory control records. Incumbents may also be responsible for the movement of materials and goods within a plant. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	6	\$73,427	\$75,841
Hawaii - Honolulu/West Region (Hawaii Employers Council)	7	20	\$70,458	\$65,639
Illinois - Chicago and surrounding suburbs (HR Source)	26	43	\$71,079	\$73,853
Michigan - Grand Rapids/West Michigan (The Employers' Association)	34	108	\$68,154	\$67,910
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	20	\$67,821	\$65,037
Missouri (AAIM)	13	20	\$71,856	\$70,654
Northwest Ohio/Southeast Michigan (WorkSpring)	33	49	\$65,168	\$59,307
Ohio (MRA-The Management Association)	6	12	\$76,872	\$69,919
Oregon (Vigilant)	18	18	\$77,978	\$73,604
Washington (Vigilant)	28	38	\$77,446	\$75,255
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	13	\$71,703	\$74,810

2026 National Wage & Salary Survey

WAREHOUSE MANAGER - Manager responsible for the operation of a department focused on receiving, storage and shipment of materials. The job typically requires technical or business training beyond high school and 5+ years of experience, or equivalent. Responsible, either directly or through subordinate supervisors, for the direction and coordination of all of the warehousing activities of the facility. Typical subordinate activities are the receiving, storage and shipment of raw materials and/or finished goods and the maintenance of inventory control records. May be responsible for the movement of materials and goods within the facility. May also have responsibility for traffic and/or export activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	6	\$96,260	\$96,964
Hawaii - Honolulu/West Region (Hawaii Employers Council)	10	25	\$68,325	\$67,320
Illinois - Chicago and surrounding suburbs (HR Source)	11	12	\$92,930	\$93,817
Michigan - Grand Rapids/West Michigan (The Employers' Association)	31	45	\$87,609	\$90,154
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	8	\$98,556	\$93,150
Missouri (AAIM)	14	26	\$105,514	\$87,494
Montana (Associated Employers)	15	18	\$68,795	\$63,267
Northwest Ohio/Southeast Michigan (WorkSpring)	21	45	\$84,135	\$80,423
Ohio (MRA-The Management Association)	7	8	\$107,549	\$103,133
Oregon (Vigilant)	10	10	\$100,970	\$101,473
Washington (Vigilant)	18	20	\$99,050	\$94,537
Wisconsin - East Central (MRA-The Management Association)	8	9	\$76,934	\$64,170
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	13	\$84,001	\$75,886
Wisconsin - North & West Central (MRA-The Management Association)	7	9	\$103,304	\$82,179
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$100,962	\$95,712
Wisconsin - Southwest (MRA-The Management Association)	11	15	\$94,956	\$91,856

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

PURCHASING CLERK - First level of purchasing. The job typically requires math and problem solving skills equivalent to a high school diploma or GED and 1+ years of related training or experience, or equivalent. Duties include issuing purchase orders to replenish stocks where prices and vendors are mostly pre-established. Incumbents may receive purchase requests from others or initiate orders based on standard stock levels or order issuing criteria. Incumbents follow established procedures and have readily available supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	14	26	\$60,050	\$50,548
Illinois - Chicago and surrounding suburbs (HR Source)	8	21	\$53,049	\$54,323
Michigan - Grand Rapids/West Michigan (The Employers' Association)	27	33	\$54,199	\$55,299
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	16	\$62,733	\$60,903
Missouri (AAIM)	6	6	\$54,939	\$55,132
Montana (Associated Employers)	10	11	\$51,850	\$51,236
Northwest Ohio/Southeast Michigan (WorkSpring)	19	27	\$56,696	\$55,140
Ohio - Northeast (ERC)	7	13	\$64,630	\$66,162
Wisconsin - East Central (MRA-The Management Association)	11	22	\$57,458	\$56,382
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	16	\$53,734	\$55,521
Wisconsin - North & West Central (MRA-The Management Association)	5	11	\$47,986	\$47,426
Wisconsin - Southwest (MRA-The Management Association)	5	5	\$52,270	\$53,820

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

BUYER I - First of three levels of professional purchasing. The job typically requires an associate's or bachelor's degree in business, or equivalent. Under supervision of a purchasing manager and/or with direction from senior purchasing staff, performs purchasing duties of limited scope and authority. Prepares bid specifications, receives bids and make purchases of commodities or goods where the financial impact is limited. May work directly in support of line operations and in collaboration with department managers, engineers or operations staff. Materials or equipment purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a merchandising buyer.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	16	\$64,173	\$61,960
Illinois - Chicago and surrounding suburbs (HR Source)	18	24	\$68,983	\$68,732
Michigan - Grand Rapids/West Michigan (The Employers' Association)	24	39	\$61,156	\$62,798
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	20	37	\$65,251	\$67,641
Minnesota - Non-Metro (MRA-The Management Association)	5	7	\$64,993	\$67,749
Montana (Associated Employers)	8	16	\$49,838	\$48,631
Northwest Ohio/Southeast Michigan (WorkSpring)	22	38	\$62,758	\$61,038
Wisconsin - East Central (MRA-The Management Association)	11	15	\$59,955	\$60,171
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	30	39	\$63,271	\$62,108
Wisconsin - North & West Central (MRA-The Management Association)	6	7	\$65,230	\$66,026
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	11	\$66,026	\$62,324
Wisconsin - Southwest (MRA-The Management Association)	8	13	\$63,249	\$62,431

2026 National Wage & Salary Survey

BUYER II - Second of three levels of professional purchasing. The job typically requires an associate's or bachelor's degree in business and 3+ years of experience, or equivalent. Incumbents at this level have the authority to purchase at the most favorable price consistent with quality, quantity, delivery and other factors, raw materials, equipment, machinery and/or supplies for the operation of the organization. Prepares bid specifications, receives bids and makes purchases of commodities or goods where the financial impact is moderate. May work directly in support of line operations and in collaboration with department managers, engineers or operations staff. Participates in the selection of vendor sources and has considerable latitude in determining acceptable price. Materials purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a merchandising buyer.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	15	25	\$71,013	\$68,901
Hawaii - Honolulu/West Region (Hawaii Employers Council)	23	83	\$69,594	\$67,340
Illinois - Chicago and surrounding suburbs (HR Source)	15	21	\$82,722	\$79,719
Illinois (MRA-The Management Association)	7	10	\$72,054	\$70,095
Michigan - Grand Rapids/West Michigan (The Employers' Association)	39	87	\$71,874	\$74,759
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	33	82	\$76,984	\$75,326
Minnesota - Non-Metro (MRA-The Management Association)	10	14	\$68,007	\$66,931
Missouri (AAIM)	11	26	\$68,534	\$70,461
Montana (Associated Employers)	7	8	\$65,131	\$62,314
Northwest Ohio/Southeast Michigan (WorkSpring)	25	44	\$70,252	\$68,988
Ohio - Northeast (ERC)	18	24	\$64,492	\$61,767
Ohio (MRA-The Management Association)	10	14	\$71,581	\$72,549
Wisconsin - East Central (MRA-The Management Association)	17	25	\$70,827	\$66,522
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	44	78	\$74,853	\$74,530
Wisconsin - North & West Central (MRA-The Management Association)	13	38	\$65,682	\$66,306
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	12	19	\$77,113	\$77,006
Wisconsin - Southwest (MRA-The Management Association)	12	18	\$76,403	\$77,458

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

BUYER III (Purchasing Agent) - Third of three levels of professional purchasing. The job typically requires an associate's or bachelor's degree and 5+ years of experience, or equivalent. Duties include coordinating activities involved with procuring goods and services, such as raw materials, equipment, tools, parts, supplies, and advertising, for the establishment. Confers with vendors to obtain product or service information, such as price, availability, and delivery schedule. May work directly in support of line operations and in collaboration with department managers, engineers or operations staff. Estimates values according to knowledge of market price and determines method of procurement, such as direct purchase or bid. Prepares bid specifications, receives bids and make purchases of commodities or goods where the financial impact is great. Works out remedies for defective or unacceptable goods or services with inspection or quality control personnel, users, vendors and others. Provides work direction and training to other professional staff and non-exempt buyers. Materials purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a merchandising buyer.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	11	15	\$85,598	\$83,988
Illinois - Chicago and surrounding suburbs (HR Source)	16	27	\$96,696	\$96,491
Illinois (MRA-The Management Association)	5	9	\$91,221	\$87,296
Michigan - Grand Rapids/West Michigan (The Employers' Association)	35	74	\$90,167	\$87,972
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	18	46	\$89,253	\$88,839
Minnesota - Non-Metro (MRA-The Management Association)	7	11	\$82,859	\$83,064
Missouri (AAIM)	8	10	\$76,692	\$78,512
Northwest Ohio/Southeast Michigan (WorkSpring)	24	60	\$87,295	\$82,927
Ohio - Northeast (ERC)	28	40	\$74,188	\$80,441
Ohio (MRA-The Management Association)	7	10	\$83,593	\$86,041
Wisconsin - East Central (MRA-The Management Association)	10	20	\$83,756	\$81,388
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	31	52	\$85,173	\$85,096
Wisconsin - North & West Central (MRA-The Management Association)	7	8	\$92,232	\$89,759
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	11	18	\$81,889	\$84,974
Wisconsin - Southwest (MRA-The Management Association)	14	20	\$86,969	\$87,941

2026 National Wage & Salary Survey

PURCHASING SUPERVISOR - First level of purchasing supervision. The job typically requires an associate's or bachelor's degree and 5+ years of experience. Responsible for the supervision of employees who perform duties related to the purchase of materials and supplies needed for the operation of the organization. Typical duties of these employees include placing orders with vendors, revising orders, following up on orders to assure satisfactory delivery, verification of invoices against original orders, and maintenance of purchase order and invoice files. Report supervisors of professional buyers as Purchasing Manager; this is not a supervisor of merchandising buyers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	13	17	\$82,804	\$87,998
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	5	\$112,962	\$112,513
Missouri (AAIM)	11	13	\$105,446	\$100,802
Montana (Associated Employers)	7	9	\$67,312	\$63,330
Northwest Ohio/Southeast Michigan (WorkSpring)	5	5	\$72,901	\$79,516
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	18	19	\$87,978	\$84,460

2026 National Wage & Salary Survey

PURCHASING MANAGER - Manager responsible for operation of a department focused on procurement of materials and supplies needed for the operation of the organization. The job typically requires a bachelor's degree and 6+ years of experience. Develops and recommends to senior management purchasing policies for the organization. Manages the purchase of machinery, equipment, tools, raw material, services and supplies necessary for operation of an organization. May actively participate in vendor selection and purchasing of the most critical goods or services. Supervises the maintenance of records of purchases, delivery dates, vendors, costs and other resources. Approves plans to work out remedies for defective or unacceptable goods or services. Materials purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a manager of merchandising buyers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	21	21	\$102,496	\$99,680
Hawaii - Honolulu/West Region (Hawaii Employers Council)	26	30	\$100,403	\$99,624
Illinois - Chicago and surrounding suburbs (HR Source)	16	26	\$120,405	\$121,078
Michigan - Grand Rapids/West Michigan (The Employers' Association)	50	54	\$100,088	\$100,710
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	20	21	\$108,442	\$106,261
Minnesota - Non-Metro (MRA-The Management Association)	5	5	\$134,284	\$127,086
Montana (Associated Employers)	10	10	\$91,500	\$84,405
Northwest Ohio/Southeast Michigan (WorkSpring)	34	39	\$112,988	\$106,957
Ohio - Northeast (ERC)	19	22	\$89,200	\$86,837
Ohio (MRA-The Management Association)	8	8	\$94,979	\$94,447
Oregon (Vigilant)	13	14	\$93,501	\$96,261
Washington (Vigilant)	18	20	\$122,661	\$118,434
Wisconsin - East Central (MRA-The Management Association)	14	18	\$107,681	\$104,527
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	29	31	\$114,572	\$112,712
Wisconsin - North & West Central (MRA-The Management Association)	11	12	\$91,301	\$85,875
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	9	11	\$111,789	\$102,020
Wisconsin - Southwest (MRA-The Management Association)	12	13	\$115,022	\$107,774

2026 National Wage & Salary Survey

LICENSED PRACTICAL NURSE (LPN) - Licensed Practical Nurse (LPN) working in healthcare, public health or occupational health. The job typically requires up to two years of training, or equivalent, and passing a licensing examination. Incumbents assist physicians, company medical officers or RNs with duties such as direct patient care, conducting public health clinics, employment physicals, treating workplace injuries, or assisting with management of workers' compensation cases. Incumbents may conduct first response training or CPR. Incumbents may assist with records management, government report preparation or similar administrative tasks.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	13	282	\$79,060	\$81,675
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	203	\$65,593	\$69,223
Montana (Associated Employers)	26	168	\$63,351	\$63,923
Wisconsin - North & West Central (MRA-The Management Association)	5	54	\$59,340	\$58,084

2026 National Wage & Salary Survey

REGISTERED NURSE (RN) - Registered Nurse (RN) working in healthcare, or with a specialization in public health or occupational health. The job typically requires up to four years of training, although some programs are two years, or equivalent, and passing a licensing examination. Incumbents work under the direction of physicians, nursing supervisors or company medical officers and perform duties such as triage, direct patient care, dispensing medication, public health screening and assessment, immunizations, employment physicals, management of workers' compensation cases, including light duty or other return-to-work programs for injured or sick employees. Incumbents may lead a first response team in responding to workplace injuries or employee illness. Incumbents may perform administrative duties associated with workers compensation and OSHA reporting requirements. Incumbents may train employees in first response and CPR.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	98	\$81,273	\$81,574
Illinois & Indiana (AAIM)	10	191	\$80,451	\$82,039
Montana (Associated Employers)	27	2248	\$92,983	\$88,747
Northwest Ohio/Southeast Michigan (WorkSpring)	5	75	\$75,742	\$77,687

2026 National Wage & Salary Survey

GRAPHIC ARTIST - Experienced commercial artist. The job typically requires a two or four year liberal arts degree and 3+ years of experience, or equivalent. Incumbents will draw, sketch or modify images of merchandise or models for use in catalogs, advertising, technical manuals, displays or web sites. Incumbents may scan, edit, crop or otherwise modify images. Incumbents may use brushes, air brushes, computer graphics applications or other media to accomplish the desired end result.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	9	\$59,345	\$56,529
Hawaii - Honolulu/West Region (Hawaii Employers Council)	10	13	\$64,484	\$65,877
Illinois - Chicago and surrounding suburbs (HR Source)	79	100	\$65,657	\$65,608
Michigan - Grand Rapids/West Michigan (The Employers' Association)	17	35	\$59,637	\$62,259
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	15	\$67,942	\$70,289
Montana (Associated Employers)	12	18	\$62,377	\$60,450
Northwest Ohio/Southeast Michigan (WorkSpring)	27	46	\$59,541	\$56,410

2026 National Wage & Salary Survey

LIGHT ASSEMBLER I (Non-complex) - First of three levels of light assembler; highly repetitive, simple short-cycle mechanical or electro-mechanical assembly following prescribed routine or where method of assembly is obvious. No diploma or experience required. All training is on-the-job. Requires the ability to follow demonstrated steps. Requires simple adjusting with liberal tolerances and no fitting. Work is typically performed at a bench and may include walking or standing some of the time. Work may be in a clean room environment. Most electronic assembly will fall within the three light assembler classifications or the subminiature classifications.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	15	314	\$38,968	\$39,415
Michigan - Grand Rapids/West Michigan (The Employers' Association)	50	1451	\$39,169	\$40,534
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	7	49	\$41,686	\$42,221
Northwest Ohio/Southeast Michigan (WorkSpring)	9	164	\$43,349	\$44,971
Ohio - Northeast (ERC)	19	117	\$38,554	\$37,285
Ohio (MRA-The Management Association)	6	110	\$45,882	\$44,598
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	51	\$44,212	\$42,692
Wisconsin - North & West Central (MRA-The Management Association)	5	81	\$42,371	\$42,821
Wisconsin - Southwest (MRA-The Management Association)	5	38	\$38,688	\$40,166

2026 National Wage & Salary Survey

LIGHT ASSEMBLER II (Moderate Complexity) - Second of three levels of light assembler; diversified mechanical or electro-mechanical assembly or sub-assembly of units that are moderately complex, requiring adjusting, fitting and aligning to ordinary tolerances. The job typically requires a high school diploma and related training or experience of less than 1 year, or equivalent. Requires print reading and basic math skills as well as the ability to use common hand tools and operate assembly machines. Works from drawings or specifications. May inspect and test complete unit. May rotate stations in a work cell. Work is typically performed at a bench and may include walking or standing some of the time. Work may be in a clean room environment. Most electronic assembly will fall within the three light assembler classifications or the subminiature classifications.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	31	\$42,648	\$41,843
Illinois - Chicago and surrounding suburbs (HR Source)	16	283	\$44,392	\$46,264
Michigan - Grand Rapids/West Michigan (The Employers' Association)	41	783	\$46,925	\$45,413
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	9	54	\$49,522	\$47,638
Northwest Ohio/Southeast Michigan (WorkSpring)	9	105	\$42,090	\$38,846
Ohio - Northeast (ERC)	25	271	\$47,370	\$47,306
Ohio (MRA-The Management Association)	7	23	\$50,700	\$48,923
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	118	\$47,959	\$46,803
Wisconsin - Southwest (MRA-The Management Association)	5	10	\$43,206	\$42,050

2026 National Wage & Salary Survey

LIGHT ASSEMBLER III (High Complexity) - Third of three levels of light assembler; complete assembly of intricate units composed of a large number of component parts, or of large and complicated units, requiring print reading and basic math skills as well as the ability to use common hand tools and operate assembly machines. The job typically requires a high school education and 2+ experience, or equivalent. Under limited supervision performs highly diversified work involving considerable adjusting, fitting and aligning to very close tolerances and strict inspection standards. Works from drawings or specifications. May plan assembly procedures and direct the work of others. May test or inspect assembled units. May rotate stations in a work cell and/or is expected to have mastery of all steps in a process. Work is typically performed at a bench and may include walking or standing some of the time. Work may be in a clean room environment. Most electronic assembly will fall within the three light assembler classifications or the subminiature classifications.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	10	99	\$52,837	\$52,050
Michigan - Grand Rapids/West Michigan (The Employers' Association)	17	159	\$54,584	\$53,526
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	7	13	\$59,221	\$57,808
Northwest Ohio/Southeast Michigan (WorkSpring)	5	69	\$45,313	\$46,423
Ohio - Northeast (ERC)	23	111	\$49,950	\$50,552
Ohio (MRA-The Management Association)	6	17	\$61,126	\$61,790
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	20	\$55,153	\$54,939

2026 National Wage & Salary Survey

EXPEDITER - Experienced level expediting. The job typically requires high school graduate math and problem solving skills and 2+ years of related experience, including familiarity with company processes, or equivalent. Duties include locating customer orders and following through to expedite the processing of orders. Incumbents work closely with customer service, production supervisors and schedulers to ensure customer satisfaction and to minimize process disruption. Work requires frequent interaction with others. Incumbents follow precedent and seek supervisory assistance to resolve conflicts.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	7	\$56,403	\$58,384

2026 National Wage & Salary Survey

PRODUCTION PLANNER/SCHEDULER I - First level of three levels of production scheduling work. The job typically requires high school graduate level math and problem solving skills and 2+ years of related training and experience. In small companies the individual may be the sole individual performing scheduling duties. In medium and larger companies, the incumbent may work on a segment of the scheduling function, with responsibility for assigned department(s) or product lines. Incumbents communicate frequently with line management and customer service staff regarding the status of orders or projects.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	18	\$72,522	\$61,357
Illinois - Chicago and surrounding suburbs (HR Source)	17	31	\$60,548	\$61,995
Michigan - Grand Rapids/West Michigan (The Employers' Association)	27	40	\$60,087	\$60,445
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	9	16	\$71,018	\$71,211
Northwest Ohio/Southeast Michigan (WorkSpring)	20	24	\$62,057	\$61,923
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	7	\$63,546	\$61,812

2026 National Wage & Salary Survey

PRODUCTION PLANNER/SCHEDULER II - Second of three levels of production scheduling with responsibility for the technical aspects of scheduling materials, manpower and machines for a production operation. The job typically requires an associate's or bachelor's degree and 3+ years of experience, or equivalent. Duties include preparation of daily and weekly schedules for assigned product lines or departments and for coordination with the overall master schedule. Communicate regularly with purchasing and production staff to adjust schedules to accommodate changes in machine or material availability or staffing. Works under limited supervision and has significant responsibility for efficiency of operations. May provide training and direction to less experienced staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	11	25	\$75,293	\$76,167
Michigan - Grand Rapids/West Michigan (The Employers' Association)	36	49	\$68,300	\$69,203
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	17	\$76,092	\$77,612
Minnesota - Non-Metro (MRA-The Management Association)	7	13	\$74,636	\$72,281
Montana (Associated Employers)	5	7	\$72,861	\$77,076
Northwest Ohio/Southeast Michigan (WorkSpring)	15	37	\$68,440	\$72,568
Ohio (MRA-The Management Association)	7	8	\$74,272	\$75,857
Wisconsin - East Central (MRA-The Management Association)	5	8	\$69,905	\$69,155
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	23	\$76,114	\$76,007
Wisconsin - North & West Central (MRA-The Management Association)	7	8	\$75,429	\$75,107
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	11	\$76,456	\$75,450
Wisconsin - Southwest (MRA-The Management Association)	6	15	\$70,269	\$71,746

2026 National Wage & Salary Survey

PRODUCTION PLANNER/SCHEDULER III (Master) - Third of three levels of production scheduling with responsibility for the technical aspects of overall coordination of materials, manpower and machine schedules for a production operation. The job typically requires a bachelor's degree and 5+ years of experience, or equivalent. Duties include merging subordinate schedules, often prepared by others, into an overall plan that prioritizes operations based on customer need and operations efficiencies. Requires an understanding of client and production priorities and coordination with account managers and/or production supervisors. Develops the master schedule, using information gathered from multiple sources, to drive daily and weekly materials and production schedules of the facility. Works under management guidance and has total project responsibility for the larger or more complex projects requiring advanced analysis. Provides training and direction to less experienced staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	12	\$84,693	\$85,698
Illinois - Chicago and surrounding suburbs (HR Source)	10	14	\$98,063	\$94,514
Michigan - Grand Rapids/West Michigan (The Employers' Association)	32	44	\$85,755	\$87,680
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	6	\$84,528	\$84,828
Missouri (AAIM)	6	8	\$86,872	\$74,120
Northwest Ohio/Southeast Michigan (WorkSpring)	13	14	\$88,911	\$86,839
Wisconsin - East Central (MRA-The Management Association)	5	5	\$83,672	\$79,497
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	7	\$90,887	\$84,721
Wisconsin - North & West Central (MRA-The Management Association)	5	6	\$70,825	\$73,352
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	13	\$74,701	\$75,964

2026 National Wage & Salary Survey

PRODUCTION CONTROL MANAGER - Manager in charge of production control in a process or manufacturing organization. The job typically requires a bachelor's degree in business and 5+ years of experience in production/inventory control, or equivalent. Responsible for managing professional and technical scheduling staff. Requires an understanding of client/production priorities and coordination with account managers, inventory managers and/or production managers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	6	\$95,556	\$102,597
Illinois - Chicago and surrounding suburbs (HR Source)	9	10	\$105,380	\$108,956
Michigan - Grand Rapids/West Michigan (The Employers' Association)	29	50	\$90,080	\$92,357
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	8	\$95,699	\$95,615
Montana (Associated Employers)	5	7	\$72,861	\$77,076
Northwest Ohio/Southeast Michigan (WorkSpring)	7	7	\$109,402	\$123,300
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	13	\$110,685	\$118,374
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$105,060	\$95,105

2026 National Wage & Salary Survey

GENERAL HEAVY PRODUCTION LABOR - General production labor job. The job typically requires the ability to follow demonstrated directions, no diploma is required and all training is typically given on-the-job, or equivalent. Incumbents perform a variety of production duties, such as tending machines, handling product, visual sorting or inspection, packing, or performing other operations that can be learned on-the-job in a short time. Incumbents may use pallet jacks to move material in the work area. Work requires frequent moving, frequent exertion of moderate to heavy physical effort or frequent standing.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	8	119	\$46,817	\$44,839
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	69	\$52,027	\$50,550
Minnesota - Non-Metro (MRA-The Management Association)	9	298	\$49,458	\$49,244
Montana (Associated Employers)	10	31	\$48,122	\$45,157
Northwest Ohio/Southeast Michigan (WorkSpring)	13	1013	\$47,575	\$46,658
Wisconsin - East Central (MRA-The Management Association)	8	555	\$51,513	\$53,676
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	8	304	\$49,351	\$46,974
Wisconsin - North & West Central (MRA-The Management Association)	12	309	\$47,167	\$47,638

2026 National Wage & Salary Survey

GENERAL LIGHT PRODUCTION LABOR - General production labor job, requiring the ability to follow demonstrated directions, or equivalent. The job typically requires the ability to follow demonstrated directions, no diploma is required and all training is typically given on-the-job, or equivalent. Incumbents perform a variety of production duties, such as tending machines, handling product, visual sorting or inspection, packing, or performing other operations that can be learned on-the-job in a short time. Work may require frequent moving or frequent exertion of light physical effort. Most of the time work can be performed while seated at a workbench, production line or next to a machine.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	11	193	\$38,309	\$42,691
Michigan - Grand Rapids/West Michigan (The Employers' Association)	23	479	\$41,965	\$43,363
Montana (Associated Employers)	8	133	\$33,847	\$30,077
Northwest Ohio/Southeast Michigan (WorkSpring)	23	925	\$41,727	\$42,688
Ohio (MRA-The Management Association)	5	89	\$41,429	\$39,802
Wisconsin - East Central (MRA-The Management Association)	6	308	\$44,448	\$40,680
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	116	\$42,542	\$42,821

2026 National Wage & Salary Survey

MACHINE MAINTENANCE MECHANIC I - First level of three levels of maintenance mechanic. The job typically requires 2 years of technical training and less than 1 year of experience, or equivalent. With readily available technical guidance, keeps plant machinery and mechanical equipment in good repair. Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. At this level much of the time is spent assisting more experienced maintenance mechanics.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	13	25	\$57,635	\$54,316
Illinois - Chicago and surrounding suburbs (HR Source)	13	50	\$58,814	\$59,324
Minnesota - Non-Metro (MRA-The Management Association)	5	7	\$56,759	\$57,637
Northwest Ohio/Southeast Michigan (WorkSpring)	26	139	\$58,973	\$58,034
Ohio - Northeast (ERC)	9	12	\$50,251	\$48,918
Wisconsin - East Central (MRA-The Management Association)	5	33	\$68,492	\$67,999
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	8	\$60,934	\$57,530
Wisconsin - North & West Central (MRA-The Management Association)	9	37	\$60,206	\$64,231
Wisconsin - Southwest (MRA-The Management Association)	5	44	\$67,036	\$67,036

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

MACHINE MAINTENANCE MECHANIC II - Second of three levels of maintenance mechanic; experienced level. The job typically requires 2 years of technical training and 3+ years of related experience, or equivalent. Under limited supervision and with minimal technical guidance, keeps plant machinery and mechanical equipment in good repair. Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. May involve scraping of ways. May occasionally make replacement parts. Incumbents at this level perform intermediate troubleshooting, work with limited technical guidance and may provide work training to less experienced maintenance staff. See also "Maintenance Machinist."

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	16	90	\$64,374	\$63,871
Illinois - Chicago and surrounding suburbs (HR Source)	16	86	\$72,023	\$67,577
Michigan - Grand Rapids/West Michigan (The Employers' Association)	20	247	\$56,811	\$64,926
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	15	\$77,784	\$76,007
Minnesota - Non-Metro (MRA-The Management Association)	7	47	\$65,344	\$64,702
Northwest Ohio/Southeast Michigan (WorkSpring)	28	312	\$65,675	\$61,684
Ohio - Northeast (ERC)	17	26	\$61,841	\$62,357
Ohio (MRA-The Management Association)	10	32	\$68,984	\$69,155
Wisconsin - East Central (MRA-The Management Association)	8	41	\$78,876	\$79,218
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	55	\$71,318	\$69,862
Wisconsin - North & West Central (MRA-The Management Association)	8	38	\$72,410	\$72,731
Wisconsin - Southwest (MRA-The Management Association)	5	35	\$75,536	\$76,863

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

MACHINE MAINTENANCE MECHANIC III - Third of three levels of maintenance mechanic; advanced level. The job typically requires 2 years of technical training and 5+ years of related work experience, or equivalent. Specific skills include mechanics, pneumatics, hydraulics, machining, welding and electrical. Duties include installation, maintenance and repair of production or processing equipment. Incumbents may fabricate machine guards, install or repair conveyers, replace motors, tear down or replace pumps, maintain fluid collection or distribution equipment or repair electro-mechanical equipment. Incumbents at this level perform advanced troubleshooting, work with general supervision and may provide work training to less experienced maintenance staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	30	\$69,907	\$67,694
Illinois - Chicago and surrounding suburbs (HR Source)	18	70	\$85,360	\$83,148
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	32	\$85,042	\$83,265
Minnesota - Non-Metro (MRA-The Management Association)	8	27	\$75,300	\$71,147
Northwest Ohio/Southeast Michigan (WorkSpring)	24	237	\$68,684	\$68,193
Ohio - Northeast (ERC)	23	61	\$70,743	\$70,958
Ohio (MRA-The Management Association)	9	35	\$76,114	\$75,172
Wisconsin - East Central (MRA-The Management Association)	7	45	\$81,894	\$82,280
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	10	19	\$80,032	\$81,359
Wisconsin - North & West Central (MRA-The Management Association)	8	29	\$73,031	\$73,223
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	25	\$80,160	\$81,873
Wisconsin - Southwest (MRA-The Management Association)	6	26	\$78,854	\$79,432

2026 National Wage & Salary Survey

CNC MACHINING CENTER OPERATOR I - First of three levels of CNC machining center operator. The job typically requires the ability to follow written instructions and read blueprint specifications, or equivalent. Operates and adjusts semi-automatic or automatic numerically controlled machine tools to perform standard and repetitive sequences of operations where programs are provided and setups are often made and maintained by others. Requires knowledge of operations include drilling, boring and milling, turning, etc., employing recognized tooling and procedures and where tolerances are close, but not difficult to maintain. Checks parts for conformance to specifications.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	16	218	\$56,126	\$53,914
Illinois - Chicago and surrounding suburbs (HR Source)	13	210	\$44,094	\$45,158
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	84	\$50,399	\$51,243
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	19	\$52,734	\$51,192
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	37	\$45,497	\$45,390

2026 National Wage & Salary Survey

CNC MACHINING CENTER OPERATOR II - Second of three levels of CNC machining center operator. The job typically requires knowledge of machining techniques and methods and familiarity with computer numerically controlled machine tool operating procedures, plus the ability to follow written instructions and read blueprint specifications and 2+ years of experience, or equivalent. Sets up, adjusts and checks out programming, and operates numerically controlled machine tools to perform a series of progressive machining operations on repetitive work to close and exacting tolerances and finish specifications requiring considerable skill. Works from programming instructions, operational data and machine setup instructions defining and coding tool arrangements, material clamping methods, machine calibrations and console settings, for operations such as bore, mill, drill, face, thread and occasional profiling and contouring. Checks parts for conformance to specifications. Operators may run more than one unit simultaneously.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	15	191	\$51,688	\$56,644
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	96	\$56,845	\$56,644
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	9	18	\$59,371	\$59,970
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	46	\$54,404	\$53,526

2026 National Wage & Salary Survey

CNC MACHINING CENTER OPERATOR III - Third of three levels of CNC machining center operator. The job typically requires 5+ years of combined formal training and experience, or equivalent. Requires a broad knowledge of machining techniques and familiarity with computer numerically controlled machine tool operating procedures. Setups involve familiarity with and understanding of program formats involving combinations of operations such as profile and contour milling, boring, recessing, turning, drilling, threading, etc., to the capacity of the machine and control factor. Performs advanced setup operations, adjusts and checks out programming and operates numerically controlled machine tools to perform a complex series of progressive machining operations on a diversified line of work to close and exacting tolerances and finish specifications requiring a high degree of skill. May set up machines for and instruct other operators. Checks parts for conformance to specifications. Operators may run more than one unit simultaneously.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	59	\$71,818	\$71,315
Illinois - Chicago and surrounding suburbs (HR Source)	10	77	\$68,641	\$71,023
Michigan - Grand Rapids/West Michigan (The Employers' Association)	27	100	\$66,402	\$65,460

2026 National Wage & Salary Survey

MACHINE TOOL OPERATOR I - First of three levels of machine tool operator. The job typically requires the ability to follow written instructions and read blueprint specifications, or equivalent. Under close supervision, operates alternately more than one type of production machine tool such as grinders, milling machines, drill presses, lathes, etc., on routine and repetitive operations. Set-ups are usually made by others. Speeds, feeds and tooling are prescribed. Machines may have numeric controls. Does not include employees engaged primarily to operate one classification of machine tool surveyed separately.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	68	\$40,234	\$38,222
Northwest Ohio/Southeast Michigan (WorkSpring)	10	172	\$41,684	\$39,550

2026 National Wage & Salary Survey

MACHINE TOOL OPERATOR II - Second of three levels of machine tool operator. The job typically requires the ability to follow written instructions and read blueprint specifications and less than 2 years of experience, or equivalent. With readily available supervision, sets up and operates alternately more than one type of production machine tool such as grinders, millers, drill presses, lathes, etc., on a limited range of production work, involving close tolerances and set-ups which are exacting but not usually highly involved or difficult. Sets up machines where speeds, feeds, tooling and operation sequence are ordinarily prescribed. Machines may have numeric controls. Does not include employees engaged primarily to operate one classification of machine tool surveyed separately.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	59	\$57,937	\$51,298
Northwest Ohio/Southeast Michigan (WorkSpring)	11	206	\$45,206	\$45,441
Ohio - Northeast (ERC)	11	31	\$50,337	\$51,520

2026 National Wage & Salary Survey

MACHINE TOOL OPERATOR III - Third of three levels of machine tool operator. The job typically requires the ability to follow written instructions and read blueprint specifications and 2+ years of experience, or equivalent. Under limited supervision, sets up and operates alternately more than one type of production machine tool such as grinders, millers, drill presses, lathes, etc., on complicated production work involving difficult operations, close tolerances, and difficult set-ups of parts of irregular shapes. Either determines feeds, speeds, tooling and operation sequence for considerable range of difficult operations or sets up pursuant to feeds, etc., prescribed in drawings or lay-outs. Machines may have numeric controls. Does not include employees engaged primarily to operate one classification of machine tool surveyed separately.

<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
---------------------------	--------------------------------	-----------------------------	---------------

TOTAL RESPONSES

Geographic Area

Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	9	\$53,109	\$49,085
Northwest Ohio/Southeast Michigan (WorkSpring)	9	268	\$49,133	\$48,493
Ohio - Northeast (ERC)	10	59	\$53,133	\$49,456

2026 National Wage & Salary Survey

MACHINIST I - First of three levels of skilled machinist work. The job typically requires a technical degree in machining and little or no work experience, or equivalent. Operates alternately more than one type of machine tool such as grinders, millers, drill presses, lathes, etc., on machining operations of moderate complexity. Projects have some diversity and may be in support of production operations or job shop machining. This is not a production machine tool operator.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	58	\$56,227	\$53,109
Illinois - Chicago and surrounding suburbs (HR Source)	8	54	\$45,668	\$47,157
Michigan - Grand Rapids/West Michigan (The Employers' Association)	28	742	\$41,815	\$42,230
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	27	\$59,092	\$59,456
Montana (Associated Employers)	5	57	\$35,944	\$34,673
Northwest Ohio/Southeast Michigan (WorkSpring)	9	34	\$53,424	\$51,225
Wisconsin - North & West Central (MRA-The Management Association)	5	22	\$56,502	\$58,878

2026 National Wage & Salary Survey

MACHINIST II - Second of three levels of skilled machinist work. The job typically requires a technical degree and 2+ years of experience, or equivalent. Under limited supervision, performs complex machining operations in support of production operations or job shop machining. Operates various types of machine tools and performs progressive machining operations for metal parts, tools and machines with close tolerances or high finish requirements. Fits and assembles where necessary, using machinists' hand tools and measuring instruments. Has familiarity with working properties of various materials. May program CNC machines in the course of making parts. This is not a production machine tool operator.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	14	34	\$54,411	\$56,495
Northwest Ohio/Southeast Michigan (WorkSpring)	11	59	\$60,061	\$59,357
Ohio - Northeast (ERC)	9	39	\$53,692	\$53,756
Ohio (MRA-The Management Association)	6	14	\$60,270	\$58,343
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	24	\$61,084	\$64,895
Wisconsin - North & West Central (MRA-The Management Association)	7	27	\$63,717	\$65,301

2026 National Wage & Salary Survey

MACHINIST III - Third of three levels of skilled machinist work. The job typically requires a technical degree and 5+ years of experience, or equivalent. Without technical supervision performs the most complex machining and fitting of all kinds of parts, tools, and machines in support of production operations or job shop machining. Lays out work from blueprints, sketches, and written specifications. Sets up and operates all available machine tools and performs progressive machining operations on work involving very close tolerances or unusual requirements. Determines operation sequences. Uses skillfully all machinists' hand tools and measuring instruments. Familiar with working properties of all materials. Programs CNC machine tools in the course of making parts. Fits and assembles where necessary. At this level machinists serve as technical resources for less experienced machinists. This is not a production machine tool operator.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	60	\$68,297	\$62,866
Illinois - Chicago and surrounding suburbs (HR Source)	14	55	\$71,534	\$71,300
Michigan - Grand Rapids/West Michigan (The Employers' Association)	24	689	\$42,871	\$47,173
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	7	53	\$82,387	\$78,619
Northwest Ohio/Southeast Michigan (WorkSpring)	10	59	\$69,481	\$68,300
Ohio - Northeast (ERC)	9	72	\$60,164	\$58,336
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	11	\$68,941	\$75,643
Wisconsin - North & West Central (MRA-The Management Association)	5	32	\$78,255	\$79,347
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	20	\$75,514	\$73,095

2026 National Wage & Salary Survey

MACHINE SHOP SUPERVISOR - JOB SHOP & TOOL ROOM - First line supervisor of job shop or tool room machining operations. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including training and experience in machining, or equivalent. Specific activities supervised may include custom machining, tool & die, mold making, precision grinding, model making or experimental machining, but not production machining of proprietary products. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for managing department productivity and work quality. Recommends equipment upgrades, staffing adjustments, maintenance schedules and selection of equipment, service or material vendors. Maintains project documentation, including schematics, blueprints, CAD files, work plans, contracts, manuals and inspection records. Incumbents may participate in the process of estimating time requirements and bidding projects. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
---------------------------	--------------------------------	-----------------------------	---------------

TOTAL RESPONSES

Geographic Area

Michigan - Grand Rapids/West Michigan (The Employers' Association)	6	10	\$96,929	\$101,440
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	7	\$107,656	\$99,038
Northwest Ohio/Southeast Michigan (WorkSpring)	9	9	\$85,993	\$87,338

2026 National Wage & Salary Survey

MACHINE SHOP SUPERVISOR - PRODUCTION - First line supervisor of production machining operations. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including training and experience in machining, or equivalent. Specific activities supervised may include a wide variety of production machining operations, typically involving making parts for proprietary products. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for managing department productivity and work quality. Recommends equipment upgrades, staffing adjustments, maintenance schedules and selection of equipment, service or material vendors. Maintains project documentation, including schematics, blueprints, CAD files, work plans, contracts, manuals and inspection records. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	8	\$85,497	\$79,362
Michigan - Grand Rapids/West Michigan (The Employers' Association)	20	49	\$69,105	\$74,152
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	8	\$89,166	\$87,268

2026 National Wage & Salary Survey

PRODUCTION SUPERVISOR - UNSKILLED OPERATION - First line supervisor of an unskilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	21	68	\$72,421	\$69,202
Illinois - Chicago and surrounding suburbs (HR Source)	7	41	\$66,973	\$70,276
Michigan - Grand Rapids/West Michigan (The Employers' Association)	44	168	\$72,286	\$70,669
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	10	\$75,812	\$75,142
Wisconsin - East Central (MRA-The Management Association)	5	9	\$73,377	\$74,513

2026 National Wage & Salary Survey

PRODUCTION SUPERVISOR - SEMI-SKILLED OPERATION - First line supervisor of a semi-skilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including experience in the work of the department, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	23	56	\$81,273	\$79,160
Illinois - Chicago and surrounding suburbs (HR Source)	8	24	\$84,331	\$81,216
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	52	\$86,877	\$89,709
Minnesota - Non-Metro (MRA-The Management Association)	6	20	\$77,368	\$78,187
Northwest Ohio/Southeast Michigan (WorkSpring)	11	74	\$80,147	\$74,716
Ohio (MRA-The Management Association)	5	10	\$81,769	\$79,593
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	25	67	\$77,372	\$72,488
Wisconsin - North & West Central (MRA-The Management Association)	7	20	\$72,219	\$72,924
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	38	\$76,096	\$78,575
Wisconsin - Southwest (MRA-The Management Association)	5	15	\$73,162	\$76,472

2026 National Wage & Salary Survey

PRODUCTION SUPERVISOR - SKILLED OPERATION - First line supervisor of a skilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including experience in the work of the department, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department. Report supervisors of machining operations under specific machining job descriptions.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	9	\$83,687	\$70,409
Michigan - Grand Rapids/West Michigan (The Employers' Association)	7	17	\$82,104	\$82,618
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	25	\$84,841	\$81,833
Minnesota - Non-Metro (MRA-The Management Association)	10	76	\$84,268	\$82,347
Northwest Ohio/Southeast Michigan (WorkSpring)	13	69	\$74,890	\$72,703
Ohio (MRA-The Management Association)	10	17	\$86,679	\$84,054
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	15	55	\$86,546	\$84,064
Wisconsin - North & West Central (MRA-The Management Association)	10	37	\$75,393	\$74,507
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	7	11	\$78,052	\$76,058
Wisconsin - Southwest (MRA-The Management Association)	7	27	\$82,359	\$84,571

2026 National Wage & Salary Survey

TRADES SUPERVISOR - PRODUCTION SUPPORT - First line supervisor of one or more skilled trades groups supporting a production operation. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including training and experience in one or more of the skilled trades, or equivalent. Specific trades supervised may include maintenance, electronic/electrical and/or building trades, but not machining. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for managing department productivity and work quality. Recommends equipment upgrades, staffing adjustments, maintenance schedules and selection of equipment, service or material vendors. Maintains project documentation, including schematics, blueprints, CAD files, work plans, contracts, manuals and inspection records. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	5	10	\$97,293	\$95,528
Michigan - Grand Rapids/West Michigan (The Employers' Association)	8	10	\$100,044	\$100,767

2026 National Wage & Salary Survey

MANUFACTURING MANAGER (Single-facility) - Manager in charge of manufacturing operations at a single facility. The job typically requires a bachelor's degree in business or engineering and 8+ years of experience, or equivalent. Responsible for production and manufacturing engineering at a facility and may have materials, quality and distribution responsibility through subordinate managers and supervisors. Duties include managing planning and process development, equipment selection oversight and overall manufacturing performance. Responsibilities are often shared with division or corporate management.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
California (Vigilant)	6	6	\$125,302	\$123,714
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	14	24	\$131,565	\$129,151
Illinois - Chicago and surrounding suburbs (HR Source)	11	11	\$127,297	\$127,297
Michigan - Grand Rapids/West Michigan (The Employers' Association)	37	65	\$114,868	\$114,214
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	20	\$129,532	\$120,948
Minnesota - Non-Metro (MRA-The Management Association)	6	9	\$117,120	\$119,723
Northwest Ohio/Southeast Michigan (WorkSpring)	14	63	\$118,314	\$129,253
Ohio (MRA-The Management Association)	7	15	\$116,831	\$113,883
Oregon (Vigilant)	15	28	\$151,552	\$145,806
Washington (Vigilant)	32	41	\$122,882	\$118,906
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	15	\$122,594	\$123,518
Wisconsin - North & West Central (MRA-The Management Association)	6	10	\$116,916	\$117,506
Wisconsin - Southwest (MRA-The Management Association)	6	7	\$107,246	\$104,244

2026 National Wage & Salary Survey

PLANT MANAGER - Manager in charge of all staff and activities at a single plant facility. The job typically requires a bachelor's degree and 8+ years of experience, or equivalent. Responsibilities include staffing, administration, production, quality, materials, equipment and financial performance of the plant. Responsibilities are often shared with division or corporate functions. Interprets and administers company policy at the plant level and will typically have input on overall company policy.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
California (Vigilant)	5	10	\$126,260	\$76,868
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	11	14	\$150,676	\$146,552
Hawaii - Honolulu/West Region (Hawaii Employers Council)	8	9	\$139,545	\$111,739
Idaho (Vigilant)	6	6	\$152,863	\$146,638
Illinois - Chicago and surrounding suburbs (HR Source)	25	36	\$125,210	\$121,488
Iowa/Western Illinois (MRA-The Management Association)	7	13	\$136,800	\$136,095
Michigan - Grand Rapids/West Michigan (The Employers' Association)	64	109	\$132,245	\$130,092
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	17	24	\$122,977	\$112,423
Minnesota - Non-Metro (MRA-The Management Association)	6	8	\$143,663	\$145,590
Montana (Associated Employers)	11	16	\$88,345	\$85,655
Northwest Ohio/Southeast Michigan (WorkSpring)	30	57	\$137,642	\$123,300
Ohio (MRA-The Management Association)	11	11	\$122,172	\$120,823
Oregon (Vigilant)	32	43	\$136,259	\$128,324
Washington (Vigilant)	34	36	\$130,403	\$123,751
Wisconsin - East Central (MRA-The Management Association)	10	10	\$139,982	\$141,703
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	25	\$120,493	\$106,022
Wisconsin - North & West Central (MRA-The Management Association)	11	14	\$143,726	\$143,791
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$135,726	\$128,668
Wisconsin - Southwest (MRA-The Management Association)	7	9	\$149,333	\$157,658

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

TOOL AND DIE MAKER I - First of three levels of tool and die maker, sometimes called apprentice. The job typically requires trade school and experience of less than 1 year. With readily available supervision and technical assistance, performs simple development work. Plans, constructs or repairs a variety of ordinary tools, dies, jigs, gauges, fixtures, to close tolerances. Performs difficult tool room machine operations. Works from complicated drawings and sketches. Uses shop mathematics and a variety of precision measuring instruments. Does skilled fitting, adjusting, etc. Typical work products include ordinary single and combination perforating and blanking dies, single position milling fixtures and box or stand type drill jigs.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	9	28	\$64,356	\$60,696
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	9	11	\$60,870	\$56,973
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	5	5	\$53,333	\$53,526

2026 National Wage & Salary Survey

TOOL AND DIE MAKER II - Second of three levels of tool and die maker. The job typically requires trade school and 3+ years of tool room experience, or equivalent. Under limited supervision and with minimal technical guidance, performs difficult development work. Plans, designs, constructs or repairs a wide variety of intricate and complicated tools, dies, jigs, gauges, fixtures, to close tolerances. Constructs complex units where design is available. Selects allowances and devises mechanism detail. Does skilled fitting, timing and adjusting. Works from complicated drawings and sketches. Uses advanced shop mathematics and all types of precision measuring instruments. Typical work products include combination dies for parts of irregular contour, ordinary index milling fixtures, box type drill jigs with difficult locating or nesting features and complicated foot press and arbor press tools.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	13	81	\$68,196	\$69,213
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	5	7	\$75,921	\$77,077
Northwest Ohio/Southeast Michigan (WorkSpring)	14	111	\$69,922	\$70,435
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	31	\$72,731	\$72,795
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	7	26	\$69,840	\$68,813

2026 National Wage & Salary Survey

TOOL AND DIE MAKER III - Third of three levels of tool and die maker. The job typically requires trade school and 6+ years of tool room experience, or equivalent. Under general supervision and without technical guidance, other than engineering input, performs the most difficult development work. Plans, designs, constructs or repairs a wide variety of highly intricate and complicated tools, dies, jigs, gauges, fixtures, to extremely close tolerances. Constructs tools where no design is available. Selects allowances and devises mechanism detail. Does highly skilled fitting, adjusting, and timing. Performs any tool room machine operation. Works from complicated drawings and sketches. Uses advanced shop mathematics and all types of precision measuring instruments. Typical work products include multi-station progressive dies, intricate compound dies of irregular shape, sub-press dies for parts of delicate outline and complex index milling fixtures.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	53	\$82,681	\$79,462
Illinois - Chicago and surrounding suburbs (HR Source)	6	25	\$77,511	\$76,660
Michigan - Grand Rapids/West Michigan (The Employers' Association)	9	35	\$78,086	\$77,424
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	18	\$85,256	\$83,564
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	15	41	\$85,085	\$83,500
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	28	\$80,867	\$79,839

2026 National Wage & Salary Survey

WELDER I - First level of production welding. The job typically requires technical training in welding and experience of less than 1 year, or equivalent. With readily available supervision and technical guidance, positions material to be welded, using standard fixtures in most cases, and applies hand-eye coordination to achieve the desired weld. Materials welded may include steel, stainless, aluminum or various alloys and the methods may include gas welding, shielded metal arc, gas-tungsten arc, gas-metal arc or submerged arc, but the variety of applications tends to be limited to standard products and materials where plans are specified, welding positions are routine and work may be characterized as longer production runs. Regulates heat and feed and may select electrodes, tips and rods. Works from specifications, drawings, prints and welding symbols.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	5	\$50,091	\$53,209
Illinois - Chicago and surrounding suburbs (HR Source)	11	49	\$51,709	\$53,326
Michigan - Grand Rapids/West Michigan (The Employers' Association)	19	103	\$46,188	\$47,068
Montana (Associated Employers)	5	28	\$56,976	\$57,188
Ohio - Northeast (ERC)	11	47	\$52,509	\$51,606
Washington (Vigilant)	8	22	\$50,870	\$52,693

2026 National Wage & Salary Survey

WELDER II - Advanced level of production welding. The job typically requires technical training in welding and 3+ years of related experience, or equivalent. May require special certification. Under limited supervision and minimal technical guidance, positions material to be welded and applies hand-eye coordination to achieve the desired weld. Materials welded may include steel, stainless, aluminum, or other alloys, and the methods may include gas welding, shielded metal arc, gas-tungsten arc, gas-metal arc or submerged arc. All-position welding may be required. The variety of applications requires an ability to plan, layout and perform diversified work, which may be characterized as short run production or job shop (custom work). Includes high pressure and code welding or other work involving critical safety and load requirements or welding where appearance is critical. Regulates heat and feed and may select electrodes, tips and rods. Works from more complex specifications, drawings, prints and welding symbols. May provide technical direction to others.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	18	\$56,227	\$56,529
Illinois - Chicago and surrounding suburbs (HR Source)	16	60	\$59,899	\$58,218
Michigan - Grand Rapids/West Michigan (The Employers' Association)	30	150	\$55,798	\$57,823
Montana (Associated Employers)	17	32	\$77,034	\$64,643
Ohio - Northeast (ERC)	17	81	\$62,981	\$62,357
Oregon (Vigilant)	5	23	\$53,923	\$52,004
Washington (Vigilant)	9	40	\$66,069	\$66,457

2026 National Wage & Salary Survey

PROJECT MANAGER - Manager in charge of designated projects. The job typically requires a bachelor's degree and 3+ years of experience, or equivalent. The incumbent is responsible for planning, administering and completing assigned projects, which may cross several functional areas, such as facilities, operations, marketing or administration. Assignments may vary in length and complexity, but are generally not permanent. The incumbent typically does not supervise staff, but may provide work direction to individuals supporting a project. Do not report IT Project Managers or individuals managing construction projects.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	35	\$94,550	\$90,225
Hawaii - Honolulu/West Region (Hawaii Employers Council)	17	45	\$104,681	\$111,498
Illinois - Chicago and surrounding suburbs (HR Source)	20	41	\$90,631	\$90,907
Michigan - Grand Rapids/West Michigan (The Employers' Association)	27	63	\$91,572	\$95,215
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	35	165	\$96,465	\$91,408
Minnesota - Non-Metro (MRA-The Management Association)	8	13	\$86,371	\$84,077
Missouri (AAIM)	17	25	\$88,951	\$80,070
Northwest Ohio/Southeast Michigan (WorkSpring)	24	179	\$102,105	\$99,172
Ohio - Northeast (ERC)	17	89	\$78,310	\$73,398
Ohio (MRA-The Management Association)	10	22	\$93,721	\$94,298
Wisconsin - East Central (MRA-The Management Association)	17	56	\$100,922	\$93,409
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	33	99	\$100,421	\$90,668
Wisconsin - North & West Central (MRA-The Management Association)	15	33	\$78,065	\$77,625
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	6	9	\$107,231	\$123,029
Wisconsin - Southwest (MRA-The Management Association)	11	18	\$92,002	\$93,150

2026 National Wage & Salary Survey

SENIOR PROJECT MANAGER - Manager in charge of designated projects having significant business unit impact. The job typically requires a bachelor's degree and 6+ years of experience, or equivalent. The incumbent is responsible for planning, administering and completing assigned projects, which may cross several functional areas, such as facilities, operations, marketing, or administration. Assignments may vary in length and complexity, but are generally not permanent. The incumbent does not typically supervise staff, but may provide work direction to individuals supporting a project. Do not report IT project managers or individuals managing construction projects.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	34	\$119,696	\$117,483
Hawaii - Honolulu/West Region (Hawaii Employers Council)	16	42	\$133,779	\$131,708
Illinois - Chicago and surrounding suburbs (HR Source)	16	30	\$103,460	\$109,918
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	18	101	\$113,730	\$110,029
Minnesota - Non-Metro (MRA-The Management Association)	5	13	\$110,693	\$104,131
Northwest Ohio/Southeast Michigan (WorkSpring)	11	31	\$135,375	\$135,630
Ohio - Northeast (ERC)	6	14	\$119,656	\$131,132
Ohio (MRA-The Management Association)	6	6	\$119,178	\$110,293
Wisconsin - East Central (MRA-The Management Association)	11	18	\$112,465	\$111,063
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	23	73	\$140,189	\$128,360
Wisconsin - North & West Central (MRA-The Management Association)	5	7	\$107,102	\$97,213
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	16	\$128,777	\$129,627
Wisconsin - Southwest (MRA-The Management Association)	9	16	\$116,607	\$115,501

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

QUALITY INSPECTOR/AUDITOR I - First of three levels of quality control inspector. The job typically requires high school level math and problem solving skills and work experience of less than 1 year, or equivalent. With readily available supervision, performs repetitive inspection following standardized methods and procedures. Visually inspects or checks parts using a variety of precision measuring instruments or against fixed samples. Checks dimensions and finishes against blueprint or work order specifications. At this level, workers may perform finishing operations to correct rejected parts or assist with other production activities.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	7	21	\$46,470	\$46,370
Illinois - Chicago and surrounding suburbs (HR Source)	18	60	\$45,541	\$46,519
Michigan - Grand Rapids/West Michigan (The Employers' Association)	38	360	\$45,707	\$46,064
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	44	\$54,082	\$55,389
Montana (Associated Employers)	11	32	\$52,613	\$54,731
Northwest Ohio/Southeast Michigan (WorkSpring)	12	64	\$42,389	\$42,688
Wisconsin - East Central (MRA-The Management Association)	9	53	\$49,886	\$49,479
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	24	43	\$51,513	\$50,978
Wisconsin - North & West Central (MRA-The Management Association)	6	8	\$53,419	\$54,789
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	9	36	\$55,303	\$52,455
Wisconsin - Southwest (MRA-The Management Association)	14	53	\$50,100	\$49,244

2026 National Wage & Salary Survey

QUALITY INSPECTOR/AUDITOR II - Second of three levels of quality control inspector/auditor. The job typically requires high school level math and problem solving skills, course work in metrics and 2+ years of work experience, or equivalent. Under limited supervision performs diversified bench or floor inspection of a variety of standard or custom parts, products, or materials that are being produced in-house or received from vendors. Uses a variety of precision measuring instruments, including electronic devices. Checks color, finish, dimensions, hardness, density or other measurable or observable characteristics of material. Performs detailed first article inspections following the installation of new or revised molds and dies. May recommend, write, or modify sampling and inspection procedures. May use statistical tools to chart variance. Does not include tool room inspectors.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	21	74	\$50,114	\$51,518
Michigan - Grand Rapids/West Michigan (The Employers' Association)	47	118	\$57,011	\$55,869
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	15	48	\$59,307	\$58,472
Northwest Ohio/Southeast Michigan (WorkSpring)	15	37	\$52,271	\$54,640
Ohio (MRA-The Management Association)	6	12	\$62,946	\$59,949
Wisconsin - East Central (MRA-The Management Association)	9	37	\$56,331	\$54,768
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	28	84	\$54,939	\$53,547
Wisconsin - North & West Central (MRA-The Management Association)	8	40	\$53,997	\$53,269
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	11	20	\$58,386	\$59,499
Wisconsin - Southwest (MRA-The Management Association)	9	34	\$55,795	\$55,174

2026 National Wage & Salary Survey

QUALITY INSPECTOR/AUDITOR III - Third of three levels of quality control inspector/auditor. The job typically requires high school level math and problem solving skills, course work in metrics and 4+ years of work experience, or equivalent. Following management guidelines, performs final inspection for quality, appearance and performance of complicated equipment, instruments or products, or of diversified parts and assemblies. Work may be highly diversified. May include auditing and qualifying vendors on location. Plans inspection procedures and may be required to devise unusual measuring or gauging set-ups. Uses a variety of precision measuring instruments including electronic devices. May use statistical tools to chart variance. Includes tool room inspectors.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	14	29	\$58,006	\$60,601
Michigan - Grand Rapids/West Michigan (The Employers' Association)	19	29	\$72,239	\$68,625
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	13	38	\$73,951	\$68,599
Northwest Ohio/Southeast Michigan (WorkSpring)	6	23	\$67,340	\$63,412
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	19	32	\$66,757	\$66,672
Wisconsin - North & West Central (MRA-The Management Association)	6	11	\$60,634	\$57,230
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	7	7	\$63,589	\$61,812

2026 National Wage & Salary Survey

QUALITY MANAGER - Manager of the quality function. The job typically requires a bachelor's degree in business or engineering and 5+ years of experience, or equivalent. Manages the quality of incoming materials or components, finished goods, work in process, or services provided. Individuals supervised, directly or indirectly through a supervisor, will typically use precision measuring equipment, which may include electronic instruments, to check the measurements, chemical content, purity and other qualities of parts, assemblies or product. In non-manufacturing environments other measures of customer satisfaction or work accuracy, such as surveys or audits, may be utilized. Establishes department policies, control processes and quality programs within overall direction set by senior management. Exercises judgment in dealing with unusual cases or those involving significant cost. Works closely with design, training and process development staff to improve the quality of products and services.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	12	13	\$126,737	\$137,701
Florida (AAIM)	5	5	\$111,303	\$99,743
Hawaii - Honolulu/West Region (Hawaii Employers Council)	17	25	\$96,659	\$99,197
Illinois - Chicago and surrounding suburbs (HR Source)	38	48	\$114,646	\$115,868
Illinois & Indiana (AAIM)	6	6	\$105,653	\$107,487
Michigan - Grand Rapids/West Michigan (The Employers' Association)	64	84	\$104,914	\$104,493
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	17	21	\$115,948	\$111,633
Minnesota - Non-Metro (MRA-The Management Association)	7	11	\$104,855	\$113,039
Northwest Ohio/Southeast Michigan (WorkSpring)	34	47	\$105,098	\$105,236
Ohio (MRA-The Management Association)	10	10	\$111,043	\$109,089
Oregon (Vigilant)	14	19	\$102,603	\$97,912
Washington (Vigilant)	19	21	\$113,476	\$113,744
Wisconsin - East Central (MRA-The Management Association)	6	6	\$103,002	\$101,123
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	25	28	\$115,743	\$116,608
Wisconsin - North & West Central (MRA-The Management Association)	7	8	\$110,642	\$111,169
Wisconsin - Ozaukee & Washington counties (MRA-The Management Association)	8	9	\$114,873	\$115,286
Wisconsin - Southwest (MRA-The Management Association)	12	15	\$109,756	\$108,991

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

SAFETY SPECIALIST - Professional within the safety function in an organization. The job typically requires a bachelor's degree specializing in occupational safety, or equivalent. Assists with development and implementation of programs intended to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Duties include identifying and appraising conditions that could produce accidents and financial losses and evaluating the potential extent of injuries resulting from accidents and developing accident-prevention and loss-control systems and programs for incorporation into operational policies of the organization. Supports safety activities of unit managers to ensure implementation of safety activities throughout organization. Compiles, analyzes, and interprets statistical data related to exposure factors concerning occupational illnesses and accidents and prepares reports. May also maintain liaison with outside organizations, such as fire departments, mutual aid societies, and rescue teams to assure information exchange and mutual assistance and participates in activities of related professional organizations.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	9	9	\$73,553	\$73,553
Michigan - Grand Rapids/West Michigan (The Employers' Association)	24	27	\$74,773	\$74,275
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	27	\$101,204	\$103,464
Montana (Associated Employers)	6	70	\$45,454	\$42,573
Northwest Ohio/Southeast Michigan (WorkSpring)	31	71	\$80,146	\$84,351
Oregon (Vigilant)	14	24	\$87,635	\$89,524
Washington (Vigilant)	18	27	\$69,781	\$65,787
Wisconsin - East Central (MRA-The Management Association)	10	12	\$71,322	\$74,132
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	9	9	\$79,337	\$78,660
Wisconsin - North & West Central (MRA-The Management Association)	7	8	\$81,249	\$80,963
Wisconsin - Southwest (MRA-The Management Association)	6	6	\$61,416	\$61,421

2026 National Wage & Salary Survey

SAFETY MANAGER - Manager of the safety function in an organization. The job typically requires a bachelor's degree specializing in occupational safety and 5+ years of related experience, or equivalent. Develops and implements programs intended to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Duties include identifying and appraising conditions which could produce accidents and financial losses and evaluating the potential extent of resulting injuries. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of the organization. Coordinates safety activities of unit managers to ensure implementation throughout organization. Compiles, analyzes, and interprets statistical data related to exposure factors concerning occupational illnesses and accidents and prepares reports. Maintains liaison with outside organizations, such as fire departments, mutual aid societies, and rescue teams to assure information exchange and mutual assistance and participates in activities of related professional organizations. May supervise professional safety staff and may have responsibility for security.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	5	5	\$102,697	\$110,744
Hawaii - Honolulu/West Region (Hawaii Employers Council)	26	32	\$103,667	\$103,091
Illinois - Chicago and surrounding suburbs (HR Source)	16	17	\$104,685	\$103,553
Illinois & Indiana (AAIM)	10	10	\$97,645	\$97,981
Iowa/Western Illinois (MRA-The Management Association)	6	6	\$108,204	\$104,381
Michigan - Grand Rapids/West Michigan (The Employers' Association)	24	29	\$104,695	\$103,757
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	7	9	\$115,094	\$102,943
Missouri (AAIM)	13	14	\$100,373	\$96,811
Montana (Associated Employers)	8	13	\$81,757	\$83,325
Ohio (MRA-The Management Association)	7	7	\$112,241	\$108,675
Oregon (Vigilant)	10	12	\$103,274	\$105,443
Washington (Vigilant)	9	9	\$102,832	\$104,041
Wisconsin - East Central (MRA-The Management Association)	9	12	\$102,751	\$95,626
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	15	\$103,642	\$105,852
Wisconsin - Southwest (MRA-The Management Association)	5	5	\$116,346	\$119,006

"—" indicates insufficient data

Data effective date: 1/1/2026

2026 National Wage & Salary Survey

FIELD SERVICE TECHNICIAN I (Entry) - First of three levels of field service technician work. The job typically requires completion of a formal technical program and no previous experience, or equivalent. Work assignments are varied, but limited in scope and complexity. Work typically is under direction of more experienced staff. Incumbents assist with installation, servicing and repair of equipment at a customer location. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of equipment. Civil Engineering Technicians and Photocopier Service Technicians are not included.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	6	38	\$358,183	\$583,393
Illinois - Chicago and surrounding suburbs (HR Source)	10	238	\$62,090	\$59,146
Michigan - Grand Rapids/West Michigan (The Employers' Association)	18	78	\$54,614	\$53,995
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	8	19	\$57,251	\$55,752
Montana (Associated Employers)	11	70	\$47,191	\$44,479
Ohio (MRA-The Management Association)	7	86	\$59,713	\$59,949
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	5	16	\$54,725	\$53,740

2026 National Wage & Salary Survey

FIELD SERVICE TECHNICIAN II (Experienced) - Second of three levels of field service technician work. The job typically requires completion of a formal technical program and 2+ years of previous experience, or equivalent. Work assignments are varied, and of moderate scope and complexity. Supervision received is limited. Incumbents work independently or as members of a team installing, servicing or repairing equipment at a customer location. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of equipment. Civil Engineering Technicians and Photocopier Service Technicians are not included.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	10	60	\$70,409	\$65,883
Illinois - Chicago and surrounding suburbs (HR Source)	10	74	\$74,307	\$74,513
Michigan - Grand Rapids/West Michigan (The Employers' Association)	25	103	\$67,153	\$66,526
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	10	38	\$68,192	\$67,143
Montana (Associated Employers)	12	108	\$67,397	\$65,787
Ohio (MRA-The Management Association)	11	62	\$71,725	\$74,015
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	9	77	\$75,557	\$76,927

2026 National Wage & Salary Survey

FIELD SERVICE TECHNICIAN III (Advanced) - Third of three levels of field service technician work. The job typically requires completion of a formal technical program and 5+ years of previous experience, or equivalent. Work assignments are of greatest variety and complexity. Supervision received is limited. Incumbents work independently or as members of a team installing, servicing or repairing equipment at a customer location. Incumbents may suggest modifications of equipment or installation to meet customer requirements. Work may include instructing customer personnel in the correct operation of equipment. Work may include providing training and work direction for other technicians. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of equipment. Civil Engineering Technicians and Photocopier Service Technicians are not included.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	11	37	\$97,034	\$93,720
Michigan - Grand Rapids/West Michigan (The Employers' Association)	19	95	\$72,905	\$79,740
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	12	48	\$85,834	\$83,093
Montana (Associated Employers)	7	33	\$67,524	\$67,969
Ohio (MRA-The Management Association)	12	75	\$88,425	\$87,504
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	10	29	\$87,975	\$82,387

2026 National Wage & Salary Survey

FIELD SERVICE MANAGER - Manager of field service. The job typically requires completion of a bachelor's degree and 3+ years of field service experience or a formal technical program and 5+ years of progressively responsible field service experience, or equivalent. Assigns work and directs staff who install, service and/or repair equipment at a customer location. Duties include managing staff performance, tracking project status, customer relations, staff recruiting and staff training. May serve as a technical expert to troubleshoot or modify customer installations.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	12	\$95,455	\$85,900
Illinois - Chicago and surrounding suburbs (HR Source)	9	16	\$112,505	\$113,850
Michigan - Grand Rapids/West Michigan (The Employers' Association)	17	39	\$105,696	\$105,752
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	6	\$99,546	\$98,707
Montana (Associated Employers)	9	11	\$87,667	\$96,732
Ohio (MRA-The Management Association)	9	28	\$104,615	\$107,211
Wisconsin - East Central (MRA-The Management Association)	5	5	\$120,832	\$121,334
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	11	15	\$134,382	\$129,519

2026 National Wage & Salary Survey

TRAFFIC DISPATCHER - Experienced traffic dispatcher. The job typically requires 2+ years of related training and experience within the shipping or transportation industry, or equivalent. Duties include assigning shipments to common carriers based on optimum service and price; scheduling of routes for company drivers and arranging back-hauls. Incumbents may maintain records of fleet maintenance and schedule service. Incumbents follow precedent, considering objectives, under limited supervision.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	5	28	\$67,503	\$64,568
Illinois - Chicago and surrounding suburbs (HR Source)	10	14	\$66,709	\$68,624
Michigan - Grand Rapids/West Michigan (The Employers' Association)	11	22	\$71,343	\$65,222
Northwest Ohio/Southeast Michigan (WorkSpring)	10	22	\$56,234	\$56,438

2026 National Wage & Salary Survey

TRAFFIC MANAGER - Manager of traffic activities of the organization. The job typically requires completion of a formal technical program and 3+ years of progressively responsible traffic experience or 5+ years of progressively responsible traffic experience, or equivalent. Responsible for determining the most advantageous and economical methods of shipment for company products. Duties include negotiating contracts with vendors, monitoring vendor performance and resolving issues with lost or damaged shipments. Other duties include maintaining records of shipments. Supervises traffic staff and manages the department budget. May also have responsibility for a small company fleet, when there is not a separate Fleet Manager role.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	6	18	\$86,986	\$96,756
Northwest Ohio/Southeast Michigan (WorkSpring)	12	12	\$92,776	\$92,648

2026 National Wage & Salary Survey

DRIVER I - Drives a motor vehicle (automobile, utility van, pickup, light truck, etc.) up to 26,000 pounds gross vehicle weight (GVW) on the public highways to transport non-hazardous materials or equipment. The job typically requires a valid driver's license, but not a commercial driver's license (CDL). Typically loads or unloads the vehicle. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component. Does not include bus drivers.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
Geographic Area				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	17	69	\$45,565	\$45,263
Hawaii - Honolulu/West Region (Hawaii Employers Council)	23	99	\$44,066	\$44,214
Illinois - Chicago and surrounding suburbs (HR Source)	15	30	\$54,517	\$53,368
Michigan - Grand Rapids/West Michigan (The Employers' Association)	32	310	\$49,867	\$45,249
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	15	112	\$50,421	\$50,657
Montana (Associated Employers)	14	57	\$43,463	\$41,175
Ohio - Northeast (ERC)	9	61	\$42,661	\$43,650
Ohio (MRA-The Management Association)	5	8	\$54,682	\$53,804
Wisconsin - East Central (MRA-The Management Association)	5	14	\$46,867	\$48,794
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	13	18	\$49,629	\$49,244

2026 National Wage & Salary Survey

DRIVER II - Drives a motor truck over 26,000 pounds gross vehicle weight (GVW), or a bus, school bus or a smaller vehicle (if transporting hazardous materials or more than 200 gallons of liquid fertilizer or petroleum) on streets or highways to transport materials, merchandise, equipment, or people. The Job typically requires a valid commercial driver's license (CDL). May load or unload truck and is frequently assisted by a helper. Does not include driver-salespersons or over-the-road drivers. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	16	1276	\$68,749	\$59,649
Michigan - Grand Rapids/West Michigan (The Employers' Association)	22	101	\$52,981	\$51,111
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	63	\$68,021	\$67,443
Minnesota - Non-Metro (MRA-The Management Association)	6	104	\$65,387	\$64,766
Montana (Associated Employers)	5	17	\$54,964	\$57,040
Wisconsin - East Central (MRA-The Management Association)	5	24	\$59,927	\$61,533
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	7	21	\$60,741	\$59,542
Wisconsin - North & West Central (MRA-The Management Association)	5	56	\$55,174	\$55,132
Wisconsin - Southwest (MRA-The Management Association)	6	11	\$58,279	\$57,829

2026 National Wage & Salary Survey

DRIVER III (Local) - Drives a tractor with one or more trailers (18-wheel) on public streets or highways to transport materials or equipment within a city or state (local). The job typically requires a valid class A commercial driver's license (CDL). Drivers may or may not participate in loading, but are responsible for securing the load using approved devices and methods. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	9	63	\$65,941	\$63,344
Michigan - Grand Rapids/West Michigan (The Employers' Association)	23	193	\$66,796	\$58,980
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	6	22	\$68,063	\$70,397
Montana (Associated Employers)	8	96	\$53,947	\$52,952
Northwest Ohio/Southeast Michigan (WorkSpring)	15	140	\$47,554	\$48,621

2026 National Wage & Salary Survey

DRIVER IV (Over the Road) - Drives a tractor with one or more trailers (18-wheel) on public streets or highways to transport materials or equipment between states (over-the-road). The job typically requires a valid class A commercial driver's license (CDL) and passage of Federal Motor Carrier Safety Regulations exam and Department of Transportation (DOT) physical. Drivers may or may not participate in loading, but are responsible for securing the load using approved devices and methods. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	126	\$54,707	\$59,970

2026 National Wage & Salary Survey

TRAINING SPECIALIST I - First level of professional trainer with primary focus on conducting employee or customer training. The job typically requires a bachelor's degree and experience of less than 1 year, or equivalent. Duties include assisting with preparation of multi-media training materials and delivery of those materials in a classroom or work environment. Training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Receives considerable development direction from senior staff and management and may spend the majority of time delivering training.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Illinois - Chicago and surrounding suburbs (HR Source)	6	9	\$70,753	\$73,119
Michigan - Grand Rapids/West Michigan (The Employers' Association)	11	14	\$56,950	\$57,018
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	29	\$66,400	\$66,236
Wisconsin - East Central (MRA-The Management Association)	7	16	\$79,319	\$79,565
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	6	9	\$72,621	\$70,898
Wisconsin - Southwest (MRA-The Management Association)	7	7	\$73,123	\$69,397

2026 National Wage & Salary Survey

TRAINING SPECIALIST II - Experienced level of professional trainer with primary focus on conducting employee or customer training. The job typically requires a bachelor's degree and 3+ years of experience, or equivalent. Duties include preparation of multi-media training materials and delivery of those materials in a classroom or work environment. The training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Works under limited supervision and has significant responsibility for needs identification and program design as well as delivery of training. May provide training and direction to less experienced staff.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Connecticut, Massachusetts, and Rhode Island (Employers Association of the Northeast)	9	14	\$69,202	\$64,374
Illinois - Chicago and surrounding suburbs (HR Source)	9	13	\$89,876	\$88,251
Michigan - Grand Rapids/West Michigan (The Employers' Association)	14	21	\$76,603	\$74,552
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	11	21	\$83,088	\$79,942
Montana (Associated Employers)	5	5	\$74,958	\$72,353
Wisconsin - East Central (MRA-The Management Association)	9	19	\$72,168	\$69,081
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	9	17	\$79,706	\$79,711
Wisconsin - Southwest (MRA-The Management Association)	6	7	\$80,809	\$80,582

2026 National Wage & Salary Survey

TRAINING MANAGER - Manager of professional training with a primary focus on development and delivery of training materials and programs. The job typically requires a bachelor's degree and 6+ years of experience, or equivalent. Duties include needs identification, material preparation, media selection, vendor management and coordination with internal customers. Training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Specific tasks may include reviewing vendor proposals, monitoring quality of material, managing cost and assessing effectiveness. Working within overall direction established by senior management, solves complex technical problems and develops and recommends new alternatives. Manages department staff and budgets.

	<u>Number of Orgs</u>	<u>Number of Employees</u>	<u>Weighted Average</u>	<u>Median</u>
TOTAL RESPONSES				
<u>Geographic Area</u>				
Hawaii - Honolulu/West Region (Hawaii Employers Council)	10	10	\$120,720	\$105,560
Illinois - Chicago and surrounding suburbs (HR Source)	10	10	\$98,575	\$98,575
Michigan - Grand Rapids/West Michigan (The Employers' Association)	10	12	\$94,358	\$95,090
Minnesota - Minneapolis/St Paul Metro Area (MRA-The Management Association)	12	13	\$108,389	\$105,545
Missouri (AAIM)	13	13	\$92,075	\$92,449
Northwest Ohio/Southeast Michigan (WorkSpring)	23	30	\$84,577	\$88,143
Wisconsin - East Central (MRA-The Management Association)	8	9	\$106,948	\$108,673
Wisconsin - Milwaukee & Waukesha counties (MRA-The Management Association)	12	14	\$97,829	\$95,196

Appendix

2026 National Wage & Salary Survey

SURVEY DESIGN AND METHODOLOGY

The annual National Wage and Salary Survey provides compensation data compiled from the numerous local surveys conducted by participating members of the Employer Associations of America.

The jobs reported represent the broad spectrum of employment, from managerial and professional positions to office, technical, and industrial jobs from geographic regions across the U.S. This report is authorized and published by the Employer Associations of America (EAA) and has been published annually since 1983.

Each of the participating associations use as many of the 151 standardized benchmark jobs as feasible in their local surveys. However, users of this survey report should note that some associations only use a subset of the jobs in their local surveys.

SURVEY EFFECTIVE DATE AND AGING OF DATA

Because associations conduct their local area wage and salary surveys at different times during the year, all survey data in this report were aged to January 2026 by using appropriate adjustments for each geographic area.

USING SURVEY DATA

- **Number of Organizations (Orgs):** The total number of separate organizations, operating units, or divisions reporting on each position surveyed.
- **Number of Employees:** The total number of employees in each occupation that make up the average reported.
- **Weighted Average:** The average of all rates reported for all employees, including cost of living but excluding overtime, shift premiums, and bonuses or other premium pay.
- **Median:** The midpoint rate reported when rates are sorted from high to low in the survey.
- **Rates** are reported as an annual amount based on a full-time schedule.

USE OF EMPLOYER ASSOCIATIONS OF AMERICA (EAA) SURVEYS

The Employer Associations of America (EAA) conducts and compiles annual surveys to assist management in determining relevant wages, salaries, benefits, and practices. The survey results are enhanced when used in conjunction with other sources of information. Surveys provide a valuable tool for determining how an organization's pay structure relates to those in a given area. Survey users should not use the data as absolute compensation standards. Many factors, such as changes in the mix of participating organizations or the level of employment in the community, can affect the data and the results. Please exercise care when utilizing survey data. Specific results should be examined in the context of overall survey findings and the general economic situation prevailing at the time the data were gathered.

POLICY STATEMENT

Association surveys are most effectively used as a guide for management along with other data to determine the organization's position and alternatives before actual bargaining and as a reference during bargaining but removed from the actual bargaining sessions. Since this survey is confidential, it is suggested that no direct reference be made in bargaining or discussions with employees. There is little to gain and much to lose by using or referring to this survey data directly in bargaining. Both legal and practical considerations are involved.