

List of All Positions Surveyed

In the 2015 Managerial, Supervisory & Professional Salary Survey Questionnaire

Multi-Function Manager

Job Code

| | |
|--------|------------------------|
| 40.010 | Administrative Manager |
| 40.020 | Senior Project Manager |
| 40.030 | Project Manager |

Finance

| | |
|--------|---|
| 41.008 | Chief Financial Officer (CFO) |
| 41.009 | Financial Director (Not CFO) |
| 41.010 | Controller (Corp/Multi-Div) |
| 41.020 | Controller (Plant/Single Location) |
| 41.030 | Assistant Controller |
| 41.040 | Manager, General Accounting |
| 41.049 | Manager, Financial/Business/Budget Analysis |
| 41.050 | Financial/Business/Budget Analyst III |
| 41.060 | Manager, Financial/Business/Budget Analyst II |
| 41.061 | Manager, Financial/Business/Budget Analyst I |
| 41.062 | Sr. Compliance Analyst |
| 41.063 | Compliance Analyst |
| 41.070 | Manager, Risk |
| 41.080 | Supervisor, General Accounting |
| 41.090 | Supervisor, Accounting (Section) |
| 41.100 | Accountant III |
| 41.101 | Accountant II |
| 41.110 | Accountant I |
| 41.130 | Auditor III |
| 41.131 | Auditor II |
| 41.132 | Auditor I |
| 41.139 | Manager, Corporate Tax |
| 41.140 | Tax Analyst III |
| 41.141 | Tax Analyst II |
| 41.142 | Tax Analyst I |
| 41.160 | Supervisor, Billing (Section) |
| 41.169 | Supervisor/Manager, Payroll |
| 41.170 | Supervisor/Administrator, Payroll |
| 41.180 | Manager, Cost Accounting |
| 41.200 | Cost Accountant III |
| 41.201 | Cost Accountant II |
| 41.210 | Cost Accountant I |
| 41.220 | Manager, Credit and/or Collection |
| 41.230 | Supervisor, Credit and/or Collection |
| 41.240 | Office Administrator (Small Company or Branch Office) |
| 41.250 | Supervisor, Office Services |
| 41.260 | Supervisor, Mail Room/Copy Center |

Positions Surveyed (cont'd)

Human Resources

Job Code

| | |
|--------|---|
| 42.008 | Human Resources VP/SVP |
| 42.009 | Human Resources Director |
| 42.010 | Manager, Labor Relations & HR (Multi-Div) |
| 42.020 | Manager, Labor Relations & HR (Single Location) |
| 42.030 | Manager, Human Resources (Multi-Div) |
| 42.040 | Manager, Human Resources |
| 42.060 | Human Resource Generalist, Senior |
| 42.070 | Human Resource Generalist |
| 42.090 | Supervisor, Safety |
| 42.100 | Administrator, Safety |
| 42.119 | Manager, Recruitment |
| 42.120 | Technical/Professional Recruiter |
| 42.121 | Employment Interviewer (Staffing Representative) |
| 42.130 | Manager, Benefits |
| 42.139 | Manager, Compensation |
| 42.140 | Administrator, Compensation & Benefits |
| 42.150 | Benefits Analyst II |
| 42.160 | Benefits Analyst I |
| 42.169 | Compensation and Benefits Director |
| 42.170 | Manager, Compensation and Benefits |
| 42.190 | Compensation Analyst II |
| 42.200 | Compensation Analyst I |
| 42.210 | Manager, Training |
| 42.230 | Training Specialist I |
| 42.231 | Training Specialist II |
| 42.240 | Wellness Manager |
| 42.250 | Manager, Safety |
| 42.260 | Safety Specialist |
| 42.270 | Manager, Organizational Development |
| 42.280 | Organizational Development Consultant |
| 42.290 | Instructional Designer |
| 42.300 | Manager, Human Resources Information Systems (HRIS) |

Information Systems

| | |
|--------|--|
| 43.008 | Chief Information Officer (CIO) |
| 43.009 | IT Director |
| 43.010 | Manager, Management Information Sys. (Multi-Div) |
| 43.020 | Manager, Management Information Sys. (Single Location) |
| 43.030 | Project Planner and Coordinator |
| 43.040 | Administrator, Data Security |
| 43.050 | Operating Syst. Analyst/Admin./Programmer, Sr. |
| 43.060 | Operating Syst. Analyst/Admin./Programmer |
| 43.069 | Manager, Database |
| 43.070 | Database Administrator |
| 43.080 | Database Analyst Principal |
| 43.081 | Database Analyst - Senior |
| 43.082 | Database Analyst |

Positions Surveyed (cont'd)

Information Systems (cont'd)

Job Code

| | |
|--------|---|
| 43.090 | Supervisor, Applications Systems Analysis |
| 43.100 | Engineer, Systems |
| 43.110 | Applications Systems Analyst, Senior |
| 43.120 | Applications Systems Analyst, Junior |
| 43.130 | Supervisor, Application Programming |
| 43.140 | Programming Analyst I |
| 43.150 | Programming Analyst II |
| 43.160 | Programming Analyst Senior |
| 43.161 | Programming Analyst Principal |
| 43.170 | Supervisor, Computer Operations |
| 43.190 | Network Engineer |
| 43.200 | Network Administrator |
| 43.210 | Manager, PC Support |
| 43.220 | Manager, Help Desk |
| 43.230 | Manager, Telecommunications |
| 43.239 | Website Producer |
| 43.240 | Webmaster |

Marketing and Sales

| | |
|--------|--|
| 44.007 | Director of Communications |
| 44.008 | Marketing Director |
| 44.009 | Director, Programs/Events |
| 44.010 | Senior Manager, Marketing and Sales |
| 44.020 | Assistant Sales Manager |
| 44.030 | Product Line Manager II |
| 44.031 | Product Line Manager I |
| 44.040 | Manager, Sales – Regional Administration |
| 44.050 | Manager, Sales - Export |
| 44.060 | Manager, Government Accounts |
| 44.070 | Manager, Marketing |
| 44.071 | Marketing Generalist III |
| 44.072 | Marketing Generalist II |
| 44.073 | Marketing Generalist I |
| 44.080 | Manager, Advertising |
| 44.081 | Manager, Public Relations |
| 44.082 | Public Relations Representative II |
| 44.083 | Public Relations Representative I |
| 44.090 | Supervisor, Advertising |
| 44.100 | Supervisor, Graphic Services |
| 44.110 | Art Director |
| 44.120 | Product Merchandiser |
| 44.129 | Manager, Social Media |
| 44.130 | Manager, Internet Marketing |
| 44.140 | Internet Marketing Specialist |

Positions Surveyed (cont'd)

Marketing and Sales (cont'd)

Job Code

| | |
|--------|-------------------------------|
| 44.150 | Manager, Market Research |
| 44.160 | Market Research Analyst III |
| 44.161 | Market Research Analyst II |
| 44.162 | Market Research Analyst I |
| 44.170 | Manager, Traffic |
| 44.180 | Supervisor, Traffic |
| 44.190 | Manager, Fleet |
| 44.200 | Manager, Service/Parts |
| 44.210 | Supervisor, Service or Parts |
| 44.220 | Supervisor, Order Processing |
| 44.230 | Supervisor, Telemarketing |
| 44.239 | Customer Service Director |
| 44.240 | Manager, Customer Service |
| 44.250 | Supervisor, Customer Service |
| 44.260 | Manager, Call Center |
| 44.270 | Product Training Specialist |
| 44.279 | Manager, Field Service |
| 44.280 | Supervisor, Field Service |
| 44.290 | Sr. Communications Specialist |
| 44.300 | Communication Specialist |
| 44.310 | Editor |
| 44.330 | Copywriter II |
| 44.340 | Copywriter I |
| 44.350 | Manager, Events |
| 44.360 | Meeting Planner |

Engineering – Product

| | |
|--------|---|
| 45.008 | Vice President of Engineering |
| 45.009 | Director of Engineering |
| 45.010 | Manager, Engineering Project |
| 45.020 | Manager, Engineering (Research & Development) |
| 45.030 | Supervisor, Engineering (Research & Development) |
| 45.040 | Engineer - Senior (Research & Development) |
| 45.050 | Engineer, Project - Senior (Research & Development) |
| 45.060 | Engineer, Project (Research & Development) |
| 45.070 | Supervisor, Engineering Laboratory |
| 45.080 | Manager, Product Engineering |
| 45.090 | Supervisor, Product Engineering |
| 45.100 | Engineer – Senior (Product Engineering) |
| 45.110 | Engineer, Project (Product Engineering) |
| 45.120 | Engineer, Product (Specifications & Standards) |
| 45.130 | Engineer - Senior (Electrical) |
| 45.140 | Engineer (Electrical) |
| 45.149 | Drafting and Documentation Manager |
| 45.150 | Supervisor, Drafting |

Positions Surveyed (cont'd)

Engineering – Product

Job Code

| | |
|--------|--|
| 45.160 | Engineer, Computer Software |
| 45.170 | Supervisor, CAD-CAM/Drafting |
| 45.180 | Manager, Application and/or Sales Engineering |
| 45.190 | Supervisor, Application and/or Sales Engineering |
| 45.200 | Engineer, Application (or Sales) |
| 45.210 | Engineer, Sales |
| 45.220 | Manager, Design Engineering |
| 45.230 | Design Engineer V |
| 45.240 | Design Engineer IV |
| 45.250 | Design Engineer III |
| 45.260 | Design Engineer II |
| 45.270 | Design Engineer I |

Manufacturing Engineering

| | |
|--------|--|
| 46.010 | Senior Manager, Manufacturing Engineering |
| 46.020 | Manager, Industrial Engineering |
| 46.030 | Supervisor, Industrial Engineering |
| 46.040 | Engineer, Senior (Industrial) |
| 46.050 | Engineer (Industrial) |
| 46.070 | Engineer, Programming (Numerical Control Machines) |
| 46.080 | Manager, Manufacturing Engineering |
| 46.081 | Manufacturing Engineer V |
| 46.090 | Manufacturing Engineer IV |
| 46.091 | Manufacturing Engineer III |
| 46.100 | Manufacturing Engineer II |
| 46.101 | Manufacturing Engineer I |
| 46.110 | Manager, Tool and Machine Engineering |
| 46.120 | Engineer, Tool and/or Machines |
| 46.130 | Manager, Plant and Facilities Engineering |
| 46.140 | Engineer, Senior (Plant Engineering) |
| 46.150 | Engineer – Project (Plant Engineering) |
| 46.160 | Manager, Quality Assurance Engineering |
| 46.170 | Supervisor, Quality Control Engineering |
| 46.180 | Engineer, Quality Control (Senior) |
| 46.190 | Engineer, Quality Control |
| 46.191 | Engineer – Global Supplier Quality Assurance |
| 46.200 | Manager, Test Engineering |
| 46.210 | Test Engineer |
| 46.220 | Manager, Safety and Environmental |
| 46.230 | Environmental Engineer |
| 46.240 | Manager, Construction Project |
| 46.250 | Construction Manager |
| 46.260 | Construction Site Foreman |

Positions Surveyed (cont'd)

Manufacturing/Operations

Job Code

| | |
|--------|--|
| 47.009 | Top Supply Chain Executive |
| 47.010 | Senior Manager, Manufacturing |
| 47.011 | Manager, Manufacturing (Single-Facility) |
| 47.020 | Manager, Operations (Non-Manufacturing) |
| 47.030 | Supervisor, Operations (Non-Manufacturing) |
| 47.040 | Manager, Production Control |
| 47.050 | Assistant Manager, Production Control |
| 47.060 | Supervisor, Production Control |

Manufacturing/Operations

| | |
|--------|--|
| 47.070 | Production Planner/Scheduler III (Master) |
| 47.080 | Production Planner/Scheduler II |
| 47.090 | Manager, Inventory Control |
| 47.100 | Supervisor, Inventory Control |
| 47.120 | Manager, Purchasing |
| 47.121 | Supervisor, Purchasing |
| 47.130 | Buyer III (Purchasing Agent) |
| 47.140 | Supervisor, Cost Estimating |
| 47.149 | Materials Director |
| 47.150 | Manager, Materials |
| 47.160 | Logistics Specialist |
| 47.170 | Manager, Warehouse |
| 47.180 | Supervisor, Warehouse (Shipping/Receiving) |
| 47.190 | Manager, Quality |
| 47.200 | Supervisor, Quality |
| 47.210 | ISO 9000/SPC/TQM Coordinator |
| 47.230 | Supervisor/Manager, Fleet |
| 47.240 | Manager, Global Sourcing |
| 47.250 | Global Sourcing Agent |
| 47.260 | Manager, Business Process Improvement/Lean/Six Sigma |

Plant Supervision

| | |
|--------|--|
| 48.009 | Manufacturing Director (Multi-Facility) |
| 48.010 | Manager, Plant |
| 48.020 | General Supervisor (Superintendent) |
| 48.040 | General Plant Supervisor – Level 1 |
| 48.050 | General Plant Supervisor – Level 2 |
| 48.060 | General Plant Supervisor – Level 3 |
| 48.070 | Trades Supervisor – Production Support |
| 48.090 | Production Supervisor – Skilled Operation |
| 48.110 | Production Supervisor – Semi-Skilled Operation |
| 48.130 | Production Supervisor – Unskilled Operation |
| 48.150 | Supervisor, Maintenance (Journeyman Level) |

Positions Surveyed (cont'd)

Plant Supervision

| | |
|-----------------|--|
| Job code | |
| 48.160 | Supervisor, Maintenance |
| 48.170 | Supervisor, Shipping/Receiving |
| 48.190 | Machine Shop Supervisor – Job Shop & Tool Room |
| 48.200 | Machine Shop Supervisor - Production |

Facility/Design

| | |
|--------|--|
| 49.029 | Facilities Manager II (Multi-Location) |
| 49.030 | Facilities Manager I (Single Location) |
| 49.031 | Manager, Security |

Legal and Regulatory

| | |
|--------|----------------------------|
| 50.009 | Attorney III |
| 50.010 | Attorney II |
| 50.011 | Attorney I |
| 50.020 | Regulatory Affairs Analyst |

Scientific

| | |
|--------|---------------------------------------|
| 51.020 | Chemist IV |
| 51.021 | Chemist III |
| 51.022 | Chemist II |
| 51.030 | Chemist I |
| 51.040 | Food Scientist |
| 51.050 | Metallurgist, Chief (Lab. Supervisor) |
| 51.060 | Metallurgist |

Miscellaneous

| | |
|--------|-----------------------------|
| 52.080 | Pilot, Executive (Aircraft) |
| 52.090 | Co-Pilot (Aircraft) |
| 52.160 | Manager, Records |
| 52.170 | Manager, Food Service |
| 52.171 | Dietitian/Nutritionist |
| 52.180 | Interpreter |

Banking and Insurance

| | |
|--------|-------------------------|
| 53.010 | Branch Manager |
| 53.020 | Commercial Loan Officer |
| 53.030 | Loan Officer |
| 53.040 | Claims Supervisor |

Positions Surveyed (cont'd)

Not-For-Profit

| | |
|--------|--------------------------------------|
| 55.010 | Manager, Fundraising/Development |
| 55.020 | Manager, Education (for non-profits) |

Retail

| | |
|--------|------------------------|
| 56.010 | Retail Store Manager |
| 56.020 | Retail/Wholesale Buyer |

Clinical/Professional Management

| | |
|--------|--|
| 57.010 | Physician Assistant |
| 57.020 | Nurse Practitioner |
| 57.030 | Nursing Director |
| 57.040 | Pharmacist |
| 57.050 | Physical Therapist (RPT) |
| 57.060 | Occupational Therapist Registered (OTR) |
| 57.070 | Medical Records Administrator/Supervisor |