

**Section III - Wage and Salary Data**  
**2003 Annual Area Survey of Wages, Salaries, and Benefits**

**Summary Data: Salaried Non-Exempt Positions**

<i>Salaried Non-Exempt Positions</i>		<i>Small Employers (0-50 employees)</i>				<i>Medium Employers (51-150 employees)</i>				<i>Large Employers (&gt; 150 employees)</i>			
<i>Surveyed Position</i>	<i>Job</i>			<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>	
		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Executive Secretary	A101	3	2,630	~	~	4	2,585	2,181	3,085	3	2,772	1,934	2,981
Secretary A	A102	5	1,800	~	~	1	2,847	2,142	3,150	64	2,621	2,105	3,217
Secretary B	A103	0	~	~	~	0	~	~	~	82	2,162	1,687	2,584
Clerk-Typist	A104	0	~	~	~	0	~	~	~	14	2,137	1,830	2,454
Word Processing Operator	A105	0	~	~	~	0	~	~	~	20	1,993	1,618	2,428
Desktop Publishing Specialist	A106	0	~	~	~	0	~	~	~	11	2,308	1,840	2,754
General Clerk	A107	1	1,976	~	~	3	1,957	1,635	2,225	0	~	~	~
Receptionist/Operator	A108	1	1,280	~	~	3	2,055	1,736	2,389	51	1,872	1,577	2,402
Accounting Clerk A	A109	0	~	~	~	4	2,830	2,032	3,133	47	2,429	1,843	2,992
Accounting Clerk B	A110	0	~	~	~	6	2,292	1,809	2,794	22	1,955	1,668	2,365
Computer Operator A	A111	0	~	~	~	1	2,255	~	~	2	2,440	1,984	3,031
Computer Operator B	A112	0	~	~	~	0	~	~	~	4	2,186	1,794	2,710
Customer Service Clerk	A113	1	2,290	~	~	20	2,584	2,339	2,818	9	1,439	~	~
Order Entry Clerk	A114	2	1,984	~	~	2	2,798	2,358	3,467	2	2,236	~	~
Production Clerk	A115	0	~	~	~	1	2,208	1,850	2,642	8	1,840	1,520	2,080

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<i>Surveyed Position</i>	<i>Job</i>			<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>	
		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Data Entry Operator A	A116	0	~	~	~	0	~	~	~	4	1,956	1,618	2,428
Data Entry Operator B	A117	0	~	~	~	0	~	~	~	4	1,602	1,462	2,171
Payroll Clerk	A118	0	~	~	~	1	2,720	2,358	3,467	8	2,434	1,872	2,662
Human Resource Assistant	A119	0	~	~	~	2	3,346	2,494	3,522	3	2,227	1,895	2,928
Human Resource Clerk	A120	0	~	~	~	1	2,452	1,905	3,175	2	2,714	2,287	3,811
Administrative Assistant	A121	1	2,123	~	~	0	~	~	~	44	2,438	1,895	2,928
Cashier	A122	0	~	~	~	0	~	~	~	18	2,032	1,815	2,368
Scheduler/Planner	A123	0	~	~	~	3	2,536	2,546	3,497	7	2,113	~	~
Nurse Aid/Assistant	A124	0	~	~	~	0	~	~	~	39	1,655	1,489	2,200
Licensed Practical Nurse	A125	0	~	~	~	0	~	~	~	27	2,712	2,066	2,784
Medical Records Clerk	A126	0	~	~	~	0	~	~	~	5	1,840	1,502	2,038

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**Summary Data: Hourly Paid Wage Positions**

<i>Hourly Paid Wage Positions</i>		<i>Small Employers (0-50 employees)</i>				<i>Medium Employers (51-150 employees)</i>				<i>Large Employers ( &gt; 150 employees)</i>			
<i>Surveyed Position</i>	<i>Job</i>			<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>	
		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Production Worker (Unskilled)	B101	53	10.04	8.08	10.88	176	12.08	10.01	14.26	188	9.74	9.17	11.81
Warehouse Worker/Operator	B102	5	9.65	8.00	10.33	24	12.37	10.79	13.78	86	12.41	9.69	13.12
Extruder	B103	11	12.72	9.50	13.05	77	14.15	10.54	16.36	103	14.41	12.14	15.13
Punch Press Operator	B104	2	10.40	9.00	11.80	4	14.00	8.00	14.00	2	9.00	7.00	12.00
Inspector	B105	17	8.00	7.00	8.50	20	11.88	9.59	12.81	26	14.62	10.97	14.82
Janitor	B106	1	5.10	~	~	7	9.90	8.68	11.56	169	9.38	7.83	10.94
Electrician	B107	0	~	~	~	5	18.00	13.08	18.09	20	15.67	15.43	19.17
Mechanic (Motor Vehicle)	B108	0	~	~	~	1	14.85	12.65	14.85	11	13.98	12.48	16.29
General Maintenance Repairer	B109	2	16.00	15.00	16.00	24	16.17	11.64	16.86	76	15.62	12.75	17.07
Maintenance Helper	B110	1	13.50	~	13.50	1	9.25	~	~	5	9.27	8.49	12.42
Painter/Sprayer	B111	1	10.73	9.50	10.90	1	13.55	~	~	7	12.41	11.44	16.61
Shipping/Receiving Clerk	B112	5	14.00	12.00	14.00	23	11.92	9.42	13.23	4	11.66	10.71	13.90
Shipper/Packer	B113	2	11.50	10.50	12.00	16	12.60	9.18	12.70	20	12.00	9.50	13.50
Tool & Die Maker	B114	9	23.00	22.00	25.00	10	16.62	11.13	16.85	2	16.00	15.00	18.00
Truckdriver, Light	B115	3	10.00	9.00	10.00	2	9.50	8.35	11.55	0	~	~	~

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<i>Surveyed Position</i>	<i>Job</i>			<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>	
		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Truckdriver, Heavy	B116	1	15.00	~	~	0	~	~	~	23	9.08	12.17	15.27
General Machinist (Manual)	B117	27	15.21	~	~	21	14.39	9.25	15.10	21	18.34	~	~
CNC Machine Operator	B118	16	15.31	~	~	15	14.23	9.75	15.25	26	18.34	~	~
CNC Tool Programmer	B119	5	17.93	~	~	2	19.44	15.52	21.11	0	~	~	~
Security Guard	B120	0	~	~	~	0	~	~	~	9	10.21	9.94	14.07
Food Service Worker	B121	0	~	~	~	0	~	~	~	28	8.38	7.56	9.74
Cook	B122	0	~	~	~	3	8.16	6.50	11.00	14	10.14	9.24	10.96
Technician	B123	1	13.50	~	~	10	15.35	11.51	16.53	3	16.29	15.50	16.94
Assembler	B124	16	11.13	6.75	13.00	5	10.25	8.00	12.00	19	16.71	13.52	17.00
Welder	B125	2	16.00	~	~	25	7.50	7.40	12.00	2	14.18	13.70	14.18
Stationary Engineer	B126	0	~	~	~	0	~	~	~	10	14.79	14.05	20.35
Carpenter	B127	0	~	~	~	0	~	~	~	5	13.57	11.44	16.61
Plumber	B128	0	~	~	~	0	~	~	~	4	14.54	11.44	16.61
Injection Molding Operator	B129	14	10.98	8.75	11.00	17	10.47	9.36	11.04	0	~	~	~
Production Lead - Skilled	B130	13	16.00	11.85	16.15	60	14.73	11.56	16.82	43	16.17	12.46	17.58
Production Lead - Unskilled	B131	5	12.13	11.20	13.10	20	10.71	9.60	11.13	0	~	~	~

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<i>Surveyed Position</i>	<i>Job</i>			<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>				<i>Surveyed Salary Range</i>	
		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Accounting Manager	C101	5	2,980	2,307	3,078	11	4,453	3,227	5,525	16	4,674	3,360	6,202
Buyer	C102	1	6,052	~	~	3	5,271	3,450	5,950	7	3,227	2,335	3,481
Data Processing Manager	C103	1	6,002	~	~	1	4,238	~	~	5	5,860	5,243	8,107
Engineering Manager	C104	3	5,308	~	~	4	4,934	3,281	4,956	5	6,702	4,565	9,624
Maintenance Supervisor	C105	1	3,800	~	~	1	4,935	3,551	5,732	11	3,326	2,522	3,816
Materials Manager	C106	0	~	~	~	4	4,515	~	~	1	4,601	3,573	6,946
Office Manager	C107	4	2,538	~	~	1	2,720	~	~	5	3,081	2,183	3,610
Human Resource Manager	C108	1	3,000	~	~	1	3,958	2,917	4,167	2	5,291	3,656	8,332
Plant Manager	C109	1	3,833	~	~	7	6,330	5,004	8,340	1	7,330	5,484	9,140
Production Manager	C110	2	3,320	~	~	5	6,055	4,421	7,162	1	5,920	4,168	6,946
Production Supervisor	C111	11	3,520	~	~	8	3,703	2,936	4,533	3	4,183	2,916	4,866
Purchasing Manager	C112	1	4,000	~	~	1	3,375	2,275	3,625	3	5,373	3,719	5,872
Sales Manager	C113	6	5,064	~	~	11	4,556	~	~	7	6,827	~	~
General Supervisor	C114	1	1,902	~	~	0	~	~	~	5	4,835	~	~
Shipping/Receiving Supervisor	C115	1	2,340	~	~	4	3,520	3,075	4,896	5	2,744	~	~

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		<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>	<i># of Ees</i>	<i>Average Salary</i>	<i>Minimum</i>	<i>Maximum</i>
Accountant	C116	0	~	~	~	2	3,108	~	~	17	3,798	2,560	4,245
Programmer/Analyst	C117	1	3,333	~	~	2	5,120	3,886	5,648	6	4,024	3,560	6,345
Traffic/Warehouse Manager	C118	0	~	~	~	2	5,179	4,376	5,754	1	4,909	3,859	6,432
Credit Manager	C119	0	~	~	~	2	4,361	3,416	4,818	5	3,693	~	~
Marketing Manager	C120	0	~	~	~	1	4,020	~	~	1	8,450	7,218	12,030
Public Relations Manager	C121	0	~	~	~	0	~	~	~	1	4,721	3,277	5,703
Graphic Designer	C122	0	~	~	~	1	4,491	3,655	4,970	0	~	~	~
Quality Assurance Manager	C123	0	~	~	~	6	4,491	3,545	6,144	7	6,661	4,168	10,017
Chemical Engineer	C124	0	~	~	~	2	6,131	4,704	7,588	0	~	~	~
Electrical Engineer	C125	0	~	~	~	0	~	~	~	2	4,635	3,260	5,081
Industrial Engineer	C126	0	~	~	~	0	~	~	~	2	4,749	3,573	7,609
Mechanical Engineer	C127	0	~	~	~	5	4,527	3,974	5,515	9	4,752	3,309	7,609
Registered Nurse	C128	0	~	~	~	0	~	~	~	15	3,017	2,381	3,711
Head Nurse	C129	0	~	~	~	0	~	~	~	2	4,386	3,879	5,658
Social Worker (LSW)	C130	0	~	~	~	0	~	~	~	4	3,077	1,750	3,333
Social Worker (LISW)	C131	0	~	~	~	0	~	~	~	7	3,390	2,500	3,750

**Summary data provided courtesy of the Portage County Workforce Policy Board, Portage County Commissioners and the Portage County Human Resources Association.**

A complete copy of the results of this year's survey, or a prior year's survey, is available for \$25 (members) and \$50 (non-members).

**For a copy of the complete report and to find out how to receive a free copy of next year's survey contact:**

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