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**Center for Business
Information and Research**



Flathead County Wage and Benefit Survey

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Flathead Valley Wage and Benefit Survey

Purpose

The report which follows represents the first comprehensive wage and benefit survey for Flathead County. The purpose of this survey is twofold: first, to provide data for existing employers about prevailing wage rates and benefit packages offered employees in Flathead County. This data allows businesses to compare their wage and benefit practices to similar firms in the same industry, as well as to firms in other industries. In addition, the data allows a level of specificity to the occupational level. Second, the wage and benefit data is ideally suited to economic development efforts, in that no longer do wages and benefit practices have to be ascertained from data collected across all industries at the county level. To date, wage data at the county level could only be gleaned from state employment data that depicts average wages by industry.

Data presented in this survey allows community resources to be better allocated toward economic development efforts and to assist local employers in finding and retaining quality employees.

Methodology

The Flathead County Wage and Benefit Survey (W&B) used as its foundation a similar study conducted by Ball State University in prior years. The survey was revised according to local employment conditions and subjected to the scrutiny of the Job Services Employers' Committee, as well as other interested parties involved in data collection and job retention/creation. The survey was initially piloted to a random selection of Flathead Valley businesses to test its validity and was then revised to correct some minor difficulties with the survey.

The mailing list was obtained from the Montana Department of Labor and represented all businesses in 2004 reporting employees and hence obligated to report for unemployment insurance reasons. State and other governmental entities are excluded from the survey. Only private businesses were surveyed and in all over 1800 surveys were mailed to area businesses. Businesses were mailed a survey in a stamped, self-addressed envelope.

Preliminary findings were reported at two well-attended public forums, the Flathead Valley Economic Outlook conference in January 2005, and a month later at the University of Montana, Bureau of Business and Economic Research, Montana Outlook Conference. As a result of renewed interest by business attendees, the deadline for business to participate was extended until March 2005.

Total occupational categories total 104, and all industrial classifications as represented by the North American Industry Classification System (NAICS) are represented. Survey respondents provided data on number of employees, assigned by occupational categories, and average pay for low-, average-, and high-wage positions. The lowest annual wage

likely represents entry level wages, where the highest average wage typically represents more senior employees. In addition, respondents were asked to provide a match for each job, indicating whether the job description as provided in the survey accurately represented the work being performed. For example, a heavy match indicates that the job entails somewhat more complex knowledge, skills, and abilities than the job summary indicates. Similarly, a low match indicates that the job includes somewhat less complex knowledge, duties, and skills than the job summary describes. The equal match represents actual job duties in line with the job description. This provides a qualitative aspect in controlling our data statistics. The occupational categories were spread over eight occupational job categories.

Extensive information was collected on general pay practices, such as pay period pay dates and if employees were offered direct deposit. Data on company benefit practices was also collected. Benefits have become an important component for small businesses due to escalating health care costs. While businesses may have some knowledge about competitor pay scales with respect to wages, even less is known about benefit practices. Benefits, as a percentage of wages, can run as high as 45 percent, so knowledge about competitor benefit practices is crucial for small business employee retention and hiring.

A copy of the survey is attached as Appendix 1.

Number of Establishments by Employment-size class

The data below depicts the number of establishments by employee size. Data is presented for 2002, the latest year available, compiled by the U.S. Census Bureau. The Wage and Benefit Survey is similarly depicted, for all firms reporting in the year 2004. As can be seen in both data sets, small businesses account for a significant majority of firms in Flathead County. Nearly 60 percent of the wage and benefit sample consists of firms with fewer than ten employees. This compares with nearly 80 percent reported in 2002 by the Bureau of the Census.

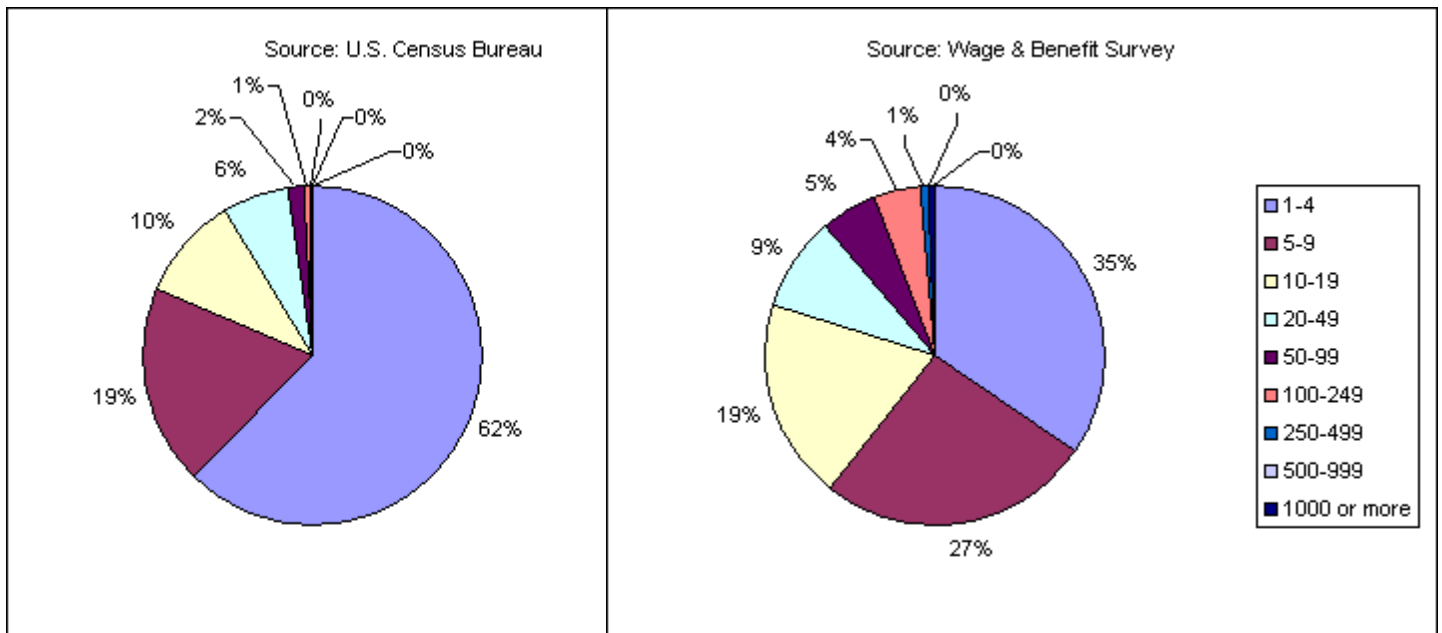
Table 1

Source: U.S. Census Bureau

Total Establishments	1-4	5-9	10-19	20-49	50-99	100-249	250-499	500-999	1000 or more
3409	2118	652	346	213	52	20	5	2	1

Source: Wage & Benefit Survey

Total Establishments	1-4	5-9	10-19	20-49	50-99	100-249	250-499	500-999	1000 or more
206	71	54	39	19	11	9	2	0	1



Employment Representation¹

The North American Industry Classification System, (NAICS), is an industry classification system that groups establishments into industries based on the activities in which they are primarily engaged. The first two digits of the structure designate the NAICS sectors that represent general categories of economic activity. At the two digit NAICS level, an entire economy is represented by 20 sectors. The more detailed code accommodates the larger number of sectors and allows more flexibility in designating subsectors².

All calculations were done at the Sector (2 digit level) or Subsector (3 digit level). Table 2 shows the number of firms participating in the survey, in alphabetical order, the total number of Flathead County employees, and the percent of total each subsector represents. This number differs from the total number of employees listed within an occupation; not all employees within a business were categorized.

The retail trade and construction industries have the largest industry representation at 20.4 percent and 15 percent respectively. However, the manufacturing industry contains the most employee representation at 34.5 percent. The next largest employment representation is the Accommodation and Food Services industry resulting in 5.4 percent of the total survey.

Table 2

<i>2 Digit NAICS</i>	<i>3 Digit NAICS</i>	<i>Total Number of Firms</i>		<i>Employee Representation</i>	
<i>Accommodation & Food Services</i>					
	Accommodation	4	1.9%	259	4.1%
	Food Services and Drinking Places	12	5.8%	342	5.4%
	<i>Sector Totals:</i>	16	7.8%	601	5.4%
<i>Administrative & Waste Services</i>					
	Administrative and Support Services	7	3.4%	32	0.5%
	Waste Management and Remediation Services	2	1.0%	8	0.1%
	<i>Sector Totals:</i>	9	4.4%	40	0.1%
<i>Agriculture, Forestry, Fishing & Hunting</i>					
	Crop Production	1	0.5%	49	0.8%
	Forestry and Logging	4	1.9%	28	0.4%
	<i>Sector Totals:</i>	5	2.4%	77	0.4%
<i>Arts, Entertainment, & Recreation</i>					
	Amusements, Gambling, and Recreation	3	1.5%	147	2.3%

¹ Totals may not sum due to rounding error.

² <http://www.census.gov/epcd/www/naicscod.htm>

		<i>Total Number of Firms</i>		<i>Employee Representation</i>	
	<i>Sector Totals:</i>	3	1.5%	147	2.3%
<i>Construction</i>					
	Construction of Buildings	16	7.8%	169	2.7%
	Heavy and Civil Engineering Construction	1	0.5%	1	0.0%
	Specialty Trade Contractors	14	6.8%	124	2.0%
	<i>Sector Totals:</i>	31	15.0%	294	2.0%
<i>Finance & Insurance</i>					
	Credit Intermediation & Related Activity	4	1.9%	201	3.2%
	Insurance Carriers and Related Activities	9	4.4%	45	0.7%
	Securities, Comm. Contracts, Investments	1	0.5%	2	0.0%
	<i>Sector Totals:</i>	14	6.8%	248	0.0%
<i>Health Care & Social Assistance</i>					
	Ambulatory Health Care Services	7	3.4%	168	2.7%
	Hospitals	2	1.0%	333	5.3%
	Nursing and Residential Care Facilities	1	0.5%	287	4.6%
	<i>Sector Totals:</i>	10	4.9%	788	4.6%
<i>Information</i>					
	Internet Service Providers, Web Search Portals, and Data Processing Services	1	0.5%	61	1.0%
	<i>Sector Totals:</i>	1	0.5%	61	1.0%
<i>Management of Companies and Enterprises</i>					
	Management of Companies and Enterprises	2	1.0%	71	1.1%
	<i>Sector Totals:</i>	2	1.0%	71	1.1%
<i>Manufacturing</i>					
	Fabricated Metal Product Manufacturing	2	1.0%	14	0.2%
	Food Manufacturing	2	1.0%	21	0.3%
	Furniture and Related Product Manufacturing	2	1.0%	11	0.2%
	Machinery Manufacturing	2	1.0%	409	6.5%
	Primary Metal Manufacturing	1	0.5%	153	2.4%
	Printing and Related Support Activities	1	0.5%	4	0.1%
	Textile Mills	1	0.5%	6	0.1%
	Transportation Equipment Manufacturing	1	0.5%	6	0.1%
	Wood Product Manufacturing	4	1.9%	2174	34.5%

		Total Number of Firms		Employee Representation	
	<i>Sector Totals:</i>	16	7.8%	2798	34.5%
<i>Mining</i>	Mining, except oil and gas	2	1.0%	106	1.7%
	<i>Sector Totals:</i>	2	1.0%	106	1.7%
<i>Other Services</i>	Personal and Laundry Services	1	0.5%	2	0.0%
	Religious, Grant Making, Civic, Professional, and Similar Organizations	1	0.5%	62	1.0%
	Repair and Maintenance	6	2.9%	33	0.5%
	<i>Sector Totals:</i>	8	3.9%	97	0.5%
<i>Professional and Technical Services</i>	Professional and Technical Services	21	10.2%	85	1.3%
	<i>Sector Totals:</i>	21	10.2%	85	1.3%
<i>Real Estate & Rental & Leasing</i>	Real Estate	8	3.9%	34	0.5%
	Rental and Leasing Services	2	1.0%	65	1.0%
	<i>Sector Totals:</i>	10	4.9%	99	1.0%
<i>Retail Trade</i>	Building Material and Garden Supply Stores	7	3.4%	154	2.4%
	Clothing and Clothing Accessories Stores	3	1.5%	10	0.2%
	Electronics and Appliance Stores	2	1.0%	30	0.5%
	Food and Beverage Stores	2	1.0%	11	0.2%
	Furniture and Home Furnishings Stores	4	1.9%	16	0.3%
	Gasoline Stations	7	3.4%	69	1.1%
	Health and Personal Care Stores	2	1.0%	11	0.2%
	Miscellaneous Store Retailers	6	2.9%	22	0.3%
	Motor Vehicle and Parts Dealers	4	1.9%	37	0.6%
	Nonstore Retailers	1	0.5%	11	0.2%
	Sporting Good, Hobby, Book, Music Stores	4	1.9%	115	1.8%
	<i>Sector Totals:</i>	42	20.4%	486	1.8%
<i>Transportation & Warehousing</i>	Couriers and Messengers	1	0.5%	4	0.1%
	Scenic and Sightseeing Transportation	1	0.5%	40	0.6%
	Support Activities for Transportation	1	0.5%	4	0.1%
	Transit and Ground Passenger	2	1.0%	4	0.1%

		<i>Total Number of Firms</i>	<i>Employee Representation</i>
	Transport		
	<i>Sector Totals:</i>	5 2.4%	52 0.1%
<i>Utilities</i>			
	Utilities	3 1.5%	151 2.4%
	<i>Sector Totals:</i>	3 1.5%	151 2.4%
<i>Wholesale Trade</i>			
	Merchant Wholesalers, Durable Goods	7 3.4%	67 1.1%
	Merchant Wholesalers, Nondurable Goods	1 0.5%	37 0.6%
	<i>Sector Totals:</i>	8 3.9%	104 0.6%
<i>Grand Total</i>		206	6305

Occupation Groups Standard Pay Wages³

The Occupation Groups Standard Pay Wages, Table 3, arranges occupational wages into eight professions and presents the mean, median and standard deviation for each occupation group. The Management group, which contains occupations such as General Manager, Plant Manager, Training Director and Computer and Information Systems Manager, has the highest mean and median wages at \$48,201 and \$42,000. However, the standard deviation was also the largest at \$24,971. The Miscellaneous group which contains occupations such as Food Server and Legal Assistant (Paralegal) has the lowest mean and median pay at \$19,916 and \$16,640 with a standard deviation of only \$8,297.

Table 3

<i>Occupation Group</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Administrative and Clerical</i>	\$24,550	\$22,360	\$10,001
<i>Health Care</i>	\$32,342	\$30,014	\$10,898
<i>Management</i>	\$48,201	\$42,000	\$24,971
<i>Miscellaneous</i>	\$19,916	\$16,640	\$8,297
<i>Production, Repair, and Maintenance</i>	\$29,238	\$27,313	\$13,488
<i>Professional</i>	\$39,824	\$37,856	\$14,239
<i>Sales</i>	\$24,348	\$21,920	\$10,367
<i>Transportation and Material Moving</i>	\$25,754	\$23,960	\$8,938

Note: The mean is not weighted, in that a firm reporting more than one employee in a specific occupational classification is only counted once.

³ Some annual wages have been calculated by multiplying the hourly mean wage by "year-round, full-time" hours, or 2,080 hours.

Average Wage per Occupation

The Average Wage per Occupation, Table 4, is an average calculation of each occupation's low, standard and high pay wages as reported by survey respondents. Median and standard deviation calculations are not presented due to the limited sample size for the low and high pay categories. The standard pay is the typical annual wage paid for the position. The low pay most likely represents entry level wages, and the high pay is most representative of seniority positions.

The highest paid wages are in the fields dealing with technology, some management and medical positions such as Computer Information Systems Manager, Computer Programmer, Electrical Engineer, Financial Manager/Controller, Materials Manager, Personnel/Human Resources Manager and Pharmacist. Some of the lowest paid occupations require fewer skills or education requirements such as Counter Salesperson/Cashier, Dishwasher, Driver, Food Server, General Clerk, Housekeeper/Cleaner, Order Clerk, Prep Cook/Line Cook, Shift Managers and Tellers.

Table 4

<i>Occupation</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Accountant	\$39,106	\$39,024	\$55,029
Accounting Clerk	\$21,678	\$26,994	\$26,410
Accounts Payable/Receivable Clerk	\$18,632	\$22,010	\$26,809
Assembler	\$19,870	\$21,855	\$28,674
Assistant Managers	\$22,000	\$24,000	\$26,000
Auditor	\$33,922	\$45,658	\$78,933
Auto Mechanic	\$50,946	\$33,572	\$41,181
Benefits Specialist	\$32,913	\$39,020	\$46,457
Biological Technician	\$18,000	\$20,000	\$24,000
Buyer/Purchasing Agent	\$29,354	\$31,347	\$39,126
CAD Operator/Draftsman	\$35,956	\$31,856	\$45,230
Chemical Technicians	\$22,000	\$27,000	\$40,000
Claims Examiners	\$24,003	\$32,751	\$48,000
Clerk Typist		\$18,064	
CNC Operator	\$31,540	\$36,635	\$40,664
Computer and Information Systems	\$51,862	\$53,943	\$76,356

<i>Occupation</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Manager			
Computer Programmer	\$54,450	\$46,348	\$71,074
Computer Software Engineer, Systems Software		\$45,950	
Computer Support Specialist	\$36,555	\$37,505	\$49,955
Computer Systems Analyst	\$60,112	\$63,128	\$66,144
Counselor/Social Service Worker	\$22,890	\$27,171	\$37,114
Counter Salesperson/Cashier	\$12,857	\$15,339	\$15,778
Credit Manager	\$32,447	\$31,398	\$46,163
Customer Service Representative	\$17,477	\$21,218	\$25,158
Data Entry Operator	\$17,182	\$18,867	\$21,416
Data Processing Manager	\$39,562	\$55,976	\$46,199
Database Administrator	\$59,124	\$65,429	\$61,188
Designer	\$31,200	\$41,247	\$44,100
Dishwasher	\$13,520	\$14,560	
Driver	\$17,039	\$19,220	\$19,551
Electrical Engineer	\$51,747	\$58,597	\$76,982
Electrician	\$40,469	\$51,084	\$45,781
Electronic Technician	\$28,976	\$41,716	\$38,274
Engineering Manager (Chief Engineer)	\$73,901	\$65,794	\$94,380
Estimator	\$40,447	\$40,241	\$65,163
Executive Secretary/Administrative Assistant	\$24,495	\$25,099	\$32,406
Facilities Manager	\$38,464	\$42,206	\$52,527
Financial Manager/Controller	\$47,714	\$45,960	\$58,550
Food Server	\$12,161	\$14,114	\$16,692
Foreman/Line Supervisor	\$36,314	\$38,745	\$47,389

<i>Occupation</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
General Clerk	\$14,825	\$18,057	\$21,137
General Laborer	\$17,418	\$20,420	\$25,923
General Manager	\$36,998	\$42,377	\$55,037
Graphic Artist	\$22,880	\$26,500	\$30,160
Heavy Equipment Operator		\$30,920	
Housekeeper/Cleaner	\$11,893	\$14,707	\$17,762
Inside Trucker/Forklift Operator	\$18,720	\$23,285	\$28,443
Janitor	\$14,748	\$15,941	\$21,956
Legal Assistant (Paralegal)	\$27,250	\$32,228	\$37,250
Licensed Practical Nurse	\$26,489	\$28,285	\$33,935
Machine Operator	\$24,160	\$30,638	\$36,142
Maintenance Mechanic	\$22,965	\$27,165	\$31,653
Maintenance Worker	\$20,410	\$24,219	\$27,876
Manufacturing Engineer	\$35,000	\$39,000	\$43,000
Marketing Representative	\$32,208	\$30,461	\$39,165
Marketing/Public Relations/Advertising Manager	\$53,446	\$56,612	\$58,274
Material Handler	\$15,752	\$24,601	\$25,883
Materials Manager	\$60,775	\$68,840	\$75,716
Mechanical Engineer	\$40,000	\$48,880	\$75,000
Medical Assistant/Nursing Aid	\$18,414	\$23,815	\$26,233
Medical Case Management Nurse		\$6,000	
Medical Records	\$18,720	\$22,880	\$24,960
Medical Technician	\$31,914	\$39,480	\$43,631
Network and Computer Systems Administrator	\$32,937	\$34,042	\$48,967
Network Systems and Data Communications Analyst	\$58,839	\$60,962	\$63,085

<i>Occupation</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Office Manager	\$24,597	\$26,111	\$32,948
Operations Research Analyst	\$70,000	\$75,000	\$85,000
Order Clerk	\$18,314	\$20,316	\$23,826
Payroll Clerk	\$25,912	\$31,259	\$36,198
Personnel Assistant	\$25,055	\$24,892	\$32,755
Personnel/Human Resources Manager	\$61,615	\$52,936	\$79,503
Pharmacist	\$76,960		\$83,200
Pharmacist Tech	\$24,960		\$28,080
Physicians Assistant		\$56,160	
Plant Manager	\$43,964	\$53,926	\$60,411
Plastics Technician	\$18,800	\$24,000	\$27,000
Prep Cook/Line Cook	\$15,860	\$17,160	\$20,020
Production Scheduler	\$33,832	\$40,454	\$45,771
Production Supervisor	\$38,070	\$39,795	\$45,696
Production Worker	\$14,673	\$21,367	\$27,179
Programmer	\$44,261	\$47,368	\$72,886
Purchasing Manager	\$38,150	\$40,528	\$43,150
Quality Control Inspector	\$37,201	\$39,714	\$39,311
Quality Control Manager	\$19,600	\$44,379	\$26,400
Quality Tester	\$30,196	\$30,766	\$31,706
Receptionist	\$17,657	\$19,635	\$22,592
Registered Nurse	\$34,408	\$45,656	\$52,087
Retail Sales Clerk	\$14,355	\$19,135	\$20,905
Sales Manager	\$33,178	\$39,952	\$44,844
Sales Representative	\$27,735	\$35,067	\$50,056

<i>Occupation</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Secretary	\$17,854	\$19,244	\$22,016
Shift Managers	\$15,500	\$16,500	\$20,000
Shipping/Receiving Clerk	\$21,421	\$22,130	\$28,594
System Analyst	\$35,147	\$42,121	\$51,096
Teller	\$14,950	\$17,679	\$21,197
Training Director		\$37,481	
Truck Driver	\$23,319	\$29,781	\$33,392
Warehouse Supervisor	\$38,457	\$28,903	\$35,902
Welder	\$23,200	\$30,240	\$33,350
Writer, Technical Publications	\$30,150	\$32,150	\$35,650

Industry 2-Digit Occupation Average Wage

Table 5a distributes each occupation into the 2 digit NAICS industry. A difference of average wages in similar occupations within the different industries is noticeable. Low average pay wage represents an entry level position where as a high average pay wage represents a senior level position or more experienced employee. A General Manager in the Accommodation and Food Services industry averages between \$29,000 and \$42,000 annually, where as a General Manager in Administrative and Waste Services averages \$34,000 to \$39,500.

The trend in the majority of occupations was a lower pay wage listed for the low average pay versus a higher pay wage for the high average pay wage. Occupations where the average pay wage is the same across all categories represents a business or businesses that do not have a pay policy in place to classify the employees skills/knowledge or experience for that particular occupation.

Table 5b further delineates a breakdown of the occupations within each industry subsector. For example in Table 5a a General Manager in the Accommodation and Food Services industry averages between \$29,000 and \$42,000 annually. Table 5b identifies the different subsectors within the Accommodation and Food Services industry that are represented in the Wage and Benefit Survey and the different average wages for General Manager within each of the subsectors for the industry. A General Manager in the Accommodation subsector averages \$40,000 to \$75,000 annually, in the Food Services and Drinking Places subsector \$25,333 to \$31,000 annually.

Table 5a

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Accommodation & Food Services					
<i>Administrative and Clerical</i>					
		Accounting Clerk		\$37,352	
		Accounts Payable/Receivable Clerk	\$20,904	\$21,888	\$23,920
		Customer Service Representative	\$14,560	\$14,934	\$19,760
		Executive Secretary/Administrative Assistant		\$23,330	
		General Clerk	\$15,080	\$16,120	\$17,680
		Office Manager	\$20,000	\$25,133	\$32,000
		Payroll Clerk		\$31,429	
		Personnel Assistant	\$22,880	\$22,880	\$22,880
		Receptionist	\$13,520	\$14,500	\$14,560
		Shipping/Receiving Clerk		\$20,632	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>				
		Computer and Information Systems Manager		\$48,800	
		Facilities Manager		\$37,600	
		Financial Manager/Controller		\$36,541	
		General Manager	\$29,000	\$27,288	\$42,000
		Marketing/Public Relations/Advertising Manager		\$53,000	
		Personnel/Human Resources Manager		\$34,250	
		Plant Manager		\$60,000	
		Sales Manager	\$23,500	\$30,750	\$34,000
		Training Director		\$29,000	
	<i>Miscellaneous</i>				
		Assistant Managers	\$22,000	\$24,000	\$26,000
		Dishwasher	\$13,520	\$14,560	
		Food Server	\$10,790	\$12,514	\$15,411
		Graphic Artist		\$27,000	
		Prep Cook/Line Cook	\$15,860	\$17,160	\$20,020
		Shift Managers	\$15,500	\$16,500	\$20,000
	<i>Production, Repair, and Maintenance</i>				
		Auto Mechanic	\$29,850	\$32,761	\$35,672
		Computer Support Specialist		\$24,960	
		General Laborer	\$9,517	\$14,813	\$24,100
		Housekeeper/Cleaner	\$11,426	\$12,311	\$14,696
		Janitor	\$15,600	\$17,160	\$18,720
		Maintenance Mechanic	\$21,736	\$27,585	\$30,472
		Maintenance Worker		\$16,640	\$19,760
		Production Supervisor	\$17,915	\$20,370	\$22,325
	<i>Professional</i>				
		Buyer/Purchasing Agent		\$28,000	
	<i>Sales</i>				
		Counter Salesperson/Cashier	\$13,520	\$15,100	\$16,120
		Retail Sales Clerk	\$14,907	\$17,160	\$20,800
	<i>Transportation and Material Moving</i>				
		Driver	\$15,435	\$17,101	\$18,720
		Truck Driver	\$27,040	\$32,115	\$37,190

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Administrative & Waste Services					
	<i>Administrative and Clerical</i>				
		Accounting Clerk	\$12,000	\$14,000	\$15,600
		Customer Service Representative	\$16,640	\$18,720	\$20,800
		Executive Secretary/Administrative Assistant	\$20,000	\$25,600	\$20,000
		General Clerk	\$13,000	\$14,500	\$16,000
		Office Manager	\$13,000	\$17,500	\$22,880
		Payroll Clerk		\$24,960	
	<i>Management</i>				
		General Manager	\$34,000	\$37,000	\$39,500
	<i>Miscellaneous</i>				
		Graphic Artist	\$22,880	\$26,000	\$30,160
	<i>Production, Repair, and Maintenance</i>				
		General Laborer	\$13,020	\$19,150	\$25,927
		Maintenance Worker	\$11,397		\$15,000
	<i>Sales</i>				
		Retail Sales Clerk	\$15,000	\$20,000	\$25,000
		Sales Representative			\$48,000
	<i>Transportation and Material Moving</i>				
		Driver	\$13,000	\$14,500	\$16,000
		Material Handler	\$20,800		\$23,712
		Truck Driver		\$24,600	
Agriculture, Forestry, Fishing & Hunting					
	<i>Administrative and Clerical</i>				
		Customer Service Representative	\$14,560		\$20,800
		Office Manager		\$18,000	
	<i>Management</i>				
		General Manager		\$45,000	\$70,000
		Sales Manager	\$21,840		\$24,960
	<i>Production, Repair, and Maintenance</i>				
		General Laborer	\$14,560	\$36,400	\$17,680
		Machine Operator	\$28,000	\$31,000	\$34,000
		Maintenance Worker		\$18,720	
		Production Worker	\$14,560		\$17,680

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Sales</i>				
		Counter Salesperson/Cashier	\$14,560		\$17,867
	<i>Transportation and Material Moving</i>				
		Heavy Equipment Operator		\$33,900	
		Inside Trucker/Forklift Operator		\$33,280	
		Truck Driver		\$40,800	
Arts, Entertainment, & Recreation					
	<i>Administrative and Clerical</i>				
		Customer Service Representative	\$12,480	\$14,560	\$16,640
		Office Manager	\$17,320	\$20,021	\$22,860
		Order Clerk		\$14,640	
		Receptionist	\$12,480	\$15,600	\$18,720
	<i>Management</i>				
		Computer and Information Systems Manager		\$20,760	
		General Manager	\$30,000	\$38,333	\$42,000
		Marketing/Public Relations/Advertising Manager	\$24,000	\$30,000	\$36,000
		Personnel/Human Resources Manager		\$31,200	
		Plant Manager	\$24,000	\$27,720	\$36,600
	<i>Miscellaneous</i>				
		Food Server	\$11,400	\$17,040	\$13,520
	<i>Production, Repair, and Maintenance</i>				
		General Laborer	\$11,440	\$13,000	\$14,560
		Housekeeper/Cleaner	\$11,440	\$11,960	\$12,480
		Janitor	\$14,560	\$16,640	\$18,720
		Maintenance Mechanic	\$12,480	\$16,640	\$20,800
		Maintenance Worker	\$11,440	\$13,000	\$14,560
	<i>Sales</i>				
		Counter Salesperson/Cashier	\$10,520	\$13,220	\$15,080
		Retail Sales Clerk	\$11,440	\$13,000	\$14,560
		Sales Representative	\$12,480	\$16,640	\$20,800
	<i>Transportation and Material Moving</i>				
		Driver	\$17,400	\$19,800	\$22,800

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>	
Construction	<i>Administrative and Clerical</i>					
		Accounting Clerk		\$35,130		
		Accounts Payable/Receivable Clerk	\$15,400	\$19,004	\$29,473	
		Clerk Typist		\$21,840		
		Executive Secretary/Administrative Assistant	\$19,720	\$20,800	\$37,336	
		General Clerk		\$22,880		
		Office Manager		\$26,083		
		Order Clerk		\$20,800		
		Payroll Clerk	\$18,200	\$34,900	\$22,360	
		Personnel Assistant		\$21,840		
		Receptionist	\$16,640	\$21,840		
		Secretary		\$15,005		
		<i>Management</i>				
		Computer and Information Systems Manager	\$50,000		\$75,000	
		Credit Manager		\$32,450		
		Data Processing Manager		\$84,000		
		Engineering Manager (Chief Engineer)		\$42,000		
		Facilities Manager				
		Financial Manager/Controller	\$80,000	\$43,400		
		General Manager	\$69,000	\$54,228	\$58,000	
		Marketing/Public Relations/Advertising Manager	\$69,000	\$57,244	\$81,500	
		Personnel/Human Resources Manager		\$39,950		
		Plant Manager		\$62,440		
		Purchasing Manager		\$53,450		
		Sales Manager		\$33,400		
		<i>Production, Repair, and Maintenance</i>				
		Assembler	\$24,760	\$27,200	\$32,920	
		Auto Mechanic		\$24,960		
		CNC Operator		\$33,200		
		Electrician		\$86,000		
		Foreman/Line Supervisor	\$36,760	\$33,350	\$44,410	
		General Laborer	\$17,927	\$21,276	\$25,276	
		Housekeeper/Cleaner		\$29,640		

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Machine Operator	\$22,000	\$30,000	\$41,500
		Maintenance Mechanic		\$26,160	
		Maintenance Worker		\$18,720	
		Production Scheduler		\$29,120	
		Production Supervisor	\$58,000	\$40,250	\$58,000
		Production Worker	\$18,720	\$23,959	\$31,678
	<i>Professional</i>				
		Accountant	\$43,000	\$29,826	\$55,000
		Benefits Specialist		\$34,900	
		Buyer/Purchasing Agent		\$39,950	
		CAD Operator/Draftsman		\$29,467	
		Electronic Technician		\$84,000	
		Estimator		\$36,830	
	<i>Sales</i>				
		Sales Representative	\$24,000	\$30,667	\$38,000
	<i>Transportation and Material Moving</i>				
		Heavy Equipment Operator		\$24,960	
		Material Handler		\$37,000	
		Truck Driver		\$29,520	\$36,920
		Warehouse Supervisor		\$24,500	
Finance & Insurance					
	<i>Administrative and Clerical</i>				
		Accounting Clerk		\$29,120	
		Accounts Payable/Receivable Clerk		\$27,558	
		Clerk Typist		\$27,352	
		Customer Service Representative	\$17,758	\$20,325	\$25,500
		Data Entry Operator		\$15,600	
		Executive Secretary/Administrative Assistant	\$17,169	\$21,947	\$21,733
		Network and Computer Systems Administrator		\$20,800	
		Office Manager	\$23,240	\$31,860	\$33,447
		Receptionist	\$18,990	\$21,331	\$22,671
		Secretary	\$6,000	\$13,360	\$9,000
		Teller	\$14,782	\$17,374	\$21,024
	<i>Health Care</i>				
		Medical Case Management Nurse		\$6,000	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>				
		Computer and Information Systems Manager		\$32,500	
		Credit Manager		\$33,280	
		Financial Manager/Controller	\$31,000	\$34,733	\$50,000
		General Manager	\$21,000	\$44,920	\$50,000
		Marketing/Public Relations/Advertising Manager		\$77,088	
		Personnel/Human Resources Manager		\$58,000	
		Plant Manager		\$55,611	
		Quality Control Manager		\$65,000	
		Sales Manager		\$66,750	
		Training Director		\$33,000	
	<i>Professional</i>				
		Buyer/Purchasing Agent		\$19,760	
		Claims Examiners	\$24,003	\$32,751	\$48,000
	<i>Sales</i>				
		Sales Representative	\$45,800	\$46,333	\$92,167

Health Care & Social Assistance

Administrative and Clerical

		Accounting Clerk	\$19,760	\$32,784	\$27,040
		Accounts Payable/Receivable Clerk	\$21,237	\$24,578	\$27,920
		Customer Service Representative	\$15,000	\$20,150	\$24,000
		Data Entry Operator		\$21,200	
		Database Administrator	\$36,046	\$44,324	\$35,802
		Executive Secretary/Administrative Assistant	\$22,713	\$26,423	\$29,734
		General Clerk	\$18,314	\$21,292	\$26,634
		Network and Computer Systems Administrator	\$36,046	\$44,324	\$49,302
		Office Manager	\$40,163	\$35,401	\$41,495
		Order Clerk	\$21,028	\$25,500	\$29,972
		Payroll Clerk		\$24,773	
		Personnel Assistant	\$22,713	\$23,150	\$32,468
		Receptionist	\$17,498	\$20,320	\$23,145
		Secretary	\$19,417	\$21,777	\$23,670
		Shipping/Receiving Clerk		\$18,179	
		Teller	\$15,454	\$18,595	\$21,715

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Health Care</i>				
		Licensed Practical Nurse	\$25,508	\$27,939	\$33,162
		Medical Assistant/Nursing Aid	\$18,414	\$23,815	\$26,233
		Medical Records	\$18,720	\$22,880	\$24,960
		Medical Technician	\$31,914	\$39,480	\$43,631
		Physicians Assistant		\$56,160	
		Registered Nurse	\$34,098	\$46,261	\$53,065
	<i>Management</i>				
		Computer and Information Systems Manager	\$50,381	\$49,688	\$75,571
		Credit Manager		\$23,795	
		Facilities Manager	\$40,164	\$44,362	\$60,245
		Financial Manager/Controller		\$62,112	
		General Manager		\$50,900	\$62,000
		Marketing/Public Relations/Advertising Manager	\$63,198	\$78,997	\$94,797
		Materials Manager	\$56,427	\$70,533	\$84,640
		Personnel/Human Resources Manager	\$56,427	\$56,545	\$84,640
		Purchasing Manager		\$26,998	
		Training Director		\$47,923	
	<i>Miscellaneous</i>				
		Counselor/Social Service Worker	\$23,660	\$30,290	\$44,408
		Food Server	\$15,007	\$17,774	\$22,433
	<i>Production, Repair, and Maintenance</i>				
		General Laborer		\$10,000	
		Housekeeper/Cleaner	\$14,435	\$17,035	\$22,090
		Maintenance Worker	\$23,587	\$27,799	\$32,105
	<i>Professional</i>				
		Accountant	\$33,363	\$40,975	\$48,547
		Benefits Specialist	\$22,713	\$27,580	\$32,468
		Buyer/Purchasing Agent	\$21,028	\$25,500	\$29,972
		Marketing Representative	\$30,888	\$37,856	\$44,803
		System Analyst	\$31,543	\$37,242	\$42,942
	<i>Transportation and Material Moving</i>				
		Driver	\$16,640	\$17,680	\$18,720
		Material Handler	\$19,468	\$23,566	\$27,643

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>	
Information	<i>Administrative and Clerical</i>					
		Accounting Clerk	\$35,672	\$35,672	\$35,672	
		Accounts Payable/Receivable Clerk	\$27,040	\$28,287	\$29,533	
		Customer Service Representative	\$19,760	\$23,505	\$37,464	
		Database Administrator	\$70,000	\$70,000	\$70,000	
		Executive Secretary/Administrative Assistant	\$35,707	\$35,707	\$35,707	
		Secretary	\$17,680	\$20,084	\$22,488	
		<i>Management</i>				
		Computer and Information Systems Manager	\$69,400	\$72,737	\$76,074	
		Financial Manager/Controller	\$57,500	\$57,618	\$57,736	
		General Manager	\$89,887	\$89,887	\$89,887	
		Marketing/Public Relations/Advertising Manager	\$48,969	\$48,969	\$48,969	
		Personnel/Human Resources Manager	\$57,277	\$57,277	\$57,277	
		Sales Manager	\$48,559	\$48,599	\$48,599	
		<i>Miscellaneous</i>				
		Writer, Technical Publications	\$38,300	\$38,300	\$38,300	
		<i>Production, Repair, and Maintenance</i>				
		Computer Support Specialist	\$31,117	\$35,987	\$38,765	
		Network Systems and Data Communications Analyst	\$63,000	\$64,503	\$66,006	
		Production Scheduler	\$32,994	\$32,994	\$32,994	
		Production Supervisor	\$66,680	\$66,680	\$66,680	
		Quality Control Inspector	\$53,003	\$53,003	\$53,003	
		Quality Tester	\$30,932	\$30,932	\$30,932	
		<i>Professional</i>				
		Computer Programmer	\$54,450	\$63,575	\$71,074	
		Designer	\$24,960	\$30,580	\$36,199	
		Marketing Representative	\$33,527	\$33,527	\$33,527	
		<i>Sales</i>				
		Sales Representative	\$22,094	\$28,810	\$33,827	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>	
Management of Companies and Enterprises	<i>Administrative and Clerical</i>					
		Accounting Clerk		\$16,640		
		Accounts Payable/Receivable Clerk	\$16,640	\$20,816	\$22,279	
		Data Entry Operator	\$17,368	\$19,028	\$20,015	
		Executive Secretary/Administrative Assistant	\$28,184	\$36,957	\$37,773	
		Payroll Clerk	\$24,627		\$35,672	
		Personnel Assistant	\$24,627	\$26,333	\$35,672	
		Secretary	\$23,005	\$28,525	\$30,576	
		<i>Management</i>				
			Computer and Information Systems Manager	\$50,045	\$62,245	\$73,195
			Data Processing Manager	\$50,045	\$66,183	\$73,195
			Financial Manager/Controller	\$64,792	\$79,933	\$95,659
			General Manager		\$60,000	
			Personnel/Human Resources Manager	\$64,792	\$77,185	\$95,659
		<i>Professional</i>				
			Accountant	\$38,646	\$51,416	\$56,514
			Auditor	\$30,844	\$41,974	\$63,300
			Benefits Specialist	\$24,627	\$31,452	\$35,672
		<i>Sales</i>				
			Retail Sales Clerk		\$20,000	
	Manufacturing	<i>Administrative and Clerical</i>				
			Accounting Clerk	\$19,000	\$24,750	\$29,367
			Accounts Payable/Receivable Clerk	\$20,000	\$22,000	\$29,000
			Customer Service Representative	\$19,900	\$27,100	\$30,277
			Data Entry Operator	\$19,760	\$21,840	\$24,610
			Database Administrator	\$75,166	\$78,923	\$82,680
			Executive Secretary/Administrative Assistant	\$35,044	\$30,525	\$50,305
			General Clerk	\$17,000	\$19,000	\$22,000
			Network and Computer Systems Administrator	\$32,500	\$43,000	\$53,500
			Office Manager		\$20,200	\$32,500

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Payroll Clerk	\$30,087	\$36,943	\$42,132
		Personnel Assistant	\$30,000	\$32,000	\$40,000
		Receptionist	\$18,320	\$21,340	\$25,190
		Shipping/Receiving Clerk	\$20,000	\$24,000	\$29,150
	<i>Management</i>				
		Computer and Information Systems Manager	\$41,400	\$57,500	\$72,500
		Credit Manager	\$30,000	\$37,000	\$42,000
		Data Processing Manager	\$52,000	\$55,000	\$65,000
		Engineering Manager (Chief Engineer)	\$70,000	\$90,000	\$83,000
		Facilities Manager	\$40,000	\$30,900	\$45,000
		Financial Manager/Controller	\$59,835	\$54,674	\$73,105
		General Manager	\$77,400	\$60,253	\$107,600
		Materials Manager	\$82,082	\$87,052	\$84,681
		Personnel/Human Resources Manager	\$71,868	\$83,470	\$83,029
		Plant Manager	\$50,273	\$50,216	\$76,170
		Purchasing Manager	\$60,000	\$65,000	\$70,000
		Quality Control Manager		\$44,137	
		Sales Manager	\$32,000	\$35,920	\$66,627
	<i>Miscellaneous</i>				
		Food Server	\$14,040	\$15,080	\$19,843
		Legal Assistant (Paralegal)	\$20,000	\$24,000	\$30,000
		Writer, Technical Publications	\$22,000	\$26,000	\$33,000
	<i>Production, Repair, and Maintenance</i>				
		Assembler	\$19,440	\$22,733	\$32,780
		Auto Mechanic		\$34,000	
		CNC Operator	\$31,540	\$38,352	\$40,664
		Computer Systems Analyst	\$60,112	\$63,128	\$66,144
		Electrician	\$34,393	\$36,601	\$41,476
		Foreman/Line Supervisor	\$41,379	\$43,168	\$55,648
		General Laborer	\$18,900	\$21,060	\$28,365
		Housekeeper/Cleaner	\$16,000	\$18,000	\$27,000
		Janitor	\$12,480	\$14,560	\$26,104
		Machine Operator	\$20,400	\$29,908	\$34,104
		Maintenance Mechanic	\$31,056	\$35,684	\$37,353
		Maintenance Worker	\$29,005	\$32,756	\$37,717
		Network Systems and Data Communications Analyst	\$54,678	\$57,421	\$60,164

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Plastics Technician	\$17,600	\$23,000	\$27,000
		Production Scheduler	\$39,841	\$55,579	\$64,645
		Production Supervisor	\$36,940	\$40,805	\$46,821
		Production Worker	\$13,690	\$19,305	\$28,830
		Quality Control Inspector	\$29,300	\$33,069	\$34,747
		Quality Tester	\$29,460	\$30,600	\$32,480
		Welder	\$22,500	\$30,333	\$33,000
		<i>Professional</i>			
		Accountant	\$44,204	\$51,376	\$60,711
		Auditor	\$37,000	\$45,000	\$73,500
		Benefits Specialist	\$39,481	\$46,665	\$54,348
		Buyer/Purchasing Agent	\$37,571	\$41,560	\$46,712
		CAD Operator/Draftsman	\$35,316	\$38,012	\$42,208
		Electrical Engineer	\$54,012	\$60,079	\$74,645
		Electronic Technician	\$33,040	\$35,352	\$38,664
		Manufacturing Engineer	\$35,000	\$39,000	\$43,000
		Mechanical Engineer	\$40,000	\$52,000	\$75,000
		Operations Research Analyst	\$70,000	\$75,000	\$85,000
		Programmer	\$38,750	\$50,500	\$68,500
		System Analyst	\$38,750	\$47,000	\$59,250
		<i>Sales</i>			
		Counter Salesperson/Cashier		\$27,000	
		Sales Representative	\$20,800	\$31,200	\$31,554
		<i>Transportation and Material Moving</i>			
		Driver	\$17,000	\$19,000	\$21,000
		Inside Trucker/Forklift Operator		\$27,400	\$31,744
		Material Handler		\$27,400	\$32,472
		Truck Driver			\$37,544
		Warehouse Supervisor	\$38,457	\$43,381	\$46,304
Mining		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$25,000	\$28,000	
		Accounts Payable/Receivable Clerk	\$17,000	\$19,700	\$20,000
		Payroll Clerk	\$21,000	\$24,000	\$28,000
		<i>Management</i>			
		General Manager		\$39,900	
		Plant Manager		\$92,000	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Production, Repair, and Maintenance</i>			
		Electrician		\$52,000	
		Foreman/Line Supervisor	\$30,000	\$35,900	\$42,500
		General Laborer	\$27,560	\$27,040	\$38,355
		Machine Operator	\$30,000	\$32,600	\$37,000
		Maintenance Mechanic		\$34,000	
		Maintenance Worker	\$14,560	\$15,600	\$16,640
		Production Supervisor	\$42,000	\$50,000	\$59,400
		Welder	\$27,000	\$29,000	\$31,000
		<i>Professional</i>			
		Accountant	\$28,000	\$29,000	\$30,000
		Buyer/Purchasing Agent	\$25,000	\$28,900	\$33,000
		Estimator	\$46,000	\$57,000	\$80,000
		<i>Sales</i>			
		Sales Representative		\$34,000	
		<i>Transportation and Material Moving</i>			
		Truck Driver	\$23,000	\$36,000	\$40,000
Other Services		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$26,000	
		Accounts Payable/Receivable Clerk	\$20,785	\$22,298	\$28,090
		Executive Secretary/Administrative Assistant	\$21,570	\$25,293	\$31,180
		General Clerk	\$16,349	\$23,700	\$31,180
		Network and Computer Systems Administrator	\$30,264	\$35,485	\$43,763
		Office Manager		\$19,937	
		Payroll Clerk	\$24,211	\$26,998	\$35,027
		Secretary	\$15,735	\$17,653	\$24,878
		<i>Health Care</i>			
		Licensed Practical Nurse	\$29,432	\$30,014	\$36,254
		Registered Nurse	\$35,651	\$41,423	\$47,195
		<i>Management</i>			
		Financial Manager/Controller	\$45,115	\$33,669	\$53,435
		General Manager	\$39,980	\$43,729	\$71,300
		Personnel/Human Resources Manager	\$32,950	\$41,600	\$47,611

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Miscellaneous</i>				
		Counselor/Social Service Worker	\$24,211	\$28,038	\$42,557
	<i>Production, Repair, and Maintenance</i>				
		Auto Mechanic	\$82,192	\$34,499	\$38,448
		General Laborer	\$9,000		\$11,400
		Housekeeper/Cleaner		\$16,640	
		Janitor	\$16,350	\$17,347	\$20,134
		Welder	\$20,800	\$31,200	\$36,400
	<i>Professional</i>				
		Accountant	\$34,675	\$35,360	\$50,086
		Buyer/Purchasing Agent	\$21,570	\$23,587	\$31,179
		Electronic Technician	\$33,000	\$44,670	\$57,000
Professional and Technical Services					
	<i>Administrative and Clerical</i>				
		Accounting Clerk	\$16,848	\$28,236	\$25,428
		Clerk Typist		\$5,000	
		Customer Service Representative		\$33,400	
		Data Entry Operator	\$16,000	\$18,000	\$20,000
		Executive Secretary/Administrative Assistant	\$16,000	\$24,600	\$20,000
		Network and Computer Systems Administrator		\$26,600	
		Office Manager	\$40,000	\$33,996	\$45,000
		Order Clerk		\$24,000	
		Payroll Clerk		\$30,600	
		Receptionist	\$17,680	\$15,627	\$17,680
		Secretary	\$21,850	\$24,200	\$33,100
	<i>Health Care</i>				
		Biological Technician	\$18,000	\$20,000	\$24,000
		Chemical Technicians	\$22,000	\$27,000	\$40,000
	<i>Management</i>				
		Computer and Information Systems Manager		\$125,000	
		Data Processing Manager			\$27,000
		Engineering Manager (Chief Engineer)		\$49,750	
		Financial Manager/Controller	\$7,000	\$30,500	\$46,100
		General Manager	\$27,427	\$36,727	\$43,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Marketing/Public Relations/Advertising Manager	\$21,840	\$30,466	\$25,000
		<i>Miscellaneous</i>			
		Legal Assistant (Paralegal)	\$34,500	\$36,342	\$44,500
		<i>Production, Repair, and Maintenance</i>			
		General Laborer		\$24,960	
		<i>Professional</i>			
		Accountant	\$36,000	\$38,356	\$54,800
		Auditor		\$50,000	\$100,000
		CAD Operator/Draftsman	\$31,200	\$28,320	\$35,360
		Computer Programmer		\$29,120	
		Computer Software Engineer, Systems Software		\$45,950	
		Designer	\$37,440	\$43,160	\$52,000
		Electrical Engineer	\$43,680	\$45,760	
		Mechanical Engineer		\$45,760	
		<i>Sales</i>			
		Sales Representative		\$33,400	
Real Estate & Rental & Leasing					
		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$22,800	
		Customer Service Representative	\$18,760	\$24,000	\$26,000
		Data Entry Operator			\$25,000
		Executive Secretary/Administrative Assistant	\$12,000	\$13,500	\$21,500
		General Clerk		\$11,960	
		Office Manager	\$18,720	\$20,335	\$26,405
		Secretary		\$16,640	
		<i>Management</i>			
		Credit Manager		\$24,960	
		Data Processing Manager			\$45,000
		Facilities Manager		\$66,404	
		Financial Manager/Controller		\$52,338	\$27,000
		General Manager	\$24,550	\$27,238	\$40,500
		Marketing/Public Relations/Advertising Manager			\$36,000
		Personnel/Human Resources Manager		\$28,700	
		Sales Manager		\$66,040	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Miscellaneous</i>				
		Counselor/Social Service Worker	\$20,800	\$23,185	\$24,378
	<i>Production, Repair, and Maintenance</i>				
		Foreman/Line Supervisor	\$29,000		\$31,000
		General Laborer		\$12,480	
		Housekeeper/Cleaner	\$8,400	\$13,693	\$24,000
		Maintenance Mechanic	\$12,480	\$24,180	\$29,120
		Maintenance Worker		\$19,500	
		Production Worker		\$20,800	\$23,920
	<i>Professional</i>				
		Buyer/Purchasing Agent		\$16,640	
	<i>Sales</i>				
		Sales Representative	\$27,040	\$46,800	\$55,000
	<i>Transportation and Material Moving</i>				
		Material Handler	\$6,240	\$16,640	\$20,800
		Truck Driver	\$18,720	\$23,920	\$29,120
Retail Trade					
	<i>Administrative and Clerical</i>				
		Accounting Clerk	\$16,640	\$19,340	\$14,420
		Accounts Payable/Receivable Clerk	\$11,293	\$18,505	\$22,880
		Customer Service Representative	\$12,480	\$14,560	\$20,800
		Data Entry Operator	\$15,600	\$16,640	\$17,680
		Executive Secretary/Administrative Assistant		\$10,600	
		General Clerk	\$11,707	\$13,871	\$16,640
		Office Manager	\$34,320	\$24,166	\$38,480
		Order Clerk	\$15,600	\$16,640	\$17,680
		Payroll Clerk	\$16,640	\$19,760	\$22,880
		Receptionist		\$13,992	
		Shipping/Receiving Clerk	\$14,560	\$22,273	\$19,656
	<i>Health Care</i>				
		Pharmacist	\$76,960		\$83,200
		Pharmacist Tech	\$24,960		\$28,080
	<i>Management</i>				
		Computer and Information Systems Manager		\$41,733	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Credit Manager		\$32,240	
		Data Processing Manager	\$16,640	\$18,720	\$20,800
		Financial Manager/Controller	\$29,249	\$35,651	\$38,064
		General Manager	\$31,796	\$34,252	\$46,589
		Marketing/Public Relations/Advertising Manager	\$28,500	\$30,004	\$32,000
		Materials Manager	\$22,880	\$24,535	\$25,964
		Purchasing Manager	\$16,300	\$17,650	\$16,300
		Quality Control Manager	\$19,600	\$24,000	\$26,400
		Sales Manager	\$28,700	\$31,536	\$33,021
		<i>Miscellaneous</i>			
		Food Server	\$13,833	\$14,943	\$16,520
		<i>Production, Repair, and Maintenance</i>			
		Assembler	\$11,500	\$16,500	\$16,400
		Auto Mechanic	\$20,800	\$34,840	\$46,180
		Foreman/Line Supervisor	\$20,500	\$26,000	\$43,000
		General Laborer	\$18,250	\$19,265	\$25,360
		Housekeeper/Cleaner	\$12,480	\$12,750	\$13,000
		Janitor		\$14,000	
		Maintenance Mechanic	\$16,380	\$17,160	\$26,260
		Maintenance Worker	\$12,480	\$14,040	\$15,600
		Production Scheduler	\$16,640	\$29,000	\$20,800
		<i>Professional</i>			
		Accountant		\$24,000	
		Buyer/Purchasing Agent	\$25,168	\$30,629	\$32,006
		CAD Operator/Draftsman		\$26,500	
		Designer		\$50,000	
		Electronic Technician	\$20,800	\$23,920	\$27,040
		Estimator		\$45,000	
		Marketing Representative		\$20,000	
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$13,007	\$14,685	\$15,626
		Retail Sales Clerk	\$14,253	\$18,137	\$21,123
		Sales Representative	\$24,702	\$31,572	\$43,047
		<i>Transportation and Material Moving</i>			
		Driver	\$24,000	\$28,000	
		Inside Trucker/Forklift Operator	\$18,720	\$18,604	\$21,840
		Material Handler		\$21,500	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Truck Driver	\$18,373	\$23,920	\$27,888
		Warehouse Supervisor		\$23,155	\$29,000
Transportation & Warehousing					
	<i>Administrative and Clerical</i>				
		Secretary			\$5,880
	<i>Management</i>				
		Facilities Manager	\$30,000	\$34,000	\$36,000
		Financial Manager/Controller		\$22,500	
		General Manager		\$27,000	
		Personnel/Human Resources Manager		\$12,000	
	<i>Production, Repair, and Maintenance</i>				
		General Laborer		\$16,000	
		Maintenance Mechanic	\$19,000	\$29,500	\$20,000
		Maintenance Worker		\$36,000	
		Plastics Technician	\$20,000	\$25,000	\$27,000
	<i>Professional</i>				
		Electronic Technician	\$25,000	\$27,000	\$30,000
	<i>Sales</i>				
		Retail Sales Clerk	\$16,800	\$18,700	\$19,760
	<i>Transportation and Material Moving</i>				
		Driver			\$18,600
Utilities					
	<i>Administrative and Clerical</i>				
		Accounting Clerk	\$26,432	\$31,373	\$36,114
		Accounts Payable/Receivable Clerk	\$26,561	\$29,203	\$31,907
		Customer Service Representative	\$26,561	\$29,203	\$31,907
		Database Administrator	\$55,283	\$68,470	\$81,657
		Executive Secretary/Administrative Assistant	\$34,893	\$42,609	\$50,326
		General Clerk	\$16,640	\$18,720	\$20,800
		Payroll Clerk	\$38,264	\$46,858	\$55,451
		Receptionist	\$24,585	\$28,040	\$29,473
		Shipping/Receiving Clerk	\$29,702	\$32,905	\$36,420
	<i>Management</i>				
		Computer and Information Systems Manager	\$60,405	\$75,028	\$89,650

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Credit Manager	\$34,893	\$42,609	\$50,326
		Engineering Manager (Chief Engineer)	\$77,802	\$97,471	\$117,141
		Facilities Manager	\$41,992	\$51,568	\$61,144
		Financial Manager/Controller	\$65,867	\$82,047	\$98,227
		General Manager	\$35,400	\$41,550	\$47,700
		Marketing/Public Relations/Advertising Manager	\$50,504	\$62,374	\$74,244
		Materials Manager	\$60,405	\$75,028	\$89,650
		Personnel/Human Resources Manager	\$65,867	\$82,047	\$98,227
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic	\$38,396	\$42,265	\$46,072
		Computer Support Specialist	\$41,992	\$51,568	\$61,144
		Electrician	\$58,697	\$58,697	\$58,697
		Foreman/Line Supervisor	\$64,584	\$64,584	\$64,584
		General Laborer	\$22,630	\$28,000	\$32,781
		Maintenance Worker	\$20,450	\$29,165	\$37,880
		Production Supervisor	\$30,430	\$35,690	\$40,950
		<i>Professional</i>			
		Accountant	\$50,504	\$62,374	\$74,244
		Benefits Specialist	\$38,264	\$46,858	\$55,451
		CAD Operator/Draftsman	\$41,992	\$51,568	\$61,144
		Electrical Engineer	\$55,283	\$68,470	\$81,657
		Estimator	\$34,893	\$42,609	\$50,326
		Programmer	\$55,283	\$68,470	\$81,657
		<i>Transportation and Material Moving</i>			
		Truck Driver	\$40,872	\$45,000	\$50,481
Wholesale Trade		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$30,000	\$25,000
		Accounts Payable/Receivable Clerk		\$23,500	\$25,000
		Customer Service Representative	\$15,600	\$15,600	\$19,600
		Data Entry Operator		\$19,760	\$18,000
		General Clerk	\$13,260	\$15,600	\$17,160
		Office Manager		\$27,200	
		Receptionist	\$17,680	\$23,420	\$24,960
		Secretary		\$22,000	
		Shipping/Receiving Clerk		\$16,000	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>				
		Financial Manager/Controller		\$55,000	
		General Manager	\$30,000	\$45,400	\$51,667
		Marketing/Public Relations/Advertising Manager	\$106,000	\$106,000	\$65,500
		Plant Manager	\$45,000	\$45,000	\$45,000
		Purchasing Manager		\$49,500	
		Sales Manager	\$54,600	\$47,800	\$49,300
		Training Director		\$40,000	
	<i>Production, Repair, and Maintenance</i>				
		Assembler	\$14,430	\$19,240	\$20,000
		Auto Mechanic	\$21,000	\$30,600	\$40,000
		Housekeeper/Cleaner		\$3,500	\$19,000
		Maintenance Mechanic	\$21,840	\$21,333	\$33,060
		Production Worker		\$25,000	
	<i>Professional</i>				
		Estimator		\$30,000	
		Programmer		\$20,000	
	<i>Sales</i>				
		Retail Sales Clerk		\$34,500	
		Sales Representative		\$40,000	\$41,000
	<i>Transportation and Material Moving</i>				
		Driver		\$20,000	
		Inside Trucker/Forklift Operator		\$23,250	
		Material Handler	\$16,500		\$18,200
		Truck Driver	\$21,800	\$30,000	\$24,500
		Warehouse Supervisor		\$26,000	\$22,000

Industry 3-Digit Occupation Average Wage
Table 5b

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Accommodation & Food Services					
	<i>Accommodation</i>				
	<i>Administrative and Clerical</i>				
		Accounting Clerk		\$37,352	
		Accounts Payable/Receivable Clerk	\$20,904	\$21,888	\$23,920
		Customer Service Representative	\$14,560	\$14,934	\$19,760
		Executive Secretary/Administrative Assistant		\$23,330	
		General Clerk	\$15,080	\$16,120	\$17,680
		Office Manager	\$20,000	\$22,700	\$32,000
		Payroll Clerk		\$31,429	
		Personnel Assistant	\$22,880	\$22,880	\$22,880
		Shipping/Receiving Clerk		\$20,632	
	<i>Management</i>				
		Computer and Information Systems Manager		\$48,800	
		Facilities Manager		\$37,600	
		Financial Manager/Controller		\$39,812	
		General Manager	\$40,000	\$50,000	\$75,000
		Marketing/Public Relations/Advertising Manager		\$53,000	
		Personnel/Human Resources Manager		\$34,250	
		Sales Manager	\$23,500	\$30,750	\$34,000
	<i>Miscellaneous</i>				
		Dishwasher	\$13,520	\$14,560	
		Food Server	\$9,750	\$11,180	\$14,300
		Graphic Artist		\$27,000	
		Prep Cook/Line Cook	\$15,860	\$17,160	\$20,020
	<i>Production, Repair, and Maintenance</i>				
		Auto Mechanic	\$29,850	\$32,761	\$35,672
		Computer Support Specialist		\$24,960	
		General Laborer		\$11,500	
		Housekeeper/Cleaner	\$12,795	\$14,347	\$16,765
		Janitor	\$15,600	\$17,160	\$18,720
		Maintenance Mechanic	\$21,736	\$27,585	\$30,472

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Maintenance Worker		\$16,640	\$19,760
	<i>Professional</i>	Buyer/Purchasing Agent		\$28,000	
	<i>Sales</i>	Counter Salesperson/Cashier	\$14,560	\$15,100	\$16,640
		Retail Sales Clerk	\$15,600	\$17,940	\$22,880
	<i>Transportation and Material Moving</i>	Driver	\$15,435	\$17,101	\$18,720
		Truck Driver	\$27,040	\$32,115	\$37,190
	<i>Food Services and Drinking Places</i>				
	<i>Administrative and Clerical</i>	Office Manager		\$30,000	
		Receptionist	\$13,520	\$14,500	\$14,560
	<i>Management</i>	Financial Manager/Controller		\$30,000	
		General Manager	\$25,333	\$21,610	\$31,000
		Plant Manager		\$60,000	
		Training Director		\$29,000	
	<i>Miscellaneous</i>	Assistant Managers	\$22,000	\$24,000	\$26,000
		Food Server	\$11,050	\$12,811	\$15,658
		Shift Managers	\$15,500	\$16,500	\$20,000
	<i>Production, Repair, and Maintenance</i>	General Laborer	\$9,517	\$16,470	\$24,100
		Housekeeper/Cleaner	\$5,950	\$6,200	\$6,420
		Production Supervisor	\$17,915	\$20,370	\$22,325
	<i>Sales</i>	Counter Salesperson/Cashier	\$12,480		\$15,600
		Retail Sales Clerk	\$13,520	\$15,600	\$16,640
	Administrative & Waste Services				
	<i>Administrative and Support Services</i>				
	<i>Administrative and Clerical</i>	Accounting Clerk	\$12,000	\$14,000	\$15,600
		Customer Service Representative	\$16,640	\$18,720	\$20,800
		Executive Secretary/Administrative Assistant	\$20,000	\$20,000	\$20,000
		General Clerk	\$13,000	\$14,500	\$16,000
		Office Manager	\$13,000	\$17,500	\$22,880

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>	General Manager	\$34,000	\$37,000	\$39,500
	<i>Miscellaneous</i>	Graphic Artist	\$22,880	\$26,000	\$30,160
	<i>Production, Repair, and Maintenance</i>	General Laborer	\$13,020	\$19,150	\$25,927
		Maintenance Worker	\$11,397		\$15,000
	<i>Sales</i>	Retail Sales Clerk	\$15,000	\$20,000	\$25,000
		Sales Representative			\$48,000
	<i>Transportation and Material Moving</i>	Driver	\$13,000	\$14,500	\$16,000
	<i>Waste Management and Remediation Services</i>				
	<i>Administrative and Clerical</i>	Executive Secretary/Administrative Assistant		\$31,200	
		Payroll Clerk		\$24,960	
	<i>Transportation and Material Moving</i>	Material Handler	\$20,800		\$23,712
		Truck Driver		\$24,600	
	Agriculture, Forestry, Fishing & Hunting				
	<i>Crop Production</i>				
	<i>Administrative and Clerical</i>	Customer Service Representative	\$14,560		\$20,800
	<i>Management</i>	Sales Manager	\$21,840		\$24,960
	<i>Production, Repair, and Maintenance</i>	General Laborer	\$14,560		\$17,680
		Maintenance Worker		\$18,720	
		Production Worker	\$14,560		\$17,680
	<i>Sales</i>	Counter Salesperson/Cashier	\$14,560		\$17,867
	<i>Forestry and Logging</i>				
	<i>Administrative and Clerical</i>	Office Manager		\$18,000	
	<i>Management</i>	General Manager		\$45,000	\$70,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Production, Repair, and Maintenance</i>			
		General Laborer		\$36,400	
		Machine Operator	\$28,000	\$31,000	\$34,000
		<i>Transportation and Material Moving</i>			
		Heavy Equipment Operator		\$33,900	
		Inside Trucker/Forklift Operator		\$33,280	
		Truck Driver		\$40,800	
Arts, Entertainment, & Recreation					
		<i>Amusements, Gambling, and Recreation</i>			
		<i>Administrative and Clerical</i>			
		Customer Service Representative	\$12,480	\$14,560	\$16,640
		Office Manager	\$17,320	\$20,021	\$22,860
		Order Clerk		\$14,640	
		Receptionist	\$12,480	\$15,600	\$18,720
		<i>Management</i>			
		Computer and Information Systems Manager		\$20,760	
		General Manager	\$30,000	\$38,333	\$42,000
		Marketing/Public Relations/Advertising Manager	\$24,000	\$30,000	\$36,000
		Personnel/Human Resources Manager		\$31,200	
		Plant Manager	\$24,000	\$27,720	\$36,600
		<i>Miscellaneous</i>			
		Food Server	\$11,400	\$17,040	\$13,520
		<i>Production, Repair, and Maintenance</i>			
		General Laborer	\$11,440	\$13,000	\$14,560
		Housekeeper/Cleaner	\$11,440	\$11,960	\$12,480
		Janitor	\$14,560	\$16,640	\$18,720
		Maintenance Mechanic	\$12,480	\$16,640	\$20,800
		Maintenance Worker	\$11,440	\$13,000	\$14,560
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$10,520	\$13,220	\$15,080
		Retail Sales Clerk	\$11,440	\$13,000	\$14,560
		Sales Representative	\$12,480	\$16,640	\$20,800
		<i>Transportation and Material Moving</i>			
		Driver	\$17,400	\$19,800	\$22,800

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Construction					
		<i>Construction of Buildings</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$35,130	
		Accounts Payable/Receivable Clerk	\$15,400	\$17,963	\$27,050
		Clerk Typist		\$21,840	
		Executive Secretary/Administrative Assistant		\$19,934	
		General Clerk		\$21,840	
		Office Manager		\$23,139	
		Order Clerk		\$20,800	
		Payroll Clerk		\$34,900	
		Personnel Assistant		\$21,840	
		Receptionist		\$21,840	
		Secretary		\$21,840	
		<i>Management</i>			
		Credit Manager		\$32,450	
		Facilities Manager			
		Financial Manager/Controller		\$53,200	
		General Manager	\$58,000	\$54,738	\$58,000
		Marketing/Public Relations/Advertising Manager	\$58,000	\$73,366	\$58,000
		Personnel/Human Resources Manager		\$34,900	
		Plant Manager		\$91,011	
		Purchasing Manager		\$54,900	
		<i>Production, Repair, and Maintenance</i>			
		Assembler	\$24,760	\$27,200	\$32,920
		Foreman/Line Supervisor	\$36,760	\$37,350	\$44,410
		General Laborer	\$17,120	\$22,013	\$23,560
		Housekeeper/Cleaner		\$19,760	
		Maintenance Mechanic		\$26,160	
		Production Supervisor	\$58,000	\$42,667	\$58,000
		Production Worker	\$18,720	\$22,917	\$31,678
		<i>Professional</i>			
		Accountant		\$28,183	
		Benefits Specialist		\$34,900	
		Buyer/Purchasing Agent		\$39,950	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		CAD Operator/Draftsman		\$30,680	
		Estimator		\$42,950	
		<i>Sales</i>			
		Sales Representative	\$24,000	\$30,667	\$38,000
		<i>Heavy and Civil Engineering Construction</i>			
		<i>Production, Repair, and Maintenance</i>			
		Machine Operator	\$22,000	\$30,000	\$41,500
		<i>Specialty Trade Contractors</i>			
		<i>Administrative and Clerical</i>			
		Accounts Payable/Receivable Clerk		\$21,088	\$34,320
		Executive Secretary/Administrative Assistant	\$19,720	\$23,400	\$37,336
		General Clerk		\$23,920	
		Office Manager		\$30,500	
		Payroll Clerk	\$18,200		\$22,360
		Receptionist	\$16,640		
		Secretary		\$11,588	
		<i>Management</i>			
		Computer and Information Systems Manager	\$50,000		\$75,000
		Credit Manager			
		Data Processing Manager		\$84,000	
		Engineering Manager (Chief Engineer)		\$42,000	
		Financial Manager/Controller	\$80,000	\$33,600	
		General Manager	\$80,000	\$53,633	
		Marketing/Public Relations/Advertising Manager	\$80,000	\$25,000	\$105,000
		Personnel/Human Resources Manager		\$45,000	
		Plant Manager		\$33,870	
		Purchasing Manager		\$52,000	
		Sales Manager		\$33,400	
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic		\$24,960	
		CNC Operator		\$33,200	
		Electrician		\$86,000	
		Foreman/Line Supervisor		\$25,350	
		General Laborer	\$19,540	\$20,448	\$28,709

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Housekeeper/Cleaner		\$39,520	
		Maintenance Worker		\$18,720	
		Production Scheduler		\$29,120	
		Production Supervisor		\$33,000	
		Production Worker		\$25,000	
		<i>Professional</i>			
		Accountant	\$43,000	\$36,400	\$55,000
		CAD Operator/Draftsman		\$27,040	
		Electronic Technician		\$84,000	
		Estimator		\$30,710	
		<i>Transportation and Material Moving</i>			
		Heavy Equipment Operator		\$24,960	
		Material Handler		\$37,000	
		Truck Driver		\$29,520	\$36,920
		Warehouse Supervisor		\$24,500	

Finance & Insurance

Credit Intermediation & Related Activity

Administrative and Clerical

		Accounting Clerk		\$29,120	
		Accounts Payable/Receivable Clerk		\$34,960	
		Clerk Typist		\$27,352	
		Customer Service Representative	\$16,453	\$20,413	\$23,160
		Data Entry Operator		\$15,600	
		Executive Secretary/Administrative Assistant	\$16,133	\$21,947	\$22,199
		Office Manager		\$27,560	
		Receptionist	\$18,179	\$21,781	\$20,342
		Secretary		\$18,720	
		Teller	\$14,782	\$17,374	\$21,024

Management

		Credit Manager		\$33,280	
		Financial Manager/Controller	\$30,000	\$38,100	\$60,000
		General Manager	\$30,000	\$69,300	\$70,000
		Marketing/Public Relations/Advertising Manager		\$91,000	
		Personnel/Human Resources Manager		\$58,000	
		Sales Manager		\$76,500	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Training Director		\$33,000	
	<i>Professional</i>				
		Buyer/Purchasing Agent		\$19,760	
	<i>Insurance Carriers and Related Activities</i>				
	<i>Administrative and Clerical</i>				
		Accounting Clerk			
		Accounts Payable/Receivable Clerk		\$20,155	
		Customer Service Representative	\$18,540	\$20,272	\$26,904
		Executive Secretary/Administrative Assistant	\$19,240		\$20,800
		Network and Computer Systems Administrator		\$20,800	
		Office Manager	\$23,240	\$33,293	\$33,447
		Receptionist	\$19,800	\$20,880	\$25,000
	<i>Health Care</i>				
		Medical Case Management Nurse		\$6,000	
	<i>Management</i>				
		Computer and Information Systems Manager		\$32,500	
		Financial Manager/Controller	\$32,000	\$28,000	\$40,000
		General Manager		\$34,000	
		Marketing/Public Relations/Advertising Manager		\$63,175	
		Plant Manager		\$55,611	
		Quality Control Manager		\$65,000	
		Sales Manager		\$57,000	
	<i>Professional</i>				
		Claims Examiners	\$24,003	\$32,751	\$48,000
	<i>Sales</i>				
		Sales Representative	\$45,800	\$46,333	\$92,167
	<i>Securities, Comm. Contracts, Investments</i>				
	<i>Administrative and Clerical</i>				
		Secretary	\$6,000	\$8,000	\$9,000
	<i>Management</i>				
		General Manager	\$12,000	\$18,000	\$30,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Health Care & Social Assistance					
<i>Ambulatory Health Care Services</i>					
<i>Administrative and Clerical</i>					
		Accounting Clerk	\$19,760	\$32,784	\$27,040
		Customer Service Representative	\$15,000	\$20,150	\$24,000
		Data Entry Operator		\$21,200	
		Database Administrator			\$19,000
		Executive Secretary/Administrative Assistant		\$28,184	\$27,000
		General Clerk	\$15,600	\$19,188	\$23,296
		Network and Computer Systems Administrator			\$46,000
		Office Manager		\$30,467	\$32,120
		Receptionist	\$18,200	\$20,397	\$22,568
		Secretary	\$20,800		\$21,840
<i>Health Care</i>					
		Licensed Practical Nurse	\$24,960	\$25,981	\$27,477
		Medical Assistant/Nursing Aid	\$19,000	\$26,071	\$25,571
		Medical Records	\$18,720	\$22,880	\$24,960
		Medical Technician	\$29,016	\$36,504	\$33,800
		Physicians Assistant		\$56,160	
		Registered Nurse	\$33,904	\$45,826	\$47,424
<i>Management</i>					
		Computer and Information Systems Manager		\$36,400	
		Credit Manager		\$23,795	
		Financial Manager/Controller		\$77,000	
		General Manager		\$10,000	\$62,000
<i>Production, Repair, and Maintenance</i>					
		General Laborer		\$10,000	
<i>Professional</i>					
		System Analyst	\$27,040	\$30,160	\$33,280
<i>Hospitals</i>					
<i>Administrative and Clerical</i>					
		Accounts Payable/Receivable Clerk	\$21,029	\$25,500	\$29,972
		Database Administrator	\$36,046	\$44,324	\$52,603
		Executive Secretary/Administrative Assistant	\$22,713	\$27,580	\$32,468

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		General Clerk	\$21,028	\$25,500	\$29,972
		Network and Computer Systems Administrator	\$36,046	\$44,324	\$52,603
		Office Manager	\$40,163	\$50,204	\$60,245
		Order Clerk	\$21,028	\$25,500	\$29,972
		Personnel Assistant	\$22,713	\$27,580	\$32,468
		Receptionist	\$18,033	\$21,777	\$25,500
		Secretary	\$18,033	\$21,777	\$25,500
		Teller	\$15,454	\$18,595	\$21,715
		<i>Health Care</i>			
		Licensed Practical Nurse	\$24,523	\$29,868	\$35,193
		Medical Assistant/Nursing Aid	\$19,468	\$23,566	\$27,643
		Medical Technician	\$33,363	\$42,455	\$48,547
		Registered Nurse	\$38,147	\$49,941	\$61,724
		<i>Management</i>			
		Computer and Information Systems Manager	\$50,381	\$62,976	\$75,571
		Facilities Manager	\$40,164	\$50,205	\$60,245
		Marketing/Public Relations/Advertising Manager	\$63,198	\$78,997	\$94,797
		Materials Manager	\$56,427	\$70,533	\$84,640
		Personnel/Human Resources Manager	\$56,427	\$70,533	\$84,640
		<i>Miscellaneous</i>			
		Food Server	\$15,454	\$18,595	\$21,715
		<i>Production, Repair, and Maintenance</i>			
		Housekeeper/Cleaner	\$15,454	\$18,595	\$21,715
		Maintenance Worker	\$28,600	\$34,964	\$41,329
		<i>Professional</i>			
		Accountant	\$33,363	\$40,975	\$48,547
		Benefits Specialist	\$22,713	\$27,580	\$32,468
		Buyer/Purchasing Agent	\$21,028	\$25,500	\$29,972
		Marketing Representative	\$30,888	\$37,856	\$44,803
		System Analyst	\$36,046	\$44,324	\$52,603
		<i>Transportation and Material Moving</i>			
		Material Handler	\$19,468	\$23,566	\$27,643
		<i>Nursing and Residential Care Facilities</i>			
		<i>Administrative and Clerical</i>			
		Accounts Payable/Receivable Clerk	\$21,653	\$22,734	\$23,816
		Executive		\$23,504	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Secretary/Administrative Assistant			
		Payroll Clerk		\$24,773	
		Personnel Assistant		\$18,720	
		Receptionist	\$15,558	\$18,554	\$21,944
		Shipping/Receiving Clerk		\$18,179	
		<i>Health Care</i>			
		Licensed Practical Nurse	\$27,040	\$31,886	\$36,816
		Medical Assistant/Nursing Aid	\$15,600	\$19,552	\$26,811
		Registered Nurse	\$26,192	\$40,643	\$47,029
		<i>Management</i>			
		Facilities Manager		\$32,676	
		Financial Manager/Controller		\$47,223	
		General Manager		\$91,800	
		Personnel/Human Resources Manager		\$42,557	
		Purchasing Manager		\$26,998	
		Training Director		\$47,923	
		<i>Miscellaneous</i>			
		Counselor/Social Service Worker	\$23,660	\$30,290	\$44,408
		Food Server	\$14,560	\$16,952	\$23,150
		<i>Production, Repair, and Maintenance</i>			
		Housekeeper/Cleaner	\$13,416	\$15,475	\$22,464
		Maintenance Worker	\$18,574	\$20,634	\$22,880
		<i>Transportation and Material Moving</i>			
		Driver	\$16,640	\$17,680	\$18,720

Information

Internet Service Providers, Web Search Portals and Data Processing Services

Administrative and Clerical

Accounting Clerk	\$35,672	\$35,672	\$35,672
Accounts Payable/Receivable Clerk	\$27,040	\$28,287	\$29,533
Customer Service Representative	\$19,760	\$23,505	\$37,464
Database Administrator	\$70,000	\$70,000	\$70,000
Executive Secretary/Administrative Assistant	\$35,707	\$35,707	\$35,707
Secretary	\$17,680	\$20,084	\$22,488

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>				
		Computer and Information Systems Manager	\$69,400	\$72,737	\$76,074
		Financial Manager/Controller	\$57,500	\$57,618	\$57,736
		General Manager	\$89,887	\$89,887	\$89,887
		Marketing/Public Relations/Advertising Manager	\$48,969	\$48,969	\$48,969
		Personnel/Human Resources Manager	\$57,277	\$57,277	\$57,277
		Sales Manager	\$48,559	\$48,599	\$48,599
	<i>Miscellaneous</i>				
		Writer, Technical Publications	\$38,300	\$38,300	\$38,300
	<i>Production, Repair, and Maintenance</i>				
		Computer Support Specialist	\$31,117	\$35,987	\$38,765
		Network Systems and Data Communications Analyst	\$63,000	\$64,503	\$66,006
		Production Scheduler	\$32,994	\$32,994	\$32,994
		Production Supervisor	\$66,680	\$66,680	\$66,680
		Quality Control Inspector	\$53,003	\$53,003	\$53,003
		Quality Tester	\$30,932	\$30,932	\$30,932
	<i>Professional</i>				
		Computer Programmer	\$54,450	\$63,575	\$71,074
		Designer	\$24,960	\$30,580	\$36,199
		Marketing Representative	\$33,527	\$33,527	\$33,527
	<i>Sales</i>				
		Sales Representative	\$22,094	\$28,810	\$33,827

Management of Companies and Enterprises

Management of Companies and Enterprises

Administrative and Clerical

	Accounting Clerk		\$16,640		
	Accounts Payable/Receivable Clerk	\$16,640	\$20,816	\$22,279	
	Data Entry Operator	\$17,368	\$19,028	\$20,015	
	Executive Secretary/Administrative Assistant	\$28,184	\$36,957	\$37,773	
	Payroll Clerk	\$24,627		\$35,672	
	Personnel Assistant	\$24,627	\$26,333	\$35,672	
	Secretary	\$23,005	\$28,525	\$30,576	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Management</i>			
		Computer and Information Systems Manager	\$50,045	\$62,245	\$73,195
		Data Processing Manager	\$50,045	\$66,183	\$73,195
		Financial Manager/Controller	\$64,792	\$79,933	\$95,659
		General Manager		\$60,000	
		Personnel/Human Resources Manager	\$64,792	\$77,185	\$95,659
		<i>Professional</i>			
		Accountant	\$38,646	\$51,416	\$56,514
		Auditor	\$30,844	\$41,974	\$63,300
		Benefits Specialist	\$24,627	\$31,452	\$35,672
		<i>Sales</i>			
		Retail Sales Clerk		\$20,000	
Manufacturing					
		<i>Fabricated Metal Product Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Office Manager		\$14,400	
		<i>Management</i>			
		Financial Manager/Controller		\$22,000	
		General Manager		\$39,000	
		Sales Manager		\$31,000	
		<i>Production, Repair, and Maintenance</i>			
		Foreman/Line Supervisor		\$31,000	
		Machine Operator		\$29,250	
		<i>Food Manufacturing</i>			
		<i>Management</i>			
		Plant Manager		\$18,720	
		<i>Miscellaneous</i>			
		Food Server	\$14,040	\$15,080	\$19,843
		<i>Production, Repair, and Maintenance</i>			
		General Laborer	\$14,560	\$15,600	\$16,640
		<i>Furniture and Related Product Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Executive Secretary/Administrative Assistant		\$18,200	
		<i>Production, Repair, and Maintenance</i>			
		Assembler	\$22,880	\$31,200	\$40,560

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Machinery Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$17,000	\$22,000	\$29,000
		Accounts Payable/Receivable Clerk	\$20,000	\$22,000	\$29,000
		Customer Service Representative	\$19,000	\$23,000	\$29,000
		Executive Secretary/Administrative Assistant	\$25,000	\$30,000	\$45,000
		General Clerk	\$17,000	\$19,000	\$22,000
		Office Manager			\$32,500
		Payroll Clerk	\$25,000	\$35,000	\$40,000
		Personnel Assistant	\$30,000	\$32,000	\$40,000
		Receptionist	\$20,000	\$25,000	\$28,000
		Shipping/Receiving Clerk	\$20,000	\$24,000	\$29,000
		<i>Management</i>			
		Computer and Information Systems Manager	\$30,000	\$35,000	\$45,000
		Credit Manager	\$30,000	\$37,000	\$42,000
		Data Processing Manager	\$52,000	\$55,000	\$65,000
		Engineering Manager (Chief Engineer)	\$70,000	\$90,000	\$83,000
		Facilities Manager	\$40,000	\$42,000	\$45,000
		Financial Manager/Controller	\$65,000	\$70,000	\$85,000
		General Manager			\$60,000
		Materials Manager	\$65,000	\$70,000	\$76,000
		Personnel/Human Resources Manager	\$60,000	\$70,000	\$85,000
		Plant Manager	\$50,000	\$62,000	\$70,000
		Purchasing Manager	\$60,000	\$65,000	\$70,000
		<i>Miscellaneous</i>			
		Legal Assistant (Paralegal)	\$20,000	\$24,000	\$30,000
		Writer, Technical Publications	\$22,000	\$26,000	\$33,000
		<i>Production, Repair, and Maintenance</i>			
		Assembler	\$16,000	\$19,000	\$25,000
		CNC Operator	\$22,000	\$35,000	\$39,000
		Electrician	\$28,000	\$33,000	\$45,000
		Housekeeper/Cleaner	\$16,000	\$18,000	\$27,000
		Machine Operator	\$20,000	\$33,000	\$35,000
		Maintenance Mechanic	\$24,000	\$29,000	\$36,000
		Maintenance Worker	\$17,000	\$22,000	\$34,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Plastics Technician	\$17,600	\$23,000	\$27,000
		Production Scheduler	\$24,000		
		Production Supervisor	\$30,000	\$35,000	\$45,000
		Quality Control Inspector	\$17,000	\$22,000	\$26,000
		Welder	\$22,500	\$28,000	\$33,000
		<i>Professional</i>			
		Accountant	\$40,000	\$48,000	\$65,000
		Buyer/Purchasing Agent	\$35,000	\$41,000	\$50,000
		CAD Operator/Draftsman	\$23,000	\$26,000	\$32,000
		Electrical Engineer	\$45,000	\$54,000	\$80,000
		Electronic Technician	\$25,000	\$29,000	\$35,000
		Manufacturing Engineer	\$35,000	\$39,000	\$43,000
		Mechanical Engineer	\$40,000	\$52,000	\$75,000
		Operations Research Analyst	\$70,000	\$75,000	\$85,000
		Programmer	\$45,000	\$56,000	\$77,000
		System Analyst	\$33,000	\$35,000	\$45,000
		<i>Transportation and Material Moving</i>			
		Driver	\$17,000	\$19,000	\$21,000
		Warehouse Supervisor	\$20,000	\$27,000	\$30,000
		<i>Primary Metal Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Database Administrator	\$75,166	\$78,923	\$82,680
		Executive Secretary/Administrative Assistant	\$47,632	\$50,024	\$52,416
		Payroll Clerk	\$41,262	\$43,329	\$45,396
		<i>Management</i>			
		Financial Manager/Controller	\$93,704	\$98,410	\$103,116
		Materials Manager	\$99,164	\$104,104	\$109,044
		Personnel/Human Resources Manager	\$93,704	\$98,410	\$103,116
		<i>Production, Repair, and Maintenance</i>			
		CNC Operator	\$41,080	\$41,704	\$42,328
		Computer Systems Analyst	\$60,112	\$63,128	\$66,144
		Electrician	\$41,080	\$41,704	\$42,328
		Foreman/Line Supervisor	\$54,678	\$57,521	\$60,164
		General Laborer			\$36,088
		Janitor			\$35,568
		Maintenance Mechanic	\$41,080	\$41,704	\$42,328
		Maintenance Worker	\$41,080	\$41,704	\$42,328

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Network Systems and Data Communications Analyst	\$54,678	\$57,421	\$60,164
		Production Scheduler	\$63,024	\$66,157	\$69,290
		Production Supervisor	\$54,678	\$57,521	\$60,164
		Production Worker			\$38,272
		<i>Professional</i>			
		Accountant	\$60,112	\$63,128	\$66,144
		Benefits Specialist	\$41,262	\$43,329	\$45,396
		Buyer/Purchasing Agent	\$56,914	\$59,761	\$62,608
		CAD Operator/Draftsman	\$47,632	\$50,024	\$52,416
		Electrical Engineer	\$63,024	\$66,157	\$69,290
		Electronic Technician	\$41,080	\$41,704	\$42,328
		<i>Transportation and Material Moving</i>			
		Inside Trucker/Forklift Operator			\$36,088
		Material Handler			\$37,544
		Truck Driver			\$37,544
		Warehouse Supervisor	\$56,914	\$59,761	\$62,608
		<i>Printing and Related Support Activities</i>			
		<i>Management</i>			
		Sales Manager		\$21,000	
		<i>Production, Repair, and Maintenance</i>			
		Production Worker		\$13,000	
		<i>Textile Mills</i>			
		<i>Administrative and Clerical</i>			
		Executive Secretary/Administrative Assistant		\$11,400	
		<i>Management</i>			
		Financial Manager/Controller		\$58,000	
		Plant Manager		\$35,000	
		Sales Manager		\$10,000	
		<i>Production, Repair, and Maintenance</i>			
		Production Worker	\$5,800		\$19,000
		<i>Transportation Equipment Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Office Manager		\$26,000	
		<i>Management</i>			
		Facilities Manager		\$19,800	
		General Manager		\$21,600	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Production, Repair, and Maintenance</i>			
		Assembler		\$18,000	
		Welder		\$35,000	
		<i>Sales</i>			
		Counter Salesperson/Cashier		\$27,000	
		<i>Wood Product Manufacturing</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$21,000	\$27,500	\$29,550
		Customer Service Representative	\$20,800	\$31,200	\$31,554
		Data Entry Operator	\$19,760	\$21,840	\$24,610
		Executive Secretary/Administrative Assistant	\$32,500	\$43,000	\$53,500
		Network and Computer Systems Administrator	\$32,500	\$43,000	\$53,500
		Payroll Clerk	\$24,000	\$32,500	\$41,000
		Receptionist	\$16,640	\$17,680	\$22,381
		Shipping/Receiving Clerk			\$29,300
		<i>Management</i>			
		Computer and Information Systems Manager	\$52,800	\$80,000	\$100,000
		Financial Manager/Controller	\$20,800	\$24,960	\$31,200
		General Manager	\$77,400	\$87,307	\$123,467
		Materials Manager			\$69,000
		Personnel/Human Resources Manager	\$61,900	\$82,000	\$72,000
		Plant Manager	\$50,410	\$67,680	\$78,227
		Quality Control Manager		\$44,137	
		Sales Manager	\$32,000	\$58,800	\$66,627
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic		\$34,000	
		Electrician	\$34,100	\$35,100	\$37,100
		Foreman/Line Supervisor	\$34,730	\$42,440	\$53,390
		General Laborer	\$21,070	\$23,790	\$30,365
		Janitor	\$12,480	\$14,560	\$16,640
		Machine Operator	\$20,800	\$29,020	\$33,208
		Maintenance Mechanic	\$30,067	\$36,015	\$36,596
		Maintenance Worker	\$28,970	\$33,660	\$37,270
		Production Scheduler	\$32,500	\$45,000	\$60,000
		Production Supervisor	\$31,540	\$35,350	\$41,060

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Production Worker	\$16,320	\$21,407	\$28,960
		Quality Control Inspector	\$41,600	\$44,138	\$39,120
		Quality Tester	\$29,460	\$30,600	\$32,480
		<i>Professional</i>			
		Accountant	\$32,500	\$43,000	\$55,850
		Auditor	\$37,000	\$45,000	\$73,500
		Benefits Specialist	\$37,700	\$50,000	\$63,300
		Buyer/Purchasing Agent	\$20,800	\$23,920	\$37,120
		Programmer	\$32,500	\$45,000	\$60,000
		System Analyst	\$44,500	\$59,000	\$73,500
		<i>Sales</i>			
		Sales Representative	\$20,800	\$31,200	\$31,554
		<i>Transportation and Material Moving</i>			
		Inside Trucker/Forklift Operator		\$27,400	\$27,400
		Material Handler		\$27,400	\$27,400
Mining					
		<i>Mining, except oil and gas</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$25,000	\$28,000	
		Accounts Payable/Receivable Clerk	\$17,000	\$19,700	\$20,000
		Payroll Clerk	\$21,000	\$24,000	\$28,000
		<i>Management</i>			
		General Manager		\$39,900	
		Plant Manager		\$92,000	
		<i>Production, Repair, and Maintenance</i>			
		Electrician		\$52,000	
		Foreman/Line Supervisor	\$30,000	\$35,900	\$42,500
		General Laborer	\$27,560	\$27,040	\$38,355
		Machine Operator	\$30,000	\$32,600	\$37,000
		Maintenance Mechanic		\$34,000	
		Maintenance Worker	\$14,560	\$15,600	\$16,640
		Production Supervisor	\$42,000	\$50,000	\$59,400
		Welder	\$27,000	\$29,000	\$31,000
		<i>Professional</i>			
		Accountant	\$28,000	\$29,000	\$30,000
		Buyer/Purchasing Agent	\$25,000	\$28,900	\$33,000
		Estimator	\$46,000	\$57,000	\$80,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Sales</i>	Sales Representative		\$34,000	
	<i>Transportation and Material Moving</i>	Truck Driver	\$23,000	\$36,000	\$40,000
Other Services					
	<i>Personal and Laundry Services</i>				
	<i>Production, Repair, and Maintenance</i>	General Laborer	\$9,000		\$11,400
	<i>Religious, Grant Making, Civic, Professional, and Similar Organizations</i>				
	<i>Administrative and Clerical</i>	Accounts Payable/Receivable Clerk	\$21,570	\$22,235	\$31,180
		Executive Secretary/Administrative Assistant	\$21,570	\$25,293	\$31,180
		General Clerk	\$16,349	\$23,700	\$31,180
		Network and Computer Systems Administrator	\$30,264	\$35,485	\$43,763
		Payroll Clerk	\$24,211	\$26,998	\$35,027
		Secretary	\$21,570	\$22,921	\$31,180
	<i>Health Care</i>	Licensed Practical Nurse	\$29,432	\$30,014	\$36,254
		Registered Nurse	\$35,651	\$41,423	\$47,195
	<i>Management</i>	Financial Manager/Controller	\$45,115	\$49,338	\$53,435
		General Manager	\$57,160	\$65,000	\$82,600
		Personnel/Human Resources Manager	\$32,950	\$41,600	\$47,611
	<i>Miscellaneous</i>	Counselor/Social Service Worker	\$24,211	\$28,038	\$42,557
	<i>Production, Repair, and Maintenance</i>	Janitor	\$16,350	\$17,347	\$20,134
	<i>Professional</i>	Accountant	\$34,675	\$35,360	\$50,086
		Buyer/Purchasing Agent	\$21,570	\$23,587	\$31,179
	<i>Repair and Maintenance</i>				
	<i>Administrative and Clerical</i>	Accounting Clerk		\$26,000	
		Accounts	\$20,000	\$22,360	\$25,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Payable/Receivable Clerk			
		Office Manager		\$19,937	
		Secretary	\$9,900	\$12,384	\$18,576
		<i>Management</i>			
		Financial Manager/Controller		\$18,000	
		General Manager	\$22,800	\$39,474	\$60,000
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic	\$82,192	\$34,499	\$38,448
		Housekeeper/Cleaner		\$16,640	
		Welder	\$20,800	\$31,200	\$36,400
		<i>Professional</i>			
		Electronic Technician	\$33,000	\$44,670	\$57,000
Professional and Technical Services					
		<i>Professional and Technical Services</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$16,848	\$28,236	\$25,428
		Clerk Typist		\$5,000	
		Customer Service Representative		\$33,400	
		Data Entry Operator	\$16,000	\$18,000	\$20,000
		Executive Secretary/Administrative Assistant	\$16,000	\$24,600	\$20,000
		Network and Computer Systems Administrator		\$26,600	
		Office Manager	\$40,000	\$33,996	\$45,000
		Order Clerk		\$24,000	
		Payroll Clerk		\$30,600	
		Receptionist	\$17,680	\$15,627	\$17,680
		Secretary	\$21,850	\$24,200	\$33,100
		<i>Health Care</i>			
		Biological Technician	\$18,000	\$20,000	\$24,000
		Chemical Technicians	\$22,000	\$27,000	\$40,000
		<i>Management</i>			
		Computer and Information Systems Manager		\$125,000	
		Data Processing Manager			\$27,000
		Engineering Manager (Chief Engineer)		\$49,750	
		Financial Manager/Controller	\$7,000	\$30,500	\$46,100
		General Manager	\$27,427	\$36,727	\$43,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Marketing/Public Relations/Advertising Manager	\$21,840	\$30,466	\$25,000
		<i>Miscellaneous</i>			
		Legal Assistant (Paralegal)	\$34,500	\$36,342	\$44,500
		<i>Production, Repair, and Maintenance</i>			
		General Laborer		\$24,960	
		<i>Professional</i>			
		Accountant	\$36,000	\$38,356	\$54,800
		Auditor		\$50,000	\$100,000
		CAD Operator/Draftsman	\$31,200	\$28,320	\$35,360
		Computer Programmer		\$29,120	
		Computer Software Engineer, Systems Software		\$45,950	
		Designer	\$37,440	\$43,160	\$52,000
		Electrical Engineer	\$43,680	\$45,760	
		Mechanical Engineer		\$45,760	
		<i>Sales</i>			
		Sales Representative		\$33,400	
Real Estate & Rental & Leasing					
		<i>Real Estate</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$22,800	
		Customer Service Representative	\$18,800	\$24,000	\$26,000
		Data Entry Operator			\$25,000
		Executive Secretary/Administrative Assistant	\$12,000	\$13,500	\$21,500
		Office Manager	\$18,720	\$11,550	\$26,405
		Secretary		\$16,640	
		<i>Management</i>			
		Data Processing Manager			\$45,000
		Financial Manager/Controller			\$27,000
		General Manager	\$24,000	\$26,500	\$46,000
		Marketing/Public Relations/Advertising Manager			\$36,000
		Personnel/Human Resources Manager		\$28,700	
		<i>Miscellaneous</i>			
		Counselor/Social Service Worker	\$20,800	\$23,185	\$24,378

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Production, Repair, and Maintenance</i>			
		Housekeeper/Cleaner	\$12,000	\$16,340	\$24,000
		Maintenance Worker		\$18,200	
		<i>Rental and Leasing Services</i>			
		<i>Administrative and Clerical</i>			
		Customer Service Representative	\$18,720		\$26,000
		General Clerk		\$11,960	
		Office Manager		\$29,120	
		<i>Management</i>			
		Credit Manager		\$24,960	
		Facilities Manager		\$66,404	
		Financial Manager/Controller		\$52,338	
		General Manager	\$24,825	\$27,976	\$35,000
		Sales Manager		\$66,040	
		<i>Production, Repair, and Maintenance</i>			
		Foreman/Line Supervisor	\$29,000		\$31,000
		General Laborer		\$12,480	
		Housekeeper/Cleaner	\$4,800	\$8,400	
		Maintenance Mechanic	\$12,480	\$24,180	\$29,120
		Maintenance Worker		\$20,800	
		Production Worker		\$20,800	\$23,920
		<i>Professional</i>			
		Buyer/Purchasing Agent		\$16,640	
		<i>Sales</i>			
		Sales Representative	\$27,040	\$46,800	\$55,000
		<i>Transportation and Material Moving</i>			
		Material Handler	\$6,240	\$16,640	\$20,800
		Truck Driver	\$18,720	\$23,920	\$29,120
Retail Trade		<i>Building Material and Garden Supply Stores</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$16,640	\$26,120	\$21,840
		Office Manager		\$27,628	
		Shipping/Receiving Clerk		\$24,856	
		<i>Management</i>			
		Computer and Information Systems Manager		\$52,099	
		Credit Manager		\$32,240	
		Financial		\$40,456	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Manager/Controller General Manager	\$45,000	\$46,734	\$140,000
		<i>Production, Repair, and Maintenance</i>			
		Foreman/Line Supervisor	\$21,000		\$50,000
		General Laborer	\$16,640	\$23,520	\$31,200
		Janitor		\$14,000	
		Production Scheduler		\$29,000	
		<i>Professional</i>			
		Buyer/Purchasing Agent		\$41,000	
		CAD Operator/Draftsman		\$34,000	
		Estimator		\$45,000	
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$17,558	\$19,766	\$19,795
		Retail Sales Clerk	\$16,888	\$22,668	\$25,948
		Sales Representative	\$28,728	\$33,787	\$42,958
		<i>Transportation and Material Moving</i>			
		Driver	\$24,000	\$28,000	
		Inside Trucker/Forklift Operator	\$18,720	\$18,604	\$21,840
		Material Handler		\$23,000	
		Truck Driver	\$18,373	\$23,920	\$27,888
		Warehouse Supervisor		\$21,732	\$29,000
		<i>Clothing and Clothing Accessories Stores</i>			
		<i>Management</i>			
		General Manager		\$8,925	\$20,000
		Sales Manager			\$10,400
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$474	\$1,000	\$5,079
		Retail Sales Clerk	\$4,000	\$9,000	\$13,000
		<i>Electronics and Appliance Stores</i>			
		<i>Administrative and Clerical</i>			
		Accounts Payable/Receivable Clerk		\$18,000	
		Office Manager		\$21,060	
		Receptionist		\$18,000	
		<i>Management</i>			
		General Manager		\$39,000	
		Sales Manager		\$30,000	
		<i>Professional</i>			
		Accountant		\$24,000	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Electronic Technician	\$20,800	\$23,920	\$27,040
		Marketing Representative		\$20,000	
	<i>Sales</i>	Sales Representative		\$33,000	
	<i>Transportation and Material Moving</i>	Material Handler		\$20,000	
		Warehouse Supervisor		\$26,000	
	<i>Food and Beverage Stores</i>				
	<i>Administrative and Clerical</i>	Customer Service Representative	\$12,480	\$14,560	\$20,800
	<i>Management</i>	General Manager	\$20,000	\$27,000	\$30,000
	<i>Sales</i>	Retail Sales Clerk	\$17,160	\$17,760	\$22,880
	<i>Furniture and Home Furnishings Stores</i>				
	<i>Administrative and Clerical</i>	Accounting Clerk		\$15,080	
		Accounts Payable/Receivable Clerk	\$3,200		
		Executive Secretary/Administrative Assistant		\$14,000	
		Office Manager		\$20,800	
		Receptionist		\$9,984	
	<i>Management</i>	General Manager		\$30,000	
		Quality Control Manager	\$19,600	\$24,000	\$26,400
	<i>Production, Repair, and Maintenance</i>	Assembler	\$11,500	\$15,000	\$16,400
	<i>Professional</i>	CAD Operator/Draftsman		\$19,000	
		Designer		\$50,000	
	<i>Sales</i>	Counter Salesperson/Cashier	\$15,600	\$16,640	\$17,160
		Retail Sales Clerk	\$12,000	\$15,600	\$16,100
	<i>Gasoline Stations</i>				
	<i>Administrative and Clerical</i>	General Clerk	\$12,480	\$12,700	\$14,560
		Office Manager		\$17,200	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Management</i>				
		General Manager	\$27,269	\$27,952	\$28,635
		Purchasing Manager	\$16,300	\$16,300	\$16,300
		Sales Manager	\$21,000	\$21,500	\$22,000
	<i>Miscellaneous</i>				
		Food Server	\$13,833	\$14,943	\$16,520
	<i>Production, Repair, and Maintenance</i>				
		Housekeeper/Cleaner	\$12,480	\$12,750	\$13,000
	<i>Professional</i>				
		Buyer/Purchasing Agent		\$22,300	
	<i>Sales</i>				
		Counter Salesperson/Cashier	\$13,125	\$14,456	\$17,680
		Retail Sales Clerk	\$12,870	\$14,675	\$16,650
	<i>Health and Personal Care Stores</i>				
	<i>Administrative and Clerical</i>				
		General Clerk	\$16,640	\$17,680	\$18,720
		Office Manager	\$34,320	\$36,400	\$38,480
	<i>Health Care</i>				
		Pharmacist	\$76,960		\$83,200
		Pharmacist Tech	\$24,960		\$28,080
	<i>Sales</i>				
		Retail Sales Clerk	\$16,640	\$17,680	\$18,720
	<i>Miscellaneous Store Retailers</i>				
	<i>Administrative and Clerical</i>				
		General Clerk	\$6,000	\$11,232	
		Office Manager		\$11,520	
	<i>Management</i>				
		General Manager	\$26,000	\$21,760	\$36,000
		Sales Manager		\$15,360	
	<i>Production, Repair, and Maintenance</i>				
		General Laborer	\$28,800	\$28,800	\$28,800
	<i>Sales</i>				
		Counter Salesperson/Cashier	\$4,000	\$11,072	\$4,928
		Sales Representative	\$13,000	\$18,000	\$22,000
	<i>Motor Vehicle and Parts Dealers</i>				
	<i>Administrative and Clerical</i>				
		Accounting Clerk		\$14,300	
		Accounts Payable/Receivable Clerk	\$14,040	\$20,800	\$24,960

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Executive Secretary/Administrative Assistant		\$7,200	
		<i>Management</i>			
		Financial Manager/Controller	\$25,000	\$29,000	\$36,000
		General Manager	\$38,000	\$40,667	\$51,250
		Sales Manager	\$40,000	\$43,000	\$65,000
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic	\$20,800	\$34,840	\$46,180
		Foreman/Line Supervisor	\$20,000	\$26,000	\$36,000
		General Laborer	\$16,015	\$18,320	\$22,267
		<i>Sales</i>			
		Retail Sales Clerk	\$18,720	\$22,360	\$29,120
		Sales Representative	\$22,500	\$32,667	\$53,750
	<i>Nonstore Retailers</i>				
		<i>Management</i>			
		Sales Manager		\$38,000	
		<i>Production, Repair, and Maintenance</i>			
		Maintenance Mechanic	\$16,640		\$34,320
		Production Scheduler	\$16,640		\$20,800
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$14,560		\$20,800
		Retail Sales Clerk	\$14,560		\$19,760
	<i>Sporting Good, Hobby, Book, Music Stores</i>				
		<i>Administrative and Clerical</i>			
		Accounting Clerk			\$7,000
		Accounts Payable/Receivable Clerk	\$16,640	\$17,610	\$20,800
		Data Entry Operator	\$15,600	\$16,640	\$17,680
		Order Clerk	\$15,600	\$16,640	\$17,680
		Payroll Clerk	\$16,640	\$19,760	\$22,880
		Shipping/Receiving Clerk	\$14,560	\$17,108	\$19,656
		<i>Management</i>			
		Computer and Information Systems Manager		\$21,000	
		Data Processing Manager	\$16,640	\$18,720	\$20,800
		Financial Manager/Controller	\$33,499	\$37,498	\$40,127
		General Manager	\$43,149	\$32,659	\$51,486
		Marketing/Public Relations/Advertising Manager	\$28,500	\$30,004	\$32,000

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		Materials Manager	\$22,880	\$24,535	\$25,964
		Purchasing Manager		\$19,000	
		Sales Manager	\$25,100	\$29,892	\$34,684
		<i>Production, Repair, and Maintenance</i>			
		Assembler		\$18,000	
		General Laborer		\$5,000	
		Maintenance Mechanic	\$16,120	\$17,160	\$18,200
		Maintenance Worker	\$12,480	\$14,040	\$15,600
		<i>Professional</i>			
		Buyer/Purchasing Agent	\$25,168	\$28,587	\$32,006
		<i>Sales</i>			
		Counter Salesperson/Cashier	\$11,960	\$13,780	\$15,600
		Retail Sales Clerk	\$12,520	\$17,584	\$23,038
Transportation & Warehousing					
		<i>Couriers and Messengers</i>			
		<i>Management</i>			
		General Manager		\$27,000	
		<i>Sales</i>			
		Retail Sales Clerk	\$16,800	\$18,700	\$19,760
		<i>Scenic and Sightseeing Transportation</i>			
		<i>Management</i>			
		Facilities Manager	\$30,000	\$34,000	\$36,000
		Financial Manager/Controller		\$22,500	
		Personnel/Human Resources Manager		\$12,000	
		<i>Production, Repair, and Maintenance</i>			
		General Laborer		\$16,000	
		Maintenance Mechanic		\$36,000	
		Maintenance Worker		\$36,000	
		<i>Support Activities for Transportation</i>			
		<i>Production, Repair, and Maintenance</i>			
		Maintenance Mechanic	\$19,000	\$23,000	\$20,000
		Plastics Technician	\$20,000	\$25,000	\$27,000
		<i>Professional</i>			
		Electronic Technician	\$25,000	\$27,000	\$30,000
		<i>Transit and Ground Passenger Transport</i>			
		<i>Administrative and Clerical</i>			
		Secretary			\$5,880

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Transportation and Material Moving</i>			
		Driver			\$18,600
Utilities					
	<i>Utilities</i>				
		<i>Administrative and Clerical</i>			
		Accounting Clerk	\$26,432	\$31,373	\$36,114
		Accounts Payable/Receivable Clerk	\$26,561	\$29,203	\$31,907
		Customer Service Representative	\$26,561	\$29,203	\$31,907
		Database Administrator	\$55,283	\$68,470	\$81,657
		Executive Secretary/Administrative Assistant	\$34,893	\$42,609	\$50,326
		General Clerk	\$16,640	\$18,720	\$20,800
		Payroll Clerk	\$38,264	\$46,858	\$55,451
		Receptionist	\$24,585	\$28,040	\$29,473
		Shipping/Receiving Clerk	\$29,702	\$32,905	\$36,420
		<i>Management</i>			
		Computer and Information Systems Manager	\$60,405	\$75,028	\$89,650
		Credit Manager	\$34,893	\$42,609	\$50,326
		Engineering Manager (Chief Engineer)	\$77,802	\$97,471	\$117,141
		Facilities Manager	\$41,992	\$51,568	\$61,144
		Financial Manager/Controller	\$65,867	\$82,047	\$98,227
		General Manager	\$35,400	\$41,550	\$47,700
		Marketing/Public Relations/Advertising Manager	\$50,504	\$62,374	\$74,244
		Materials Manager	\$60,405	\$75,028	\$89,650
		Personnel/Human Resources Manager	\$65,867	\$82,047	\$98,227
		<i>Production, Repair, and Maintenance</i>			
		Auto Mechanic	\$38,396	\$42,265	\$46,072
		Computer Support Specialist	\$41,992	\$51,568	\$61,144
		Electrician	\$58,697	\$58,697	\$58,697
		Foreman/Line Supervisor	\$64,584	\$64,584	\$64,584
		General Laborer	\$22,630	\$28,000	\$32,781
		Maintenance Worker	\$20,450	\$29,165	\$37,880
		Production Supervisor	\$30,430	\$35,690	\$40,950

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Professional</i>			
		Accountant	\$50,504	\$62,374	\$74,244
		Benefits Specialist	\$38,264	\$46,858	\$55,451
		CAD Operator/Draftsman	\$41,992	\$51,568	\$61,144
		Electrical Engineer	\$55,283	\$68,470	\$81,657
		Estimator	\$34,893	\$42,609	\$50,326
		Programmer	\$55,283	\$68,470	\$81,657
		<i>Transportation and Material Moving</i>			
		Truck Driver	\$40,872	\$45,000	\$50,481
Wholesale Trade					
		<i>Merchant Wholesalers, Durable Goods</i>			
		<i>Administrative and Clerical</i>			
		Accounting Clerk		\$30,000	\$25,000
		Accounts Payable/Receivable Clerk		\$25,000	
		Customer Service Representative	\$15,600	\$15,600	\$19,600
		Data Entry Operator		\$19,760	
		General Clerk	\$13,260	\$15,600	\$17,160
		Office Manager		\$27,200	
		Receptionist	\$17,680	\$23,420	\$24,960
		Secretary		\$22,000	
		Shipping/Receiving Clerk		\$16,000	
		<i>Management</i>			
		Financial Manager/Controller		\$55,000	
		General Manager	\$30,000	\$45,400	\$52,500
		Marketing/Public Relations/Advertising Manager	\$106,000	\$106,000	\$65,500
		Plant Manager	\$45,000	\$45,000	\$45,000
		Purchasing Manager		\$49,500	
		Sales Manager	\$54,600	\$54,600	\$54,600
		Training Director		\$40,000	
		<i>Production, Repair, and Maintenance</i>			
		Assembler	\$14,430	\$19,240	\$20,000
		Auto Mechanic	\$21,000	\$30,600	\$40,000
		Housekeeper/Cleaner		\$3,500	
		Maintenance Mechanic	\$21,840	\$19,000	\$29,120
		Production Worker		\$25,000	

<i>Industry</i>	<i>Occupation</i>	<i>Occupation Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Professional</i>	Estimator		\$30,000	
		Programmer		\$20,000	
	<i>Sales</i>	Retail Sales Clerk		\$34,500	
		Sales Representative		\$40,000	
	<i>Transportation and Material Moving</i>	Driver		\$20,000	
		Inside Trucker/Forklift Operator		\$30,000	
		Truck Driver		\$30,000	
		Warehouse Supervisor		\$26,000	
	<i>Merchant Wholesalers, Nondurable Goods</i>				
	<i>Administrative and Clerical</i>	Accounts Payable/Receivable Clerk		\$22,000	\$25,000
		Data Entry Operator			\$18,000
	<i>Management</i>	General Manager			\$50,000
		Sales Manager		\$41,000	\$44,000
	<i>Production, Repair, and Maintenance</i>	Housekeeper/Cleaner			\$19,000
		Maintenance Mechanic		\$26,000	\$37,000
	<i>Sales</i>	Sales Representative			\$41,000
	<i>Transportation and Material Moving</i>	Inside Trucker/Forklift Operator		\$16,500	
		Material Handler	\$16,500		\$18,200
		Truck Driver	\$21,800		\$24,500
		Warehouse Supervisor			\$22,000

Occupation per Firm Low Pay Wages

Table 6a and 6b compare the low pay wages on a per firm and per employee basis. Per firm wages are not weighted by the number of employees reported in each occupation. Each business, regardless of how many employees are listed under one occupation is only taken into consideration once for the calculated mean, median and standard deviation. The per employee, Table 6b, calculates the weighted mean, median and standard deviation values taking into account each employee's wage within each occupation. Both tables break down the occupational wages by how well the employee position matched the listed description. The overall calculation does not take into consideration the level of match and calculates on the whole a mean, median and standard deviation for each occupation.

Occupations where there is a mean and median value but no standard deviation implies that all businesses listed the same wage for all employees. Occupations where the mean and median values are the same but show a standard deviation indicate the average and the middle most values are the same. Businesses used in these calculations had a total employee count greater than or equal to the number of employees listed in each occupation.

The mean, median and standard deviation wage differences between Table 6a and 6b are minimal. Where the average wage is higher or lower on a per employee basis, Table 6b, versus the per firm, Table 6a, correlates to an employer, or employers, in the county with a large amount of employees in an occupation that pays higher or lower wages. Such as Counter Salesperson/Cashier. Table 6a reflects what firms pay an employee that does equivalent work as described in the job description for an annual average low pay, \$14,960. Table 6b shows that there are more employees in the Flathead Valley actually paid less, hence, pulling the average low pay down to \$14,663 annually. Table 6a indicates that firms pay a Driver doing more than the stated job description in the survey an average low pay of \$14,820. However, Table 6b reveals there are more employees, categorized the same, that are making \$15,427 annually as an average low pay.

Table 6a

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>				
	Equal	\$43,987	\$38,646	\$10,972
	Heavy	\$33,075	\$33,363	\$498
	Light	\$37,000	\$40,000	\$7,937
	Overall	\$39,106	\$36,000	\$9,217
<i>Accounting Clerk</i>				
	Equal	\$22,328	\$20,820	\$10,396
	Heavy	\$18,606	\$17,970	\$2,148
	Light	\$25,947	\$25,947	\$12,652
	Overall	\$21,891	\$17,970	\$8,363

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accounts Payable/Receivable Clerk</i>	Equal	\$16,549	\$20,452	\$6,862
	Heavy	\$21,452	\$20,915	\$4,566
	Light	\$18,500	\$18,500	\$2,121
	Overall	\$18,632	\$20,400	\$5,892
<i>Assembler</i>	Equal	\$21,128	\$20,480	\$7,064
	Heavy	\$15,850	\$15,850	\$6,152
	Light	\$22,880	\$22,880	\$0
	Overall	\$19,870	\$20,200	\$6,262
<i>Assistant Managers</i>	Equal			
	Heavy	\$22,000	\$22,000	\$0
	Light			
	Overall	\$22,000	\$22,000	\$0
<i>Auditor</i>	Equal	\$33,922	\$33,922	\$4,353
	Heavy			
	Light			
	Overall	\$33,922	\$33,922	\$4,353
<i>Auto Mechanic</i>	Equal	\$34,123	\$34,123	\$6,043
	Heavy	\$22,267	\$21,000	\$2,369
	Light			
	Overall	\$27,009	\$25,000	\$7,356
<i>Benefits Specialist</i>	Equal	\$31,988	\$31,988	\$13,116
	Heavy	\$33,530	\$37,700	\$7,716
	Light			
	Overall	\$32,913	\$37,700	\$8,573
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$25,650	\$23,285	\$6,477
	Heavy	\$34,294	\$25,168	\$19,711
	Light			
	Overall	\$29,354	\$25,000	\$13,108

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>CAD Operator/Draftsman</i>	Equal	\$41,992	\$41,992	\$0
	Heavy	\$39,416	\$39,416	\$11,619
	Light	\$23,000	\$23,000	\$0
	Overall	\$35,956	\$36,596	\$11,004
<i>Chemical Technicians</i>	Equal	\$22,000	\$22,000	\$0
	Heavy			
	Light			
	Overall	\$22,000	\$22,000	\$0
<i>Claims Examiners</i>	Equal			
	Heavy	\$24,003	\$24,003	\$0
	Light			
	Overall	\$24,003	\$24,003	\$0
<i>Clerk Typist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>CNC Operator</i>	Equal	\$22,000	\$22,000	\$0
	Heavy	\$41,080	\$41,080	\$0
	Light			
	Overall	\$31,540	\$31,540	\$13,492
<i>Computer and Information Systems Manager</i>	Equal	\$53,722	\$50,381	\$5,787
	Heavy	\$55,561	\$51,423	\$9,318
	Light	\$30,000	\$30,000	\$0
	Overall	\$51,677	\$50,381	\$11,150
<i>Computer Operator Supervisor</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>	Equal			
	Heavy	\$54,450	\$54,450	\$0
	Light			
	Overall	\$54,450	\$54,450	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Computer Software Engineer, Systems Software</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Support Specialist</i>				
	Equal	\$41,992	\$41,992	\$0
	Heavy	\$31,117	\$31,117	\$0
	Light			
	Overall	\$36,555	\$36,555	\$7,690
<i>Computer Systems Analyst</i>				
	Equal			
	Heavy	\$60,112	\$60,112	\$0
	Light			
	Overall	\$60,112	\$60,112	\$0
<i>Counselor/Social Service Worker</i>				
	Equal	\$24,211	\$24,211	\$0
	Heavy	\$22,230	\$22,230	\$2,022
	Light			
	Overall	\$22,890	\$23,660	\$1,831
<i>Counter Salesperson/Cashier</i>				
	Equal	\$14,096	\$14,560	\$5,567
	Heavy	\$14,040	\$14,040	\$2,206
	Light	\$11,960	\$11,960	\$0
	Overall	\$13,909	\$14,560	\$4,834
<i>Credit Manager</i>				
	Equal	\$34,893	\$34,893	\$0
	Heavy			
	Light	\$30,000	\$30,000	\$0
	Overall	\$32,447	\$32,447	\$3,460
<i>Customer Service Representative</i>				
	Equal	\$18,674	\$19,000	\$4,197
	Heavy	\$19,010	\$20,280	\$2,778
	Light	\$15,712	\$14,560	\$2,885
	Overall	\$17,963	\$18,760	\$3,540
<i>Data Entry Operator</i>				
	Equal	\$17,576	\$17,368	\$2,088
	Heavy	\$16,000	\$16,000	\$0
	Light			
	Overall	\$17,182	\$16,684	\$1,878

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Data Processing Manager</i>	Equal	\$34,320	\$34,320	\$25,003
	Heavy	\$50,045	\$50,045	\$0
	Light			
	Overall	\$39,562	\$50,045	\$19,875
<i>Database Administrator</i>	Equal	\$60,404	\$70,000	\$21,252
	Heavy	\$55,283	\$55,283	\$0
	Light			
	Overall	\$59,124	\$62,642	\$17,540
<i>Designer</i>	Equal	\$24,960	\$24,960	\$0
	Heavy	\$37,440	\$37,440	\$0
	Light			
	Overall	\$31,200	\$31,200	\$8,825
<i>Dishwasher</i>	Equal			
	Heavy	\$13,520	\$13,520	\$0
	Light			
	Overall	\$13,520	\$13,520	\$0
<i>Driver</i>	Equal	\$18,500	\$17,000	\$4,924
	Heavy	\$14,820	\$14,820	\$2,574
	Light	\$16,585	\$16,585	\$304
	Overall	\$16,901	\$16,640	\$3,458
<i>Electrical Engineer</i>	Equal			
	Heavy	\$53,352	\$53,352	\$13,678
	Light	\$50,142	\$50,142	\$7,271
	Overall	\$51,747	\$50,142	\$9,134
<i>Electrician</i>	Equal	\$28,000	\$28,000	\$0
	Heavy	\$37,590	\$37,590	\$4,936
	Light	\$58,697	\$58,697	\$0
	Overall	\$40,469	\$37,590	\$13,275
<i>Electronic Technician</i>	Equal	\$30,360	\$25,000	\$9,284
	Heavy	\$26,900	\$26,900	\$8,627
	Light			
	Overall	\$28,976	\$25,000	\$8,080

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Engineering Manager (Chief Engineer)</i>				
	Equal	\$77,802	\$77,802	\$0
	Heavy	\$70,000	\$70,000	\$0
	Light			
	Overall	\$73,901	\$73,901	\$5,517
<i>Estimator</i>				
	Equal	\$40,447	\$40,447	\$7,854
	Heavy			
	Light			
	Overall	\$40,447	\$40,447	\$7,854
<i>Executive Secretary/Administrative Assistant</i>				
	Equal	\$27,566	\$23,857	\$9,667
	Heavy	\$22,395	\$19,490	\$9,433
	Light	\$16,000	\$16,000	\$0
	Overall	\$24,727	\$22,713	\$9,533
<i>Facilities Manager</i>				
	Equal	\$40,109	\$40,163	\$94
	Heavy	\$35,996	\$35,996	\$8,480
	Light			
	Overall	\$38,464	\$40,163	\$4,802
<i>Financial Manager/Controller</i>				
	Equal	\$46,993	\$49,145	\$20,446
	Heavy	\$69,080	\$68,750	\$21,863
	Light	\$30,000	\$30,000	\$0
	Overall	\$53,480	\$57,500	\$23,025
<i>Food Server</i>				
	Equal	\$11,421	\$10,920	\$2,644
	Heavy	\$11,960	\$12,480	\$901
	Light	\$14,213	\$14,560	\$600
	Overall	\$12,135	\$12,480	\$2,294
<i>Foreman/Line Supervisor</i>				
	Equal	\$36,522	\$32,680	\$10,150
	Heavy	\$38,000	\$38,000	\$0
	Light	\$42,792	\$42,792	\$30,819
	Overall	\$37,797	\$35,360	\$13,168
<i>Forge Operator</i>				
	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>General Clerk</i>	Equal	\$16,371	\$16,349	\$2,372
	Heavy	\$13,000	\$13,000	\$0
	Light	\$17,000	\$17,000	\$0
	Overall	\$16,066	\$16,349	\$2,364
<i>General Laborer</i>	Equal	\$18,225	\$17,160	\$5,134
	Heavy	\$21,876	\$22,880	\$4,653
	Light	\$16,591	\$16,640	\$4,607
	Overall	\$19,300	\$17,840	\$5,123
<i>General Manager</i>	Equal	\$35,053	\$30,000	\$20,851
	Heavy	\$40,870	\$32,700	\$25,175
	Light	\$30,000	\$30,000	\$0
	Overall	\$38,612	\$30,000	\$23,200
<i>Graphic Artist</i>	Equal	\$22,880	\$22,880	\$0
	Heavy			
	Light			
	Overall	\$22,880	\$22,880	\$0
<i>Heavy Equipment Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Housekeeper/Cleaner</i>	Equal	\$12,657	\$13,416	\$3,244
	Heavy	\$11,720	\$13,240	\$4,786
	Light	\$16,000	\$16,000	\$0
	Overall	\$12,606	\$13,708	\$3,863
<i>Inside Trucker/Forklift Operator</i>	Equal	\$18,720	\$18,720	\$0
	Heavy			
	Light			
	Overall	\$18,720	\$18,720	\$0
<i>Janitor</i>	Equal	\$16,350	\$16,350	\$0
	Heavy			
	Light	\$14,040	\$14,040	\$2,206
	Overall	\$14,810	\$15,600	\$2,052

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Legal Assistant (Paralegal)</i>				
	Equal			
	Heavy	\$34,500	\$34,500	\$0
	Light	\$20,000	\$20,000	\$0
	Overall	\$27,250	\$27,250	\$10,253
<i>Licensed Practical Nurse</i>				
	Equal	\$27,040	\$27,040	\$0
	Heavy	\$26,305	\$24,960	\$2,717
	Light			
	Overall	\$26,489	\$26,000	\$2,249
<i>Machine Operator</i>				
	Equal	\$26,267	\$28,000	\$4,839
	Heavy			
	Light	\$21,000	\$21,000	\$1,414
	Overall	\$24,160	\$22,000	\$4,531
<i>Maintenance Mechanic</i>				
	Equal	\$23,743	\$22,868	\$10,005
	Heavy	\$26,600	\$27,800	\$9,418
	Light	\$19,000	\$19,000	\$0
	Overall	\$24,126	\$22,868	\$8,965
<i>Maintenance Worker</i>				
	Equal	\$23,379	\$22,807	\$6,677
	Heavy	\$30,043	\$28,600	\$10,390
	Light	\$13,520	\$13,520	\$1,471
	Overall	\$23,409	\$20,450	\$9,216
<i>Manufacturing Engineer</i>				
	Equal	\$35,000	\$35,000	\$0
	Heavy			
	Light			
	Overall	\$35,000	\$35,000	\$0
<i>Marketing Representative</i>				
	Equal	\$32,208	\$32,208	\$1,866
	Heavy			
	Light			
	Overall	\$32,208	\$32,208	\$1,866
<i>Marketing/Public Relations/Advertising Manager</i>				
	Equal	\$54,133	\$48,969	\$33,031
	Heavy	\$53,280	\$58,000	\$29,366
	Light	\$50,504	\$50,504	\$0
	Overall	\$53,446	\$50,504	\$27,613

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Material Handler</i>	Equal	\$19,059	\$19,468	\$1,818
	Heavy			
	Light	\$6,240	\$6,240	\$0
	Overall	\$16,495	\$19,468	\$5,945
<i>Materials Manager</i>	Equal	\$60,775	\$60,405	\$27,141
	Heavy	\$56,427	\$56,427	\$0
	Light			
	Overall	\$60,051	\$58,416	\$24,341
<i>Mechanical Engineer</i>	Equal	\$40,000	\$40,000	\$0
	Heavy			
	Light			
	Overall	\$40,000	\$40,000	\$0
<i>Medical Assistant/Nursing Aid</i>	Equal	\$18,179	\$19,468	\$2,233
	Heavy	\$18,620	\$18,620	\$877
	Light			
	Overall	\$18,355	\$19,240	\$1,657
<i>Medical Case Management Nurse</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Records</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Technician</i>	Equal	\$33,363	\$33,363	\$0
	Heavy	\$31,190	\$31,190	\$3,074
	Light			
	Overall	\$31,914	\$33,363	\$2,510
<i>Network and Computer Systems Administrator</i>	Equal	\$33,155	\$33,155	\$4,088
	Heavy	\$32,500	\$32,500	\$0
	Light			
	Overall	\$32,937	\$32,500	\$2,916

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Network Systems and Data Communications Analyst</i>				
	Equal	\$54,678	\$54,678	\$0
	Heavy	\$63,000	\$63,000	\$0
	Light			
	Overall	\$58,839	\$58,839	\$5,885
<i>Office Manager</i>				
	Equal	\$29,830	\$29,660	\$9,010
	Heavy	\$23,177	\$18,720	\$10,568
	Light			
	Overall	\$26,134	\$25,000	\$9,929
<i>Operations Research Analyst</i>				
	Equal	\$70,000	\$70,000	\$0
	Heavy			
	Light			
	Overall	\$70,000	\$70,000	\$0
<i>Order Clerk</i>				
	Equal	\$18,314	\$18,314	\$3,838
	Heavy			
	Light			
	Overall	\$18,314	\$18,314	\$3,838
<i>Payroll Clerk</i>				
	Equal	\$26,285	\$24,000	\$9,679
	Heavy	\$24,211	\$24,211	\$0
	Light	\$25,000	\$25,000	\$0
	Overall	\$25,912	\$24,211	\$8,417
<i>Personnel Assistant</i>				
	Equal	\$24,627	\$24,627	\$0
	Heavy	\$22,797	\$22,797	\$118
	Light	\$30,000	\$30,000	\$0
	Overall	\$25,055	\$23,754	\$3,408
<i>Personnel/Human Resources Manager</i>				
	Equal	\$67,580	\$61,900	\$14,996
	Heavy	\$52,862	\$56,852	\$13,796
	Light			
	Overall	\$61,038	\$60,000	\$15,620
<i>Pharmacist</i>				
	Equal			
	Heavy	\$76,960	\$76,960	\$0
	Light			
	Overall	\$76,960	\$76,960	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Pharmacist Tech</i>	Equal			
	Heavy	\$24,960	\$24,960	\$0
	Light			
	Overall	\$24,960	\$24,960	\$0
<i>Physicians Assistant</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Plant Manager</i>	Equal	\$39,560	\$39,560	\$14,764
	Heavy	\$58,350	\$58,350	\$18,880
	Light	\$24,000	\$24,000	\$0
	Overall	\$43,964	\$45,000	\$18,879
<i>Plastics Technician</i>	Equal	\$20,000	\$20,000	\$0
	Heavy			
	Light	\$17,600	\$17,600	\$0
	Overall	\$18,800	\$18,800	\$1,697
<i>Prep Cook/Line Cook</i>	Equal			
	Heavy	\$15,860	\$15,860	\$1,103
	Light			
	Overall	\$15,860	\$15,860	\$1,103
<i>Production Scheduler</i>	Equal	\$36,290	\$32,747	\$19,374
	Heavy			
	Light	\$24,000	\$24,000	\$0
	Overall	\$33,832	\$32,500	\$17,656
<i>Production Supervisor</i>	Equal	\$36,949	\$35,100	\$18,547
	Heavy	\$42,554	\$42,554	\$17,146
	Light			
	Overall	\$38,070	\$35,315	\$17,487
<i>Production Worker</i>	Equal	\$19,227	\$18,720	\$4,940
	Heavy	\$14,560	\$14,560	\$0
	Light			
	Overall	\$18,060	\$16,640	\$4,659

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Programmer</i>	Equal	\$55,283	\$55,283	\$0
	Heavy	\$32,500	\$32,500	\$0
	Light	\$45,000	\$45,000	\$0
	Overall	\$44,261	\$45,000	\$11,409
<i>Purchasing Manager</i>	Equal			
	Heavy			
	Light	\$38,150	\$38,150	\$30,901
	Overall	\$38,150	\$38,150	\$30,901
<i>Quality Control Inspector</i>	Equal	\$37,201	\$41,600	\$18,400
	Heavy			
	Light			
	Overall	\$37,201	\$41,600	\$18,400
<i>Quality Control Manager</i>	Equal			
	Heavy	\$19,600	\$19,600	\$0
	Light			
	Overall	\$19,600	\$19,600	\$0
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Quality Tester</i>	Equal	\$30,196	\$30,196	\$1,041
	Heavy			
	Light			
	Overall	\$30,196	\$30,196	\$1,041
<i>Receptionist</i>	Equal	\$18,833	\$18,106	\$3,195
	Heavy	\$17,690	\$17,160	\$1,490
	Light			
	Overall	\$18,376	\$17,857	\$2,600
<i>Registered Nurse</i>	Equal	\$36,899	\$36,899	\$1,765
	Heavy	\$32,748	\$33,904	\$6,061
	Light			
	Overall	\$34,408	\$35,651	\$4,931

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Retail Sales Clerk</i>	Equal	\$15,352	\$14,780	\$2,668
	Heavy	\$14,067	\$13,760	\$3,506
	Light	\$16,293	\$16,640	\$1,589
	Overall	\$15,095	\$14,560	\$2,808
<i>Sales Manager</i>	Equal	\$24,300	\$24,300	\$1,131
	Heavy	\$37,800	\$32,800	\$13,428
	Light			
	Overall	\$33,943	\$31,200	\$12,799
<i>Sales Representative</i>	Equal	\$25,673	\$24,000	\$5,745
	Heavy	\$41,498	\$25,000	\$31,126
	Light	\$22,360	\$27,040	\$8,106
	Overall	\$28,560	\$25,000	\$15,660
<i>Secretary</i>	Equal	\$16,865	\$17,857	\$6,063
	Heavy	\$24,800	\$24,800	\$5,657
	Light			
	Overall	\$18,849	\$19,417	\$6,657
<i>Shift Managers</i>	Equal			
	Heavy	\$15,500	\$15,500	\$0
	Light			
	Overall	\$15,500	\$15,500	\$0
<i>Shipping/Receiving Clerk</i>	Equal	\$22,131	\$22,131	\$10,707
	Heavy			
	Light	\$20,000	\$20,000	\$0
	Overall	\$21,421	\$20,000	\$7,670
<i>System Analyst</i>	Equal	\$40,273	\$40,273	\$5,978
	Heavy			
	Light	\$33,000	\$33,000	\$0
	Overall	\$37,849	\$36,046	\$5,958
<i>Teller</i>	Equal	\$15,365	\$15,454	\$1,322
	Heavy	\$13,707	\$13,707	\$0
	Light			
	Overall	\$14,950	\$14,727	\$1,361

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Truck Driver</i>	Equal	\$19,984	\$20,280	\$2,591
	Heavy	\$27,040	\$27,040	\$0
	Light	\$29,796	\$29,796	\$15,664
	Overall	\$23,319	\$21,040	\$7,797
<i>Warehouse Supervisor</i>	Equal	\$38,457	\$38,457	\$26,102
	Heavy			
	Light			
	Overall	\$38,457	\$38,457	\$26,102
<i>Welder</i>	Equal	\$27,000	\$27,000	\$0
	Heavy	\$20,800	\$20,800	\$0
	Light	\$18,000	\$18,000	\$0
	Overall	\$23,200	\$23,900	\$4,534
<i>Writer, Technical Publications</i>	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$22,000	\$22,000	\$0
	Overall	\$30,150	\$30,150	\$11,526

Occupation per Employee Low Pay Wages
Table 6b

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>	Equal	\$41,705	\$36,000	\$9,770
	Heavy	\$32,578	\$32,500	\$254
	Light	\$38,200	\$40,000	\$5,848
	Overall	\$35,284	\$32,500	\$6,038
<i>Accounting Clerk</i>	Equal	\$21,190	\$16,640	\$9,356
	Heavy	\$17,903	\$16,848	\$1,798
	Light	\$22,964	\$17,000	\$10,331
	Overall	\$20,335	\$17,000	\$7,248
<i>Accounts Payable/Receivable Clerk</i>	Equal	\$18,264	\$20,904	\$5,719
	Heavy	\$20,259	\$18,720	\$4,384
	Light	\$19,000	\$20,000	\$1,732
	Overall	\$19,198	\$20,400	\$4,849
<i>Assembler</i>	Equal	\$16,694	\$16,000	\$2,704
	Heavy	\$19,113	\$20,200	\$3,076
	Light	\$22,880	\$22,880	\$0
	Overall	\$17,246	\$16,000	\$3,078
<i>Assistant Managers</i>	Equal			
	Heavy	\$22,000	\$22,000	\$0
	Light			
	Overall	\$22,000	\$22,000	\$0
<i>Auditor</i>	Equal	\$34,202	\$37,000	\$3,215
	Heavy			
	Light			
	Overall	\$34,202	\$37,000	\$3,215
<i>Auto Mechanic</i>	Equal	\$35,547	\$38,396	\$4,413
	Heavy	\$22,475	\$21,000	\$2,092
	Light			
	Overall	\$28,077	\$25,000	\$7,411

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Benefits Specialist</i>	Equal	\$31,988	\$31,988	\$13,116
	Heavy	\$33,530	\$37,700	\$7,716
	Light			
	Overall	\$32,913	\$37,700	\$8,573
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$30,330	\$35,000	\$6,564
	Heavy	\$29,731	\$25,168	\$13,431
	Light			
	Overall	\$30,118	\$25,168	\$9,132
<i>CAD Operator/Draftsman</i>	Equal	\$41,992	\$41,992	\$0
	Heavy			
	Light	\$23,000	\$23,000	\$0
	Overall	\$27,748	\$23,000	\$9,496
<i>Chemical Technicians</i>	Equal	\$22,000	\$22,000	\$0
	Heavy			
	Light			
	Overall	\$22,000	\$22,000	\$0
<i>Claims Examiners</i>	Equal			
	Heavy	\$24,003	\$24,003	\$0
	Light			
	Overall	\$24,003	\$24,003	\$0
<i>Clerk Typist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>CNC Operator</i>	Equal	\$22,000	\$22,000	\$0
	Heavy	\$41,080	\$41,080	\$0
	Light			
	Overall	\$22,734	\$22,000	\$3,705

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Computer and Information Systems Manager</i>				
	Equal	\$53,722	\$50,381	\$5,787
	Heavy	\$56,749	\$52,800	\$8,731
	Light	\$30,000	\$30,000	\$0
	Overall	\$51,534	\$51,591	\$12,272
<i>Computer Operator Supervisor</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>				
	Equal			
	Heavy	\$54,450	\$54,450	\$0
	Light			
	Overall	\$54,450	\$54,450	\$0
<i>Computer Software Engineer, Systems Software</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Support Specialist</i>				
	Equal	\$41,992	\$41,992	\$0
	Heavy	\$31,117	\$31,117	\$0
	Light			
	Overall	\$33,836	\$31,117	\$5,438
<i>Computer Systems Analyst</i>				
	Equal			
	Heavy	\$60,112	\$60,112	\$0
	Light			
	Overall	\$60,112	\$60,112	\$0
<i>Counselor/Social Service Worker</i>				
	Equal	\$24,211	\$24,211	\$0
	Heavy	\$22,802	\$23,660	\$1,382
	Light			
	Overall	\$23,469	\$23,660	\$1,215
<i>Counter Salesperson/Cashier</i>				
	Equal	\$14,663	\$14,560	\$3,925
	Heavy	\$13,000	\$12,480	\$1,274
	Light	\$11,960	\$11,960	\$0
	Overall	\$13,818	\$14,560	\$3,391

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Credit Manager</i>	Equal	\$34,893	\$34,893	\$0
	Heavy			
	Light	\$30,000	\$30,000	\$0
	Overall	\$32,447	\$32,447	\$3,460
<i>Customer Service Representative</i>	Equal	\$20,837	\$20,000	\$4,273
	Heavy	\$16,515	\$14,560	\$2,725
	Light	\$15,750	\$14,560	\$2,233
	Overall	\$17,634	\$15,600	\$3,842
<i>Data Entry Operator</i>	Equal	\$16,900	\$17,368	\$1,335
	Heavy	\$16,000	\$16,000	\$0
	Light			
	Overall	\$16,818	\$17,368	\$1,295
<i>Data Processing Manager</i>	Equal	\$34,320	\$34,320	\$25,003
	Heavy	\$50,045	\$50,045	\$0
	Light			
	Overall	\$39,562	\$50,045	\$19,875
<i>Database Administrator</i>	Equal	\$60,404	\$70,000	\$21,252
	Heavy	\$55,283	\$55,283	\$0
	Light			
	Overall	\$59,124	\$62,642	\$17,540
<i>Designer</i>	Equal	\$24,960	\$24,960	\$0
	Heavy	\$37,440	\$37,440	\$0
	Light			
	Overall	\$33,874	\$37,440	\$6,090
<i>Dishwasher</i>	Equal			
	Heavy	\$13,520	\$13,520	\$0
	Light			
	Overall	\$13,520	\$13,520	\$0
<i>Driver</i>	Equal	\$19,000	\$17,000	\$4,809
	Heavy	\$15,427	\$16,640	\$2,102
	Light	\$16,744	\$16,800	\$148
	Overall	\$17,211	\$16,800	\$2,644

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Electrical Engineer</i>				
	Equal			
	Heavy	\$50,128	\$43,680	\$11,168
	Light	\$48,085	\$45,000	\$4,967
	Overall	\$48,556	\$45,000	\$6,332
<i>Electrician</i>				
	Equal	\$28,000	\$28,000	\$0
	Heavy	\$38,463	\$41,080	\$3,612
	Light	\$58,697	\$58,697	\$0
	Overall	\$51,255	\$58,697	\$11,126
<i>Electronic Technician</i>				
	Equal	\$25,748	\$25,000	\$3,426
	Heavy	\$29,514	\$33,000	\$5,953
	Light			
	Overall	\$26,275	\$25,000	\$4,018
<i>Engineering Manager (Chief Engineer)</i>				
	Equal	\$77,802	\$77,802	\$0
	Heavy	\$70,000	\$70,000	\$0
	Light			
	Overall	\$72,601	\$70,000	\$4,504
<i>Estimator</i>				
	Equal	\$39,829	\$34,893	\$5,854
	Heavy			
	Light			
	Overall	\$39,829	\$34,893	\$5,854
<i>Executive Secretary/Administrative Assistant</i>				
	Equal	\$25,185	\$22,713	\$8,141
	Heavy	\$27,031	\$32,500	\$8,559
	Light	\$16,000	\$16,000	\$0
	Overall	\$25,683	\$22,713	\$8,294
<i>Facilities Manager</i>				
	Equal	\$40,109	\$40,163	\$94
	Heavy	\$32,398	\$30,000	\$5,363
	Light			
	Overall	\$35,290	\$35,000	\$5,689
<i>Financial Manager/Controller</i>				
	Equal	\$46,993	\$49,145	\$20,446
	Heavy	\$66,764	\$57,500	\$19,630
	Light	\$30,000	\$30,000	\$0
	Overall	\$53,815	\$57,500	\$21,984

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Food Server</i>	Equal	\$10,760	\$11,128	\$1,725
	Heavy	\$11,891	\$12,480	\$765
	Light	\$14,367	\$14,560	\$412
	Overall	\$11,584	\$11,128	\$1,884
<i>Foreman/Line Supervisor</i>	Equal	\$40,616	\$44,500	\$6,750
	Heavy	\$38,000	\$38,000	\$0
	Light	\$57,320	\$64,584	\$16,965
	Overall	\$42,878	\$44,500	\$10,508
<i>Forge Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>General Clerk</i>	Equal	\$16,148	\$15,600	\$1,725
	Heavy	\$13,000	\$13,000	\$0
	Light	\$17,000	\$17,000	\$0
	Overall	\$16,082	\$15,600	\$1,763
<i>General Laborer</i>	Equal	\$16,861	\$17,680	\$2,796
	Heavy	\$20,394	\$22,880	\$4,389
	Light	\$15,048	\$11,960	\$3,997
	Overall	\$16,938	\$17,680	\$2,917
<i>General Manager</i>	Equal	\$32,680	\$27,000	\$17,027
	Heavy	\$55,067	\$36,000	\$38,048
	Light	\$30,000	\$30,000	\$0
	Overall	\$45,993	\$30,000	\$32,877
<i>Graphic Artist</i>	Equal	\$22,880	\$22,880	\$0
	Heavy			
	Light			
	Overall	\$22,880	\$22,880	\$0
<i>Heavy Equipment Operator</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Housekeeper/Cleaner</i>	Equal	\$11,708	\$13,416	\$2,675
	Heavy	\$14,236	\$14,800	\$2,441
	Light	\$16,000	\$16,000	\$0
	Overall	\$13,174	\$14,000	\$2,856
<i>Inside Trucker/Forklift Operator</i>	Equal	\$18,720	\$18,720	\$0
	Heavy			
	Light			
	Overall	\$18,720	\$18,720	\$0
<i>Janitor</i>	Equal	\$16,350	\$16,350	\$0
	Heavy			
	Light	\$14,976	\$15,600	\$1,395
	Overall	\$15,369	\$15,600	\$1,322
<i>Legal Assistant (Paralegal)</i>	Equal			
	Heavy	\$34,500	\$34,500	\$0
	Light	\$20,000	\$20,000	\$0
	Overall	\$27,250	\$27,250	\$10,253
<i>Licensed Practical Nurse</i>	Equal	\$27,040	\$27,040	\$0
	Heavy	\$26,378	\$24,960	\$2,372
	Light			
	Overall	\$26,874	\$27,040	\$1,144
<i>Machine Operator</i>	Equal	\$29,340	\$30,000	\$2,015
	Heavy			
	Light	\$20,065	\$20,000	\$359
	Overall	\$25,454	\$28,000	\$4,860
<i>Maintenance Mechanic</i>	Equal	\$26,672	\$21,736	\$13,113
	Heavy	\$33,358	\$35,360	\$4,235
	Light	\$19,000	\$19,000	\$0
	Overall	\$30,259	\$35,360	\$9,770
<i>Maintenance Worker</i>	Equal	\$25,745	\$27,040	\$3,827
	Heavy	\$30,043	\$28,600	\$9,294
	Light	\$12,619	\$12,480	\$537
	Overall	\$23,433	\$27,040	\$6,921

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Manufacturing Engineer</i>	Equal	\$35,000	\$35,000	\$0
	Heavy			
	Light			
	Overall	\$35,000	\$35,000	\$0
<i>Marketing Representative</i>	Equal	\$32,208	\$32,208	\$1,866
	Heavy			
	Light			
	Overall	\$32,208	\$32,208	\$1,866
<i>Marketing/Public Relations/Advertising Manager</i>	Equal	\$54,133	\$48,969	\$33,031
	Heavy	\$66,640	\$80,000	\$23,646
	Light			
	Overall	\$60,955	\$63,198	\$27,543
<i>Material Handler</i>	Equal	\$17,538	\$16,500	\$1,743
	Heavy			
	Light	\$6,240	\$6,240	\$0
	Overall	\$13,430	\$16,500	\$5,729
<i>Materials Manager</i>	Equal	\$60,775	\$60,405	\$27,141
	Heavy	\$56,427	\$56,427	\$0
	Light			
	Overall	\$60,051	\$58,416	\$24,341
<i>Mechanical Engineer</i>	Equal	\$40,000	\$40,000	\$0
	Heavy			
	Light			
	Overall	\$40,000	\$40,000	\$0
<i>Medical Assistant/Nursing Aid</i>	Equal	\$16,309	\$15,600	\$1,502
	Heavy	\$19,015	\$19,240	\$502
	Light			
	Overall	\$16,518	\$15,600	\$1,620
<i>Medical Case Management Nurse</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Medical Records</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Technician</i>	Equal	\$33,363	\$33,363	\$0
	Heavy	\$32,742	\$33,363	\$1,579
	Light			
	Overall	\$32,783	\$33,363	\$1,530
<i>Network and Computer Systems Administrator</i>	Equal	\$33,155	\$33,155	\$4,088
	Heavy	\$32,500	\$32,500	\$0
	Light			
	Overall	\$32,828	\$32,500	\$2,391
<i>Network Systems and Data Communications Analyst</i>	Equal	\$54,678	\$54,678	\$0
	Heavy	\$63,000	\$63,000	\$0
	Light			
	Overall	\$60,226	\$63,000	\$4,805
<i>Office Manager</i>	Equal	\$29,830	\$29,660	\$9,010
	Heavy	\$23,177	\$18,720	\$10,568
	Light			
	Overall	\$26,134	\$25,000	\$9,929
<i>Operations Research Analyst</i>	Equal	\$70,000	\$70,000	\$0
	Heavy			
	Light			
	Overall	\$70,000	\$70,000	\$0
<i>Order Clerk</i>	Equal	\$18,314	\$18,314	\$3,838
	Heavy			
	Light			
	Overall	\$18,314	\$18,314	\$3,838
<i>Payroll Clerk</i>	Equal	\$24,728	\$24,000	\$6,933
	Heavy	\$24,211	\$24,211	\$0
	Light	\$25,000	\$25,000	\$0
	Overall	\$24,713	\$24,000	\$6,456

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Personnel Assistant</i>	Equal	\$24,627	\$24,627	\$0
	Heavy	\$22,824	\$22,880	\$96
	Light	\$30,000	\$30,000	\$0
	Overall	\$24,620	\$22,880	\$3,108
<i>Personnel/Human Resources Manager</i>	Equal	\$67,580	\$61,900	\$14,996
	Heavy	\$52,862	\$56,852	\$13,796
	Light			
	Overall	\$61,038	\$60,000	\$15,620
<i>Pharmacist</i>	Equal			
	Heavy	\$76,960	\$76,960	\$0
	Light			
	Overall	\$76,960	\$76,960	\$0
<i>Pharmacist Tech</i>	Equal			
	Heavy	\$24,960	\$24,960	\$0
	Light			
	Overall	\$24,960	\$24,960	\$0
<i>Physicians Assistant</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Plant Manager</i>	Equal	\$39,560	\$39,560	\$14,764
	Heavy	\$68,363	\$71,700	\$9,440
	Light	\$24,000	\$24,000	\$0
	Overall	\$59,093	\$71,700	\$18,772
<i>Plastics Technician</i>	Equal	\$20,000	\$20,000	\$0
	Heavy			
	Light	\$17,600	\$17,600	\$0
	Overall	\$17,750	\$17,600	\$600
<i>Prep Cook/Line Cook</i>	Equal			
	Heavy	\$16,172	\$16,640	\$754
	Light			
	Overall	\$16,172	\$16,640	\$754

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Production Scheduler</i>	Equal	\$32,383	\$32,500	\$16,941
	Heavy			
	Light	\$24,000	\$24,000	\$0
	Overall	\$29,589	\$24,000	\$14,033
<i>Production Supervisor</i>	Equal	\$31,396	\$30,000	\$12,746
	Heavy	\$51,214	\$54,678	\$9,165
	Light			
	Overall	\$35,476	\$30,000	\$14,472
<i>Production Worker</i>	Equal	\$18,764	\$18,720	\$4,329
	Heavy	\$14,560	\$14,560	\$0
	Light			
	Overall	\$18,399	\$18,720	\$4,303
<i>Programmer</i>	Equal	\$55,283	\$55,283	\$0
	Heavy	\$32,500	\$32,500	\$0
	Light	\$45,000	\$45,000	\$0
	Overall	\$40,411	\$45,000	\$6,898
<i>Purchasing Manager</i>	Equal			
	Heavy			
	Light	\$38,150	\$38,150	\$30,901
	Overall	\$38,150	\$38,150	\$30,901
<i>Quality Control Inspector</i>	Equal	\$26,467	\$17,000	\$14,577
	Heavy			
	Light			
	Overall	\$26,467	\$17,000	\$14,577
<i>Quality Control Manager</i>	Equal			
	Heavy	\$19,600	\$19,600	\$0
	Light			
	Overall	\$19,600	\$19,600	\$0
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Quality Tester</i>	Equal	\$29,624	\$29,460	\$491
	Heavy			
	Light			
	Overall	\$29,624	\$29,460	\$491
<i>Receptionist</i>	Equal	\$17,277	\$16,640	\$1,643
	Heavy	\$17,480	\$16,640	\$1,373
	Light			
	Overall	\$17,303	\$16,640	\$1,596
<i>Registered Nurse</i>	Equal	\$38,062	\$38,147	\$456
	Heavy	\$34,237	\$38,147	\$5,433
	Light			
	Overall	\$35,793	\$38,147	\$4,590
<i>Retail Sales Clerk</i>	Equal	\$14,459	\$13,000	\$2,274
	Heavy	\$15,337	\$15,580	\$2,247
	Light	\$15,463	\$14,560	\$1,307
	Overall	\$15,000	\$14,560	\$1,952
<i>Sales Manager</i>	Equal	\$24,518	\$25,100	\$807
	Heavy	\$33,037	\$32,800	\$9,512
	Light			
	Overall	\$29,132	\$25,100	\$8,142
<i>Sales Representative</i>	Equal	\$27,779	\$28,080	\$5,462
	Heavy	\$32,038	\$22,094	\$21,226
	Light	\$17,212	\$13,000	\$6,782
	Overall	\$26,480	\$24,000	\$13,252
<i>Secretary</i>	Equal	\$16,721	\$17,680	\$5,184
	Heavy	\$25,600	\$28,800	\$4,382
	Light			
	Overall	\$20,136	\$20,800	\$6,503
<i>Shift Managers</i>	Equal			
	Heavy	\$15,500	\$15,500	\$0
	Light			
	Overall	\$15,500	\$15,500	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Shipping/Receiving Clerk</i>	Equal	\$24,655	\$29,702	\$7,819
	Heavy			
	Light	\$20,000	\$20,000	\$0
	Overall	\$22,793	\$20,000	\$6,304
<i>System Analyst</i>	Equal	\$44,227	\$44,500	\$1,518
	Heavy			
	Light	\$33,000	\$33,000	\$0
	Overall	\$43,876	\$44,500	\$2,484
<i>Teller</i>	Equal	\$16,525	\$16,640	\$515
	Heavy	\$13,707	\$13,707	\$0
	Light			
	Overall	\$16,381	\$16,640	\$801
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Truck Driver</i>	Equal	\$21,078	\$21,800	\$2,254
	Heavy	\$27,040	\$27,040	\$0
	Light	\$24,258	\$18,720	\$10,254
	Overall	\$21,873	\$21,800	\$4,758
<i>Warehouse Supervisor</i>	Equal	\$38,457	\$38,457	\$26,102
	Heavy			
	Light			
	Overall	\$38,457	\$38,457	\$26,102
<i>Welder</i>	Equal	\$27,000	\$27,000	\$0
	Heavy	\$20,800	\$20,800	\$0
	Light	\$18,000	\$18,000	\$0
	Overall	\$22,288	\$20,800	\$4,315

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Writer, Technical Publications</i>				
	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$22,000	\$22,000	\$0
	Overall	\$27,433	\$22,000	\$9,411

Occupation per Firm Standard Pay Wages

Table 7a and 7b depict the “average standard” pay wages on a per firm and per employee basis respectively. The tables are arranged the same as the average “low standard” pay wage tables and exhibit the same trends. These tables represent the largest data set on occupational pay since nearly all firms reported wage data for this category. Some anomalies exist in this data, in particular the average wage pay with respect to the job description match. For example, Table 7a and 7b illustrate that an Accountant that does less than the job description is paid and average standard wage pay greater than an employee that does more than the job description. However, the measure of variation, shown in the standard deviation, is much greater in the light match versus the heavy match. The standard deviation is very large across all occupations which imply that wages vary greatly in all occupations listed.

Table 7a

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>				
	Equal	\$45,631	\$44,534	\$13,336
	Heavy	\$32,548	\$35,650	\$9,800
	Light	\$38,500	\$38,500	\$13,435
	Overall	\$39,024	\$38,184	\$12,795
<i>Accounting Clerk</i>				
	Equal	\$24,233	\$24,800	\$8,520
	Heavy	\$28,149	\$30,000	\$5,490
	Light	\$37,448	\$40,081	\$11,122
	Overall	\$27,723	\$28,000	\$9,235
<i>Accounts Payable/Receivable Clerk</i>				
	Equal	\$22,894	\$22,118	\$6,001
	Heavy	\$21,005	\$22,908	\$7,673
	Light	\$20,850	\$20,850	\$1,626
	Overall	\$22,010	\$22,000	\$6,401
<i>Assembler</i>				
	Equal	\$22,800	\$19,240	\$6,375
	Heavy	\$19,080	\$18,000	\$4,714
	Light	\$24,600	\$24,600	\$9,334
	Overall	\$21,855	\$19,120	\$6,020
<i>Assistant Managers</i>				
	Equal			
	Heavy	\$24,000	\$24,000	\$0
	Light			
	Overall	\$24,000	\$24,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Auditor</i>	Equal	\$45,658	\$45,000	\$4,053
	Heavy			
	Light			
	Overall	\$45,658	\$45,000	\$4,053
<i>Auto Mechanic</i>	Equal	\$36,342	\$34,000	\$5,167
	Heavy	\$29,712	\$30,000	\$4,566
	Light			
	Overall	\$32,198	\$31,981	\$5,596
<i>Benefits Specialist</i>	Equal	\$35,455	\$35,455	\$11,136
	Heavy	\$40,803	\$40,879	\$9,010
	Light			
	Overall	\$39,020	\$39,115	\$9,008
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$29,958	\$27,200	\$9,049
	Heavy	\$38,434	\$28,587	\$17,422
	Light	\$22,320	\$22,320	\$8,033
	Overall	\$32,043	\$28,000	\$13,252
<i>CAD Operator/Draftsman</i>	Equal	\$30,988	\$30,560	\$11,438
	Heavy	\$36,448	\$32,280	\$12,046
	Light	\$30,000	\$30,000	\$5,657
	Overall	\$32,297	\$32,000	\$10,241
<i>Chemical Technicians</i>	Equal	\$27,000	\$27,000	\$0
	Heavy			
	Light			
	Overall	\$27,000	\$27,000	\$0
<i>Claims Examiners</i>	Equal			
	Heavy	\$32,751	\$32,751	\$0
	Light			
	Overall	\$32,751	\$32,751	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Clerk Typist</i>	Equal			
	Heavy	\$24,596	\$24,596	\$3,898
	Light	\$5,000	\$5,000	\$0
	Overall	\$18,064	\$21,840	\$11,645
<i>CNC Operator</i>	Equal	\$34,100	\$34,100	\$1,273
	Heavy	\$41,704	\$41,704	\$0
	Light			
	Overall	\$36,635	\$35,000	\$4,481
<i>Computer and Information Systems Manager</i>	Equal	\$51,422	\$52,099	\$16,839
	Heavy	\$67,497	\$67,491	\$34,583
	Light	\$35,000	\$35,000	\$0
	Overall	\$56,757	\$53,000	\$25,854
<i>Computer Operator Supervisor</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>	Equal			
	Heavy	\$46,348	\$46,348	\$24,363
	Light			
	Overall	\$46,348	\$46,348	\$24,363
<i>Computer Software Engineer, Systems Software</i>	Equal			
	Heavy	\$45,950	\$45,950	\$17,748
	Light			
	Overall	\$45,950	\$45,950	\$17,748
<i>Computer Support Specialist</i>	Equal	\$38,264	\$38,264	\$18,815
	Heavy	\$35,987	\$35,987	\$0
	Light			
	Overall	\$37,505	\$35,987	\$13,369
<i>Computer Systems Analyst</i>	Equal			
	Heavy	\$63,128	\$63,128	\$0
	Light			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
	Overall	\$63,128	\$63,128	\$0
<i>Counselor/Social Service Worker</i>	Equal	\$28,038	\$28,038	\$0
	Heavy	\$26,738	\$26,738	\$5,024
	Light			
	Overall	\$27,171	\$28,038	\$3,631
<i>Counter Salesperson/Cashier</i>	Equal	\$15,861	\$17,602	\$8,028
	Heavy	\$18,788	\$17,160	\$5,711
	Light	\$13,780	\$13,780	\$0
	Overall	\$16,736	\$16,640	\$6,710
<i>Credit Manager</i>	Equal	\$31,818	\$31,120	\$8,331
	Heavy	\$29,120	\$29,120	\$5,883
	Light	\$32,356	\$34,900	\$6,313
	Overall	\$31,398	\$32,240	\$6,484
<i>Customer Service Representative</i>	Equal	\$20,888	\$20,300	\$3,999
	Heavy	\$26,511	\$26,120	\$5,314
	Light	\$17,374	\$15,467	\$4,460
	Overall	\$21,981	\$20,900	\$5,585
<i>Data Entry Operator</i>	Equal	\$18,574	\$19,028	\$2,493
	Heavy	\$19,600	\$19,600	\$2,263
	Light			
	Overall	\$18,867	\$19,028	\$2,291
<i>Data Processing Manager</i>	Equal	\$36,860	\$36,860	\$25,654
	Heavy	\$75,092	\$75,092	\$12,599
	Light			
	Overall	\$55,976	\$60,592	\$27,559
<i>Database Administrator</i>	Equal	\$64,416	\$70,000	\$17,963
	Heavy	\$68,470	\$68,470	\$0
	Light			
	Overall	\$65,429	\$69,235	\$14,806
<i>Designer</i>	Equal	\$30,580	\$30,580	\$0
	Heavy	\$43,160	\$43,160	\$0
	Light	\$50,000	\$50,000	\$0
	Overall	\$41,247	\$43,160	\$9,850

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Dishwasher</i>	Equal			
	Heavy	\$14,560	\$14,560	\$0
	Light			
	Overall	\$14,560	\$14,560	\$0
<i>Driver</i>	Equal	\$21,213	\$19,000	\$5,995
	Heavy	\$16,090	\$16,090	\$2,249
	Light	\$17,781	\$17,781	\$310
	Overall	\$18,769	\$17,680	\$4,306
<i>Electrical Engineer</i>	Equal			
	Heavy	\$55,959	\$55,959	\$14,423
	Light	\$61,235	\$61,235	\$10,232
	Overall	\$58,597	\$60,079	\$10,654
<i>Electrician</i>	Equal	\$33,000	\$33,000	\$0
	Heavy	\$54,268	\$41,704	\$27,678
	Light	\$55,349	\$55,349	\$4,735
	Overall	\$51,084	\$46,852	\$19,740
<i>Electronic Technician</i>	Equal	\$32,568	\$29,000	\$7,975
	Heavy	\$50,863	\$44,670	\$30,515
	Light			
	Overall	\$41,716	\$35,352	\$22,323
<i>Engineering Manager (Chief Engineer)</i>	Equal	\$58,824	\$42,000	\$33,563
	Heavy	\$76,250	\$76,250	\$19,445
	Light			
	Overall	\$65,794	\$62,500	\$27,365
<i>Estimator</i>	Equal	\$38,206	\$37,500	\$12,694
	Heavy	\$43,633	\$45,000	\$12,008
	Light			
	Overall	\$40,241	\$40,055	\$11,881
<i>Executive Secretary/Administrative Assistant</i>	Equal	\$26,530	\$26,396	\$9,668
	Heavy	\$27,734	\$25,790	\$10,433
	Light	\$22,622	\$22,152	\$4,336
	Overall	\$26,316	\$24,647	\$9,213

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Facilities Manager</i>	Equal	\$42,061	\$42,500	\$14,177
	Heavy	\$42,784	\$42,784	\$12,422
	Light			
	Overall	\$42,206	\$42,500	\$13,175
<i>Financial Manager/Controller</i>	Equal	\$48,437	\$40,000	\$20,621
	Heavy	\$43,520	\$36,000	\$24,425
	Light	\$58,113	\$52,338	\$16,763
	Overall	\$47,509	\$40,456	\$21,621
<i>Food Server</i>	Equal	\$12,670	\$11,960	\$3,049
	Heavy	\$14,733	\$16,640	\$3,302
	Light	\$15,704	\$15,600	\$1,199
	Overall	\$13,762	\$14,300	\$2,954
<i>Foreman/Line Supervisor</i>	Equal	\$38,684	\$34,950	\$11,962
	Heavy	\$45,000	\$45,000	\$0
	Light	\$42,292	\$42,292	\$31,526
	Overall	\$39,725	\$35,900	\$13,945
<i>Forge Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>General Clerk</i>	Equal	\$18,266	\$17,628	\$4,537
	Heavy	\$20,087	\$21,840	\$4,949
	Light	\$17,253	\$19,000	\$4,672
	Overall	\$18,439	\$18,200	\$4,379
<i>General Laborer</i>	Equal	\$21,274	\$20,800	\$4,722
	Heavy	\$22,876	\$23,920	\$6,237
	Light	\$18,740	\$17,500	\$10,002
	Overall	\$21,244	\$20,800	\$6,692
<i>General Manager</i>	Equal	\$49,476	\$42,000	\$33,375
	Heavy	\$40,437	\$36,000	\$25,668
	Light	\$44,939	\$45,000	\$5,695
	Overall	\$43,637	\$39,750	\$27,183

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Graphic Artist</i>	Equal	\$26,500	\$26,500	\$707
	Heavy			
	Light			
	Overall	\$26,500	\$26,500	\$707
<i>Heavy Equipment Operator</i>	Equal	\$31,980	\$31,980	\$9,928
	Heavy	\$28,800	\$28,800	\$0
	Light			
	Overall	\$30,920	\$28,800	\$7,256
<i>Housekeeper/Cleaner</i>	Equal	\$11,872	\$12,938	\$7,256
	Heavy	\$14,685	\$16,141	\$3,530
	Light	\$28,760	\$28,760	\$15,217
	Overall	\$15,490	\$16,141	\$8,734
<i>Inside Trucker/Forklift Operator</i>	Equal	\$21,147	\$21,147	\$981
	Heavy	\$24,633	\$27,400	\$7,163
	Light	\$23,400	\$23,400	\$13,972
	Overall	\$23,285	\$21,840	\$7,228
<i>Janitor</i>	Equal	\$15,674	\$15,674	\$2,367
	Heavy			
	Light	\$15,860	\$15,860	\$1,838
	Overall	\$15,767	\$15,860	\$1,734
<i>Legal Assistant (Paralegal)</i>	Equal	\$34,884	\$34,884	\$0
	Heavy	\$37,800	\$37,800	\$0
	Light	\$24,000	\$24,000	\$0
	Overall	\$32,228	\$34,884	\$7,273
<i>Licensed Practical Nurse</i>	Equal	\$31,886	\$31,886	\$0
	Heavy	\$28,206	\$28,506	\$2,078
	Light	\$25,000	\$25,000	\$0
	Overall	\$28,285	\$28,506	\$2,711
<i>Machine Operator</i>	Equal	\$29,808	\$31,000	\$3,263
	Heavy			
	Light	\$31,675	\$31,850	\$1,350
	Overall	\$30,638	\$31,000	\$2,641

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Maintenance Mechanic</i>	Equal	\$28,895	\$29,000	\$7,603
	Heavy	\$33,155	\$33,155	\$10,854
	Light	\$23,000	\$23,000	\$0
	Overall	\$29,083	\$28,293	\$7,678
<i>Maintenance Worker</i>	Equal	\$23,731	\$20,800	\$7,000
	Heavy	\$35,278	\$34,964	\$6,275
	Light	\$20,960	\$16,900	\$10,172
	Overall	\$25,413	\$21,400	\$9,091
<i>Manufacturing Engineer</i>	Equal	\$39,000	\$39,000	\$0
	Heavy			
	Light			
	Overall	\$39,000	\$39,000	\$0
<i>Marketing Representative</i>	Equal	\$30,461	\$33,527	\$9,314
	Heavy			
	Light			
	Overall	\$30,461	\$33,527	\$9,314
<i>Marketing/Public Relations/Advertising Manager</i>	Equal	\$57,088	\$43,485	\$29,799
	Heavy	\$58,777	\$60,588	\$27,947
	Light	\$52,458	\$62,374	\$24,083
	Overall	\$56,612	\$58,000	\$26,446
<i>Material Handler</i>	Equal	\$22,377	\$23,566	\$2,059
	Heavy			
	Light	\$22,347	\$23,000	\$5,410
	Overall	\$22,362	\$23,283	\$3,661
<i>Materials Manager</i>	Equal	\$68,840	\$70,533	\$28,500
	Heavy	\$70,533	\$70,533	\$0
	Light			
	Overall	\$69,122	\$70,533	\$25,501
<i>Mechanical Engineer</i>	Equal	\$52,000	\$52,000	\$0
	Heavy			
	Light	\$45,760	\$45,760	\$0
	Overall	\$48,880	\$48,880	\$4,412

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Medical Assistant/Nursing Aid</i>				
	Equal	\$23,951	\$23,566	\$3,931
	Heavy	\$23,021	\$23,021	\$0
	Light			
	Overall	\$23,765	\$23,566	\$3,430
<i>Medical Case Management Nurse</i>				
	Equal	\$6,000	\$6,000	\$0
	Heavy			
	Light			
	Overall	\$6,000	\$6,000	\$0
<i>Medical Records</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Technician</i>				
	Equal	\$43,955	\$43,955	\$0
	Heavy	\$36,182	\$36,182	\$6,751
	Light	\$41,600	\$41,600	\$0
	Overall	\$39,480	\$41,278	\$5,533
<i>Network and Computer Systems Administrator</i>				
	Equal	\$31,802	\$31,043	\$10,303
	Heavy	\$43,000	\$43,000	\$0
	Light			
	Overall	\$34,042	\$35,485	\$10,232
<i>Network Systems and Data Communications Analyst</i>				
	Equal	\$57,421	\$57,421	\$0
	Heavy	\$64,503	\$64,503	\$0
	Light			
	Overall	\$60,962	\$60,962	\$5,008
<i>Office Manager</i>				
	Equal	\$26,028	\$26,000	\$9,802
	Heavy	\$26,896	\$27,820	\$11,231
	Light	\$26,210	\$24,960	\$6,325
	Overall	\$26,473	\$26,520	\$9,786
<i>Operations Research Analyst</i>				
	Equal	\$75,000	\$75,000	\$0
	Heavy			
	Light			
	Overall	\$75,000	\$75,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Order Clerk</i>	Equal	\$21,735	\$22,400	\$3,922
	Heavy			
	Light	\$14,640	\$14,640	\$0
	Overall	\$20,316	\$20,800	\$4,648
<i>Payroll Clerk</i>	Equal	\$30,848	\$27,780	\$9,683
	Heavy	\$31,109	\$31,429	\$3,961
	Light	\$35,000	\$35,000	\$0
	Overall	\$31,259	\$31,015	\$7,995
<i>Personnel Assistant</i>	Equal	\$26,333	\$26,333	\$0
	Heavy	\$24,100	\$22,880	\$3,058
	Light	\$25,360	\$25,360	\$9,390
	Overall	\$24,892	\$24,607	\$4,718
<i>Personnel/Human Resources Manager</i>	Equal	\$64,611	\$70,267	\$25,749
	Heavy	\$54,522	\$47,500	\$14,304
	Light	\$20,350	\$20,350	\$11,809
	Overall	\$55,250	\$57,277	\$23,913
<i>Pharmacist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Pharmacist Tech</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Physicians Assistant</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Plant Manager</i>	Equal	\$65,145	\$48,680	\$46,626
	Heavy	\$59,288	\$50,306	\$28,241
	Light	\$49,424	\$50,000	\$29,145
	Overall	\$57,296	\$50,000	\$32,767

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Plastics Technician</i>	Equal	\$25,000	\$25,000	\$0
	Heavy			
	Light	\$23,000	\$23,000	\$0
	Overall	\$24,000	\$24,000	\$1,414
<i>Prep Cook/Line Cook</i>	Equal			
	Heavy	\$17,160	\$17,160	\$2,206
	Light			
	Overall	\$17,160	\$17,160	\$2,206
<i>Production Scheduler</i>	Equal	\$48,050	\$45,000	\$16,791
	Heavy	\$29,120	\$29,120	\$0
	Light	\$29,000	\$29,000	\$0
	Overall	\$40,454	\$32,994	\$15,785
<i>Production Supervisor</i>	Equal	\$39,012	\$35,500	\$16,201
	Heavy	\$42,404	\$35,690	\$13,119
	Light			
	Overall	\$39,795	\$35,690	\$15,092
<i>Production Worker</i>	Equal	\$25,034	\$23,959	\$3,037
	Heavy	\$25,000	\$25,000	\$0
	Light	\$20,800	\$20,800	\$0
	Overall	\$24,323	\$23,959	\$2,917
<i>Programmer</i>	Equal	\$68,470	\$68,470	\$0
	Heavy	\$32,500	\$32,500	\$17,678
	Light	\$56,000	\$56,000	\$0
	Overall	\$47,368	\$50,500	\$20,611
<i>Purchasing Manager</i>	Equal	\$39,499	\$39,499	\$17,679
	Heavy	\$52,200	\$52,200	\$3,818
	Light	\$33,433	\$19,000	\$27,371
	Overall	\$40,528	\$49,500	\$19,369
<i>Quality Control Inspector</i>	Equal	\$39,714	\$44,138	\$15,968
	Heavy			
	Light			
	Overall	\$39,714	\$44,138	\$15,968

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Quality Control Manager</i>	Equal	\$44,137	\$44,137	\$0
	Heavy	\$44,500	\$44,500	\$28,991
	Light			
	Overall	\$44,379	\$44,137	\$20,501
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Quality Tester</i>	Equal	\$30,766	\$30,766	\$235
	Heavy			
	Light			
	Overall	\$30,766	\$30,766	\$235
<i>Receptionist</i>	Equal	\$20,410	\$20,693	\$6,435
	Heavy	\$20,680	\$20,800	\$2,602
	Light	\$9,984	\$9,984	\$0
	Overall	\$19,983	\$20,693	\$5,627
<i>Registered Nurse</i>	Equal	\$45,984	\$45,984	\$6,450
	Heavy	\$43,425	\$41,600	\$5,038
	Light			
	Overall	\$44,156	\$41,600	\$5,041
<i>Retail Sales Clerk</i>	Equal	\$19,317	\$18,840	\$4,378
	Heavy	\$22,074	\$17,760	\$10,396
	Light	\$21,046	\$21,840	\$3,383
	Overall	\$20,430	\$18,880	\$6,609
<i>Sales Manager</i>	Equal	\$30,348	\$29,946	\$1,503
	Heavy	\$47,506	\$45,100	\$19,368
	Light	\$52,020	\$52,020	\$19,827
	Overall	\$43,781	\$39,500	\$17,837
<i>Sales Representative</i>	Equal	\$32,752	\$32,500	\$5,504
	Heavy	\$35,242	\$33,400	\$10,144
	Light	\$36,400	\$40,400	\$13,670
	Overall	\$34,343	\$33,400	\$8,752

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Secretary</i>	Equal	\$19,746	\$20,084	\$5,070
	Heavy	\$20,229	\$21,920	\$10,281
	Light			
	Overall	\$19,875	\$21,777	\$6,408
<i>Shift Managers</i>	Equal			
	Heavy	\$16,500	\$16,500	\$0
	Light			
	Overall	\$16,500	\$16,500	\$0
<i>Shipping/Receiving Clerk</i>	Equal	\$21,310	\$18,179	\$6,173
	Heavy			
	Light	\$25,000	\$25,000	\$1,414
	Overall	\$22,130	\$23,712	\$5,611
<i>System Analyst</i>	Equal	\$51,662	\$51,662	\$10,377
	Heavy			
	Light	\$35,000	\$35,000	\$0
	Overall	\$46,108	\$44,324	\$12,099
<i>Teller</i>	Equal	\$17,859	\$18,595	\$2,091
	Heavy	\$17,139	\$17,139	\$0
	Light			
	Overall	\$17,679	\$17,867	\$1,745
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal	\$38,462	\$38,462	\$13,381
	Heavy	\$36,500	\$36,500	\$4,950
	Light			
	Overall	\$37,481	\$36,500	\$8,314
<i>Truck Driver</i>	Equal	\$26,336	\$22,022	\$8,467
	Heavy	\$30,911	\$30,000	\$6,223
	Light	\$34,460	\$34,460	\$14,906
	Overall	\$29,596	\$28,520	\$8,383

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Warehouse Supervisor</i>	Equal	\$31,045	\$25,000	\$16,218
	Heavy	\$25,000	\$25,000	\$1,414
	Light			
	Overall	\$29,318	\$25,000	\$13,578
<i>Welder</i>	Equal	\$31,000	\$31,000	\$2,828
	Heavy	\$33,100	\$33,100	\$2,687
	Light	\$23,000	\$23,000	\$0
	Overall	\$30,240	\$31,200	\$4,614
<i>Writer, Technical Publications</i>	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$26,000	\$26,000	\$0
	Overall	\$32,150	\$32,150	\$8,697

***Occupation per Employee Standard Pay Wages
Table 7b***

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>	Equal	\$44,798	\$38,667	\$11,649
	Heavy	\$39,903	\$43,000	\$7,036
	Light	\$43,250	\$48,000	\$9,500
	Overall	\$41,504	\$43,000	\$8,718
<i>Accounting Clerk</i>	Equal	\$24,502	\$24,800	\$8,317
	Heavy	\$26,763	\$27,500	\$5,494
	Light	\$34,359	\$37,352	\$11,854
	Overall	\$26,989	\$27,150	\$8,738
<i>Accounts Payable/Receivable Clerk</i>	Equal	\$22,543	\$22,235	\$4,955
	Heavy	\$21,139	\$20,816	\$6,689
	Light	\$21,233	\$22,000	\$1,328
	Overall	\$21,865	\$22,000	\$5,546
<i>Assembler</i>	Equal	\$19,296	\$19,000	\$1,794
	Heavy	\$22,520	\$24,240	\$3,494
	Light	\$27,138	\$31,200	\$6,341
	Overall	\$20,259	\$19,000	\$3,560
<i>Assistant Managers</i>	Equal			
	Heavy	\$24,000	\$24,000	\$0
	Light			
	Overall	\$24,000	\$24,000	\$0
<i>Auditor</i>	Equal	\$44,605	\$45,000	\$2,795
	Heavy			
	Light			
	Overall	\$44,605	\$45,000	\$2,795
<i>Auto Mechanic</i>	Equal	\$38,369	\$42,265	\$4,877
	Heavy	\$29,251	\$30,000	\$3,333
	Light			
	Overall	\$32,797	\$31,200	\$5,987
<i>Benefits Specialist</i>	Equal	\$35,455	\$35,455	\$11,136
	Heavy	\$40,803	\$40,879	\$9,010
	Light			

Occupation	Match	Mean	Median	Standard Deviation
	Overall	\$39,020	\$39,115	\$9,008
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$34,711	\$41,000	\$8,501
	Heavy	\$34,741	\$28,587	\$14,121
	Light	\$22,320	\$22,320	\$8,033
	Overall	\$33,644	\$28,587	\$10,889
<i>CAD Operator/Draftsman</i>	Equal	\$30,988	\$30,560	\$11,438
	Heavy	\$27,040	\$27,040	\$0
	Light	\$28,000	\$26,000	\$4,000
	Overall	\$29,543	\$27,040	\$8,547
<i>Chemical Technicians</i>	Equal	\$27,000	\$27,000	\$0
	Heavy			
	Light			
	Overall	\$27,000	\$27,000	\$0
<i>Claims Examiners</i>	Equal			
	Heavy	\$32,751	\$32,751	\$0
	Light			
	Overall	\$32,751	\$32,751	\$0
<i>Clerk Typist</i>	Equal			
	Heavy	\$24,596	\$24,596	\$3,898
	Light	\$5,000	\$5,000	\$0
	Overall	\$18,064	\$21,840	\$11,645
<i>CNC Operator</i>	Equal	\$34,965	\$35,000	\$252
	Heavy	\$41,704	\$41,704	\$0
	Light			
	Overall	\$35,219	\$35,000	\$1,320
<i>Computer and Information Systems Manager</i>	Equal	\$51,422	\$52,099	\$16,839
	Heavy	\$70,858	\$72,737	\$27,880
	Light	\$35,000	\$35,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
	Overall	\$58,900	\$62,245	\$24,810
<i>Computer Operator Supervisor</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>	Equal			
	Heavy	\$59,747	\$63,575	\$11,485
	Light			
	Overall	\$59,747	\$63,575	\$11,485
<i>Computer Software Engineer, Systems Software</i>	Equal			
	Heavy	\$45,950	\$45,950	\$17,748
	Light			
	Overall	\$45,950	\$45,950	\$17,748
<i>Computer Support Specialist</i>	Equal	\$38,264	\$38,264	\$18,815
	Heavy	\$35,987	\$35,987	\$0
	Light			
	Overall	\$36,898	\$35,987	\$9,490
<i>Computer Systems Analyst</i>	Equal			
	Heavy	\$63,128	\$63,128	\$0
	Light			
	Overall	\$63,128	\$63,128	\$0
<i>Counselor/Social Service Worker</i>	Equal	\$28,038	\$28,038	\$0
	Heavy	\$28,159	\$30,290	\$3,432
	Light			
	Overall	\$28,101	\$28,038	\$2,428
<i>Counter Salesperson/Cashier</i>	Equal	\$16,848	\$16,536	\$5,947
	Heavy	\$16,584	\$15,236	\$4,082
	Light	\$13,780	\$13,780	\$0
	Overall	\$15,853	\$15,100	\$4,716
<i>Credit Manager</i>	Equal	\$31,818	\$31,120	\$8,331
	Heavy	\$30,507	\$33,280	\$4,804
	Light	\$32,356	\$34,900	\$6,313

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
	Overall	\$31,586	\$32,760	\$6,142
<i>Customer Service Representative</i>	Equal	\$23,312	\$23,000	\$4,015
	Heavy	\$25,298	\$23,505	\$3,673
	Light	\$16,327	\$14,934	\$3,346
	Overall	\$21,288	\$21,000	\$5,205
<i>Data Entry Operator</i>	Equal	\$18,242	\$19,028	\$1,799
	Heavy	\$19,600	\$19,600	\$2,263
	Light			
	Overall	\$18,436	\$19,028	\$1,837
<i>Data Processing Manager</i>	Equal	\$36,860	\$36,860	\$25,654
	Heavy	\$75,092	\$75,092	\$12,599
	Light			
	Overall	\$55,976	\$60,592	\$27,559
<i>Database Administrator</i>	Equal	\$64,416	\$70,000	\$17,963
	Heavy	\$68,470	\$68,470	\$0
	Light			
	Overall	\$65,429	\$69,235	\$14,806
<i>Designer</i>	Equal	\$30,580	\$30,580	\$0
	Heavy	\$43,160	\$43,160	\$0
	Light	\$50,000	\$50,000	\$0
	Overall	\$40,870	\$43,160	\$6,775
<i>Dishwasher</i>	Equal			
	Heavy	\$14,560	\$14,560	\$0
	Light			
	Overall	\$14,560	\$14,560	\$0
<i>Driver</i>	Equal	\$21,951	\$19,000	\$5,787
	Heavy	\$16,620	\$17,680	\$1,836
	Light	\$17,943	\$18,000	\$151
	Overall	\$18,860	\$18,000	\$3,411
<i>Electrical Engineer</i>	Equal			
	Heavy	\$52,559	\$45,760	\$11,776
	Light	\$58,341	\$54,000	\$6,990
	Overall	\$57,007	\$54,000	\$8,135

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Electrician</i>	Equal	\$33,000	\$33,000	\$0
	Heavy	\$44,424	\$41,704	\$15,915
	Light	\$58,697	\$58,697	\$0
	Overall	\$52,895	\$58,697	\$11,743
<i>Electronic Technician</i>	Equal	\$29,544	\$29,000	\$2,734
	Heavy	\$44,399	\$44,670	\$18,545
	Light			
	Overall	\$31,874	\$29,000	\$9,176
<i>Engineering Manager (Chief Engineer)</i>	Equal	\$58,824	\$42,000	\$33,563
	Heavy	\$76,250	\$76,250	\$15,877
	Light			
	Overall	\$68,782	\$62,500	\$24,255
<i>Estimator</i>	Equal	\$43,267	\$42,609	\$11,240
	Heavy	\$43,633	\$45,000	\$12,008
	Light			
	Overall	\$43,335	\$42,609	\$10,969
<i>Executive Secretary/Administrative Assistant</i>	Equal	\$26,298	\$25,293	\$8,496
	Heavy	\$33,119	\$35,805	\$10,733
	Light	\$22,622	\$22,152	\$4,336
	Overall	\$28,370	\$27,580	\$9,646
<i>Facilities Manager</i>	Equal	\$42,061	\$42,500	\$14,177
	Heavy	\$37,514	\$34,000	\$7,857
	Light			
	Overall	\$40,312	\$34,000	\$11,964
<i>Financial Manager/Controller</i>	Equal	\$48,437	\$40,000	\$20,621
	Heavy	\$44,695	\$38,228	\$23,641
	Light	\$58,113	\$52,338	\$16,763
	Overall	\$47,870	\$40,728	\$21,303
<i>Food Server</i>	Equal	\$12,130	\$12,480	\$1,994
	Heavy	\$14,479	\$16,640	\$2,805
	Light	\$16,209	\$16,952	\$974
	Overall	\$13,329	\$12,480	\$2,627

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Foreman/Line Supervisor</i>	Equal	\$50,716	\$59,000	\$11,729
	Heavy	\$45,000	\$45,000	\$0
	Light	\$60,531	\$64,584	\$13,443
	Overall	\$51,717	\$59,000	\$12,152
<i>Forge Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>General Clerk</i>	Equal	\$19,220	\$17,576	\$3,903
	Heavy	\$20,087	\$21,840	\$4,949
	Light	\$19,470	\$20,800	\$3,099
	Overall	\$19,322	\$17,680	\$3,758
<i>General Laborer</i>	Equal	\$21,726	\$22,880	\$2,961
	Heavy	\$22,713	\$22,880	\$5,845
	Light	\$20,938	\$24,000	\$6,034
	Overall	\$21,736	\$22,880	\$3,229
<i>General Manager</i>	Equal	\$46,532	\$40,800	\$29,986
	Heavy	\$53,080	\$36,000	\$47,061
	Light	\$44,946	\$45,000	\$5,273
	Overall	\$50,298	\$39,750	\$40,050
<i>Graphic Artist</i>	Equal	\$26,500	\$26,500	\$707
	Heavy			
	Light			
	Overall	\$26,500	\$26,500	\$707
<i>Heavy Equipment Operator</i>	Equal	\$33,384	\$39,000	\$7,690
	Heavy	\$28,800	\$28,800	\$0
	Light			
	Overall	\$30,233	\$28,800	\$4,537
<i>Housekeeper/Cleaner</i>	Equal	\$13,289	\$12,938	\$4,001
	Heavy	\$15,720	\$15,642	\$1,988
	Light	\$22,782	\$18,000	\$9,489
	Overall	\$15,253	\$15,642	\$4,947

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Inside Trucker/Forklift Operator</i>				
	Equal	\$20,800	\$20,453	\$694
	Heavy	\$24,390	\$27,400	\$5,503
	Light	\$23,400	\$23,400	\$13,972
	Overall	\$23,369	\$24,620	\$5,809
<i>Janitor</i>				
	Equal	\$16,231	\$17,347	\$1,932
	Heavy			
	Light	\$16,640	\$17,160	\$1,163
	Overall	\$16,487	\$17,160	\$1,373
<i>Legal Assistant (Paralegal)</i>				
	Equal	\$34,884	\$34,884	\$0
	Heavy	\$37,800	\$37,800	\$0
	Light	\$24,000	\$24,000	\$0
	Overall	\$32,228	\$34,884	\$7,273
<i>Licensed Practical Nurse</i>				
	Equal	\$31,886	\$31,886	\$0
	Heavy	\$27,698	\$27,144	\$1,959
	Light	\$25,000	\$25,000	\$0
	Overall	\$29,851	\$31,886	\$2,832
<i>Machine Operator</i>				
	Equal	\$32,208	\$34,000	\$2,717
	Heavy			
	Light	\$32,829	\$33,000	\$597
	Overall	\$32,438	\$33,000	\$2,201
<i>Maintenance Mechanic</i>				
	Equal	\$31,687	\$34,000	\$8,392
	Heavy	\$40,529	\$40,830	\$2,149
	Light	\$23,000	\$23,000	\$0
	Overall	\$35,362	\$40,830	\$7,890
<i>Maintenance Worker</i>				
	Equal	\$29,932	\$33,280	\$6,006
	Heavy	\$35,278	\$34,964	\$5,613
	Light	\$15,809	\$14,040	\$5,219
	Overall	\$27,255	\$33,280	\$8,468
<i>Manufacturing Engineer</i>				
	Equal	\$39,000	\$39,000	\$0
	Heavy			
	Light			
	Overall	\$39,000	\$39,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Marketing Representative</i>				
	Equal	\$30,461	\$33,527	\$9,314
	Heavy			
	Light			
	Overall	\$30,461	\$33,527	\$9,314
<i>Marketing/Public Relations/Advertising Manager</i>				
	Equal	\$57,088	\$43,485	\$29,799
	Heavy	\$58,777	\$60,588	\$27,947
	Light	\$47,500	\$47,500	\$31,820
	Overall	\$56,201	\$53,485	\$27,394
<i>Material Handler</i>				
	Equal	\$20,792	\$20,000	\$1,572
	Heavy			
	Light	\$21,368	\$16,640	\$5,344
	Overall	\$21,152	\$20,000	\$4,281
<i>Materials Manager</i>				
	Equal	\$68,840	\$70,533	\$28,500
	Heavy	\$70,533	\$70,533	\$0
	Light			
	Overall	\$69,122	\$70,533	\$25,501
<i>Mechanical Engineer</i>				
	Equal	\$52,000	\$52,000	\$0
	Heavy			
	Light	\$45,760	\$45,760	\$0
	Overall	\$51,584	\$52,000	\$1,611
<i>Medical Assistant/Nursing Aid</i>				
	Equal	\$20,485	\$19,552	\$2,024
	Heavy	\$23,021	\$23,021	\$0
	Light			
	Overall	\$20,645	\$19,552	\$2,054
<i>Medical Case Management Nurse</i>				
	Equal	\$6,000	\$6,000	\$0
	Heavy			
	Light			
	Overall	\$6,000	\$6,000	\$0
<i>Medical Records</i>				
	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Medical Technician</i>				
	Equal	\$43,955	\$43,955	\$0
	Heavy	\$39,591	\$40,955	\$3,467
	Light	\$41,600	\$41,600	\$0
	Overall	\$40,168	\$40,955	\$3,267
<i>Network and Computer Systems Administrator</i>				
	Equal	\$31,802	\$31,043	\$10,303
	Heavy	\$43,000	\$43,000	\$0
	Light			
	Overall	\$35,535	\$39,243	\$9,856
<i>Network Systems and Data Communications Analyst</i>				
	Equal	\$57,421	\$57,421	\$0
	Heavy	\$64,503	\$64,503	\$0
	Light			
	Overall	\$62,142	\$64,503	\$4,089
<i>Office Manager</i>				
	Equal	\$26,028	\$26,000	\$9,802
	Heavy	\$26,896	\$27,820	\$11,231
	Light	\$26,210	\$24,960	\$6,325
	Overall	\$26,473	\$26,520	\$9,786
<i>Operations Research Analyst</i>				
	Equal	\$75,000	\$75,000	\$0
	Heavy			
	Light			
	Overall	\$75,000	\$75,000	\$0
<i>Order Clerk</i>				
	Equal	\$21,735	\$22,400	\$3,922
	Heavy			
	Light	\$14,640	\$14,640	\$0
	Overall	\$17,793	\$14,640	\$4,444
<i>Payroll Clerk</i>				
	Equal	\$31,556	\$32,500	\$7,156
	Heavy	\$31,109	\$31,429	\$3,961
	Light	\$35,000	\$35,000	\$0
	Overall	\$31,673	\$32,500	\$6,459
<i>Personnel Assistant</i>				
	Equal	\$26,333	\$26,333	\$0
	Heavy	\$23,795	\$22,880	\$2,571
	Light	\$25,360	\$25,360	\$9,390
	Overall	\$24,605	\$22,880	\$4,373

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Personnel/Human Resources Manager</i>	Equal	\$64,611	\$70,267	\$25,749
	Heavy	\$54,522	\$47,500	\$14,304
	Light	\$17,567	\$12,000	\$9,642
	Overall	\$52,847	\$52,389	\$25,340
<i>Pharmacist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Pharmacist Tech</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Physicians Assistant</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Plant Manager</i>	Equal	\$65,145	\$48,680	\$46,626
	Heavy	\$83,715	\$100,000	\$26,605
	Light	\$49,424	\$50,000	\$29,145
	Overall	\$70,782	\$62,000	\$33,641
<i>Plastics Technician</i>	Equal	\$25,000	\$25,000	\$0
	Heavy			
	Light	\$23,000	\$23,000	\$0
	Overall	\$23,125	\$23,000	\$500
<i>Prep Cook/Line Cook</i>	Equal			
	Heavy	\$17,784	\$18,720	\$1,507
	Light			
	Overall	\$17,784	\$18,720	\$1,507
<i>Production Scheduler</i>	Equal	\$47,288	\$45,000	\$13,794
	Heavy	\$29,120	\$29,120	\$0
	Light	\$29,000	\$29,000	\$0
	Overall	\$41,212	\$38,997	\$14,240

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Production Supervisor</i>	Equal	\$35,468	\$35,000	\$12,850
	Heavy	\$49,868	\$57,521	\$11,489
	Light			
	Overall	\$38,878	\$35,000	\$13,856
<i>Production Worker</i>	Equal	\$25,039	\$22,917	\$2,970
	Heavy	\$25,000	\$25,000	\$0
	Light	\$20,800	\$20,800	\$0
	Overall	\$24,861	\$22,917	\$2,987
<i>Programmer</i>	Equal	\$68,470	\$68,470	\$0
	Heavy	\$42,727	\$45,000	\$7,538
	Light	\$56,000	\$56,000	\$0
	Overall	\$50,864	\$56,000	\$8,890
<i>Purchasing Manager</i>	Equal	\$52,000	\$52,000	\$0
	Heavy	\$52,200	\$52,200	\$3,818
	Light	\$33,433	\$19,000	\$27,371
	Overall	\$42,783	\$50,750	\$20,186
<i>Quality Control Inspector</i>	Equal	\$30,364	\$22,000	\$12,805
	Heavy			
	Light			
	Overall	\$30,364	\$22,000	\$12,805
<i>Quality Control Manager</i>	Equal	\$44,137	\$44,137	\$0
	Heavy	\$44,500	\$44,500	\$28,991
	Light			
	Overall	\$44,319	\$44,137	\$16,739
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Quality Tester</i>	Equal	\$30,637	\$30,600	\$111
	Heavy			
	Light			
	Overall	\$30,637	\$30,600	\$111

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Receptionist</i>	Equal	\$20,496	\$20,586	\$3,363
	Heavy	\$20,305	\$20,280	\$2,632
	Light	\$9,984	\$9,984	\$0
	Overall	\$20,269	\$20,586	\$3,516
<i>Registered Nurse</i>	Equal	\$50,235	\$50,544	\$1,665
	Heavy	\$45,766	\$49,337	\$4,539
	Light			
	Overall	\$47,536	\$49,337	\$4,276
<i>Retail Sales Clerk</i>	Equal	\$18,647	\$15,600	\$4,033
	Heavy	\$18,875	\$17,760	\$7,396
	Light	\$19,267	\$17,337	\$2,787
	Overall	\$18,915	\$17,337	\$4,102
<i>Sales Manager</i>	Equal	\$29,839	\$29,892	\$876
	Heavy	\$57,180	\$57,000	\$20,462
	Light	\$52,020	\$52,020	\$19,827
	Overall	\$45,268	\$33,400	\$20,108
<i>Sales Representative</i>	Equal	\$34,132	\$33,000	\$5,841
	Heavy	\$34,934	\$28,810	\$9,268
	Light	\$27,309	\$18,000	\$13,383
	Overall	\$32,950	\$33,000	\$9,016
<i>Secretary</i>	Equal	\$19,709	\$20,084	\$4,407
	Heavy	\$23,786	\$26,450	\$9,685
	Light			
	Overall	\$20,874	\$21,777	\$6,372
<i>Shift Managers</i>	Equal			
	Heavy	\$16,500	\$16,500	\$0
	Light			
	Overall	\$16,500	\$16,500	\$0
<i>Shipping/Receiving Clerk</i>	Equal	\$24,681	\$24,168	\$7,646
	Heavy			
	Light	\$24,400	\$24,000	\$894
	Overall	\$24,587	\$24,000	\$6,151

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>System Analyst</i>	Equal	\$58,527	\$59,000	\$2,636
	Heavy			
	Light	\$35,000	\$35,000	\$0
	Overall	\$57,791	\$59,000	\$4,901
<i>Teller</i>	Equal	\$19,325	\$19,483	\$752
	Heavy	\$17,139	\$17,139	\$0
	Light			
	Overall	\$19,214	\$19,483	\$878
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal	\$29,000	\$29,000	\$0
	Heavy	\$36,500	\$36,500	\$4,950
	Light			
	Overall	\$34,000	\$33,000	\$5,568
<i>Truck Driver</i>	Equal	\$29,097	\$35,500	\$7,951
	Heavy	\$30,777	\$30,000	\$6,021
	Light	\$29,190	\$23,920	\$9,758
	Overall	\$29,650	\$30,000	\$7,568
<i>Warehouse Supervisor</i>	Equal	\$29,371	\$23,732	\$15,074
	Heavy	\$25,333	\$26,000	\$1,155
	Light			
	Overall	\$28,025	\$25,000	\$12,101
<i>Welder</i>	Equal	\$32,714	\$33,000	\$1,069
	Heavy	\$31,960	\$31,200	\$1,699
	Light	\$23,000	\$23,000	\$0
	Overall	\$28,479	\$31,200	\$4,868
<i>Writer, Technical Publications</i>	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$26,000	\$26,000	\$0
	Overall	\$30,100	\$26,000	\$7,101

Occupation per Firm High Pay Wages

The following Tables, 8a and 8b, depict the mean, median and standard deviation for each occupation which listed high pay wages. The values were again calculated on a per firm, Table 8a, and per employee basis, Table 8b. Average high pay wages represent an employee that probably has such attributes as experience, seniority or a higher level of education/knowledge for the position. The trends illustrated in Tables 8a and 8b are typically the same as Tables 6a, 6b, 7a and 7b. The trend across all six tables is unsurprising; the average increases from low to high pay wages. For example, on a per firm comparison, across Tables 6a, 7a and 8a, a Retail Sales Clerk with equal match averages \$15,352 for a low pay wage, \$19,317 for a standard pay wage and \$20,808 for a high pay wage. However, wages vary greatly in each occupation. This is confirmed when examining the average wage by industry, Table 5a and 5b. In Table 5a, a Retail Sales Clerk in Accommodation and Food Services industry averages \$15,600 annually for a standard pay. The same occupation in the Arts, Entertainment, and Recreation industry averages \$13,000 annually in Management of Companies and Enterprises industry, \$20,000 annually in Retail Trade industry, \$23,962 annually in Transportation and Warehousing industry, \$18,700 annually and the Wholesale Trade industry, \$25,000.

Table 8a

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>				
	Equal	\$59,255	\$58,200	\$11,850
	Heavy	\$50,198	\$48,547	\$2,860
	Light	\$50,000	\$55,000	\$18,028
	Overall	\$55,029	\$55,000	\$12,179
<i>Accounting Clerk</i>				
	Equal	\$24,553	\$23,470	\$8,395
	Heavy	\$23,126	\$24,928	\$8,883
	Light	\$39,663	\$39,663	\$15,080
	Overall	\$26,358	\$25,050	\$10,716
<i>Accounts Payable/Receivable Clerk</i>				
	Equal	\$25,381	\$24,980	\$3,741
	Heavy	\$29,102	\$29,972	\$5,555
	Light	\$24,500	\$24,500	\$6,364
	Overall	\$26,809	\$25,000	\$4,920
<i>Assembler</i>				
	Equal	\$27,890	\$28,100	\$6,767
	Heavy	\$24,300	\$24,300	\$11,172
	Light	\$40,560	\$40,560	\$0
	Overall	\$28,674	\$31,200	\$8,604

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Assistant Managers</i>	Equal			
	Heavy	\$26,000	\$26,000	\$0
	Light			
	Overall	\$26,000	\$26,000	\$0
<i>Auditor</i>	Equal	\$78,933	\$73,500	\$18,944
	Heavy			
	Light			
	Overall	\$78,933	\$73,500	\$18,944
<i>Auto Mechanic</i>	Equal	\$40,872	\$40,872	\$7,354
	Heavy	\$40,987	\$40,000	\$9,518
	Light			
	Overall	\$40,941	\$40,000	\$7,670
<i>Benefits Specialist</i>	Equal	\$38,932	\$38,932	\$9,141
	Heavy	\$51,474	\$55,451	\$14,237
	Light			
	Overall	\$46,457	\$45,396	\$13,016
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$36,038	\$32,090	\$9,391
	Heavy	\$40,551	\$32,006	\$19,262
	Light	\$47,200	\$47,200	\$0
	Overall	\$39,126	\$32,503	\$12,627
<i>CAD Operator/Draftsman</i>	Equal	\$61,144	\$61,144	\$0
	Heavy	\$43,888	\$43,888	\$12,060
	Light	\$32,000	\$32,000	\$0
	Overall	\$45,230	\$43,888	\$13,873
<i>Chemical Technicians</i>	Equal	\$40,000	\$40,000	\$0
	Heavy			
	Light			
	Overall	\$40,000	\$40,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Claims Examiners</i>	Equal			
	Heavy	\$48,000	\$48,000	\$0
	Light			
	Overall	\$48,000	\$48,000	\$0
<i>Clerk Typist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>CNC Operator</i>	Equal	\$39,000	\$39,000	\$0
	Heavy	\$42,328	\$42,328	\$0
	Light			
	Overall	\$40,664	\$40,664	\$2,353
<i>Computer and Information Systems Manager</i>	Equal	\$80,264	\$75,571	\$8,129
	Heavy	\$81,067	\$75,537	\$12,678
	Light	\$45,000	\$45,000	\$0
	Overall	\$76,258	\$75,571	\$15,730
<i>Computer Operator Supervisor</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>	Equal			
	Heavy	\$71,074	\$71,074	\$0
	Light			
	Overall	\$71,074	\$71,074	\$0
<i>Computer Software Engineer, Systems Software</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Support Specialist</i>	Equal	\$61,144	\$61,144	\$0
	Heavy	\$38,765	\$38,765	\$0
	Light			
	Overall	\$49,955	\$49,955	\$15,824

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Computer Systems Analyst</i>	Equal			
	Heavy	\$66,144	\$66,144	\$0
	Light			
	Overall	\$66,144	\$66,144	\$0
<i>Counselor/Social Service Worker</i>	Equal	\$42,557	\$42,557	\$0
	Heavy	\$34,393	\$34,393	\$14,163
	Light			
	Overall	\$37,114	\$42,557	\$11,069
<i>Counter Salesperson/Cashier</i>	Equal	\$16,921	\$18,190	\$5,148
	Heavy	\$17,420	\$17,420	\$368
	Light	\$15,600	\$15,600	\$0
	Overall	\$16,892	\$17,680	\$4,334
<i>Credit Manager</i>	Equal	\$50,326	\$50,326	\$0
	Heavy			
	Light	\$42,000	\$42,000	\$0
	Overall	\$46,163	\$46,163	\$5,887
<i>Customer Service Representative</i>	Equal	\$26,907	\$24,000	\$7,216
	Heavy	\$28,876	\$30,597	\$6,767
	Light	\$22,112	\$20,800	\$3,688
	Overall	\$26,231	\$25,000	\$6,534
<i>Data Entry Operator</i>	Equal	\$21,729	\$21,968	\$3,506
	Heavy	\$21,000	\$20,000	\$3,606
	Light			
	Overall	\$21,416	\$20,015	\$3,261
<i>Data Processing Manager</i>	Equal	\$37,600	\$27,000	\$23,931
	Heavy	\$59,098	\$59,098	\$19,937
	Light			
	Overall	\$46,199	\$45,000	\$22,899
<i>Database Administrator</i>	Equal	\$68,428	\$70,000	\$15,100
	Heavy	\$81,657	\$81,657	\$0
	Light	\$19,000	\$19,000	\$0
	Overall	\$61,188	\$70,000	\$26,514

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Designer</i>	Equal	\$36,199	\$36,199	\$0
	Heavy	\$52,000	\$52,000	\$0
	Light			
	Overall	\$44,100	\$44,100	\$11,173
<i>Dishwasher</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Driver</i>	Equal	\$19,860	\$19,860	\$1,612
	Heavy	\$17,973	\$18,720	\$1,726
	Light	\$20,160	\$20,160	\$2,036
	Overall	\$19,137	\$18,720	\$1,821
<i>Electrical Engineer</i>	Equal			
	Heavy	\$69,290	\$69,290	\$0
	Light	\$80,829	\$80,829	\$1,172
	Overall	\$76,982	\$80,000	\$6,713
<i>Electrician</i>	Equal	\$45,000	\$45,000	\$0
	Heavy	\$39,714	\$39,714	\$3,697
	Light	\$58,697	\$58,697	\$0
	Overall	\$45,781	\$43,664	\$9,214
<i>Electronic Technician</i>	Equal	\$35,776	\$35,000	\$6,201
	Heavy	\$42,020	\$42,020	\$21,185
	Light			
	Overall	\$38,274	\$35,000	\$11,963
<i>Engineering Manager (Chief Engineer)</i>	Equal	\$86,571	\$86,571	\$43,233
	Heavy	\$110,000	\$110,000	\$0
	Light			
	Overall	\$94,380	\$110,000	\$33,430
<i>Estimator</i>	Equal	\$65,163	\$65,163	\$20,983
	Heavy			
	Light			
	Overall	\$65,163	\$65,163	\$20,983

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Executive Secretary/Administrative Assistant</i>				
	Equal	\$35,431	\$35,707	\$9,522
	Heavy	\$31,956	\$28,000	\$14,748
	Light	\$20,000	\$20,000	\$0
	Overall	\$33,092	\$32,468	\$11,885
<i>Facilities Manager</i>				
	Equal	\$55,163	\$60,245	\$8,802
	Heavy	\$48,572	\$48,572	\$17,779
	Light			
	Overall	\$52,527	\$60,245	\$11,437
<i>Financial Manager/Controller</i>				
	Equal	\$59,602	\$40,127	\$31,807
	Heavy	\$67,872	\$57,468	\$23,574
	Light	\$60,000	\$60,000	\$0
	Overall	\$62,392	\$57,468	\$26,829
<i>Food Server</i>				
	Equal	\$15,072	\$15,080	\$3,711
	Heavy	\$17,507	\$20,800	\$5,704
	Light	\$20,945	\$23,150	\$4,653
	Overall	\$16,853	\$15,450	\$4,655
<i>Foreman/Line Supervisor</i>				
	Equal	\$44,761	\$39,970	\$14,736
	Heavy	\$60,000	\$60,000	\$0
	Light	\$57,292	\$57,292	\$10,312
	Overall	\$48,424	\$44,200	\$14,231
<i>Forge Operator</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>General Clerk</i>				
	Equal	\$22,687	\$20,800	\$5,781
	Heavy	\$16,000	\$16,000	\$0
	Light	\$22,000	\$22,000	\$0
	Overall	\$21,868	\$20,800	\$5,473
<i>General Laborer</i>				
	Equal	\$27,823	\$27,725	\$8,748
	Heavy	\$27,294	\$27,540	\$5,512
	Light	\$24,613	\$26,000	\$7,378
	Overall	\$27,271	\$27,450	\$7,345

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>General Manager</i>	Equal	\$51,936	\$43,000	\$32,780
	Heavy	\$59,151	\$50,000	\$43,816
	Light	\$70,000	\$70,000	\$0
	Overall	\$57,455	\$50,000	\$38,867
<i>Graphic Artist</i>	Equal	\$30,160	\$30,160	\$0
	Heavy			
	Light			
	Overall	\$30,160	\$30,160	\$0
<i>Heavy Equipment Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Housekeeper/Cleaner</i>	Equal	\$18,626	\$21,715	\$6,010
	Heavy	\$17,240	\$18,720	\$3,727
	Light	\$23,000	\$23,000	\$5,657
	Overall	\$19,200	\$19,500	\$4,977
<i>Inside Trucker/Forklift Operator</i>	Equal	\$21,840	\$21,840	\$0
	Heavy	\$31,744	\$31,744	\$6,143
	Light			
	Overall	\$28,443	\$27,400	\$7,181
<i>Janitor</i>	Equal	\$27,851	\$27,851	\$10,913
	Heavy			
	Light	\$17,680	\$17,680	\$1,471
	Overall	\$22,766	\$19,427	\$8,655
<i>Legal Assistant (Paralegal)</i>	Equal			
	Heavy	\$44,500	\$44,500	\$0
	Light	\$30,000	\$30,000	\$0
	Overall	\$37,250	\$37,250	\$10,253
<i>Licensed Practical Nurse</i>	Equal	\$36,816	\$36,816	\$0
	Heavy	\$32,975	\$35,193	\$4,791
	Light			
	Overall	\$33,935	\$35,724	\$4,358

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Machine Operator</i>	Equal	\$34,736	\$34,000	\$2,000
	Heavy			
	Light	\$38,250	\$38,250	\$4,596
	Overall	\$36,142	\$35,000	\$3,315
<i>Maintenance Mechanic</i>	Equal	\$32,791	\$34,104	\$7,203
	Heavy	\$36,967	\$34,320	\$5,857
	Light	\$20,000	\$20,000	\$0
	Overall	\$32,769	\$33,764	\$7,674
<i>Maintenance Worker</i>	Equal	\$30,236	\$34,000	\$8,322
	Heavy	\$40,512	\$41,329	\$2,334
	Light	\$16,120	\$16,120	\$735
	Overall	\$30,496	\$35,550	\$10,557
<i>Manufacturing Engineer</i>	Equal	\$43,000	\$43,000	\$0
	Heavy			
	Light			
	Overall	\$43,000	\$43,000	\$0
<i>Marketing Representative</i>	Equal	\$39,165	\$39,165	\$7,973
	Heavy			
	Light			
	Overall	\$39,165	\$39,165	\$7,973
<i>Marketing/Public Relations/Advertising Manager</i>	Equal	\$57,128	\$42,485	\$34,595
	Heavy	\$81,500	\$81,500	\$33,234
	Light	\$45,081	\$36,000	\$25,848
	Overall	\$58,274	\$48,969	\$31,676
<i>Material Handler</i>	Equal	\$24,300	\$25,678	\$4,469
	Heavy	\$37,544	\$37,544	\$0
	Light	\$24,100	\$24,100	\$4,667
	Overall	\$26,135	\$27,400	\$6,240
<i>Materials Manager</i>	Equal	\$77,060	\$84,640	\$31,028
	Heavy	\$84,640	\$84,640	\$0
	Light	\$69,000	\$69,000	\$0
	Overall	\$76,991	\$84,640	\$25,734

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Mechanical Engineer</i>	Equal	\$75,000	\$75,000	\$0
	Heavy			
	Light			
	Overall	\$75,000	\$75,000	\$0
<i>Medical Assistant/Nursing Aid</i>	Equal	\$27,366	\$27,643	\$480
	Heavy	\$25,876	\$25,876	\$2,087
	Light			
	Overall	\$26,770	\$27,352	\$1,368
<i>Medical Case Management Nurse</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Records</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Technician</i>	Equal	\$48,547	\$48,547	\$0
	Heavy	\$41,174	\$41,174	\$10,428
	Light			
	Overall	\$43,631	\$48,547	\$8,514
<i>Network and Computer Systems Administrator</i>	Equal	\$47,455	\$46,000	\$4,596
	Heavy	\$53,500	\$53,500	\$0
	Light			
	Overall	\$48,967	\$49,302	\$4,818
<i>Network Systems and Data Communications Analyst</i>	Equal	\$60,164	\$60,164	\$0
	Heavy	\$66,006	\$66,006	\$0
	Light			
	Overall	\$63,085	\$63,085	\$4,131
<i>Office Manager</i>	Equal	\$34,663	\$32,250	\$6,078
	Heavy	\$33,666	\$26,940	\$15,952
	Light			
	Overall	\$34,165	\$32,000	\$11,521

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Operations Research Analyst</i>	Equal	\$85,000	\$85,000	\$0
	Heavy			
	Light			
	Overall	\$85,000	\$85,000	\$0
<i>Order Clerk</i>	Equal	\$23,826	\$23,826	\$8,692
	Heavy			
	Light			
	Overall	\$23,826	\$23,826	\$8,692
<i>Payroll Clerk</i>	Equal	\$35,823	\$35,672	\$12,340
	Heavy	\$35,027	\$35,027	\$0
	Light	\$40,000	\$40,000	\$0
	Overall	\$36,198	\$35,672	\$10,785
<i>Personnel Assistant</i>	Equal	\$35,672	\$35,672	\$0
	Heavy	\$27,674	\$27,674	\$6,780
	Light	\$40,000	\$40,000	\$0
	Overall	\$32,755	\$34,070	\$7,271
<i>Personnel/Human Resources Manager</i>	Equal	\$85,831	\$91,614	\$23,018
	Heavy	\$71,297	\$70,959	\$22,577
	Light			
	Overall	\$80,017	\$84,820	\$22,816
<i>Pharmacist</i>	Equal			
	Heavy	\$83,200	\$83,200	\$0
	Light			
	Overall	\$83,200	\$83,200	\$0
<i>Pharmacist Tech</i>	Equal			
	Heavy	\$28,080	\$28,080	\$0
	Light			
	Overall	\$28,080	\$28,080	\$0
<i>Physicians Assistant</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Plant Manager</i>	Equal	\$54,240	\$54,240	\$22,288
	Heavy	\$80,400	\$66,200	\$44,243
	Light	\$30,000	\$30,000	\$0
	Overall	\$63,280	\$55,600	\$36,227
<i>Plastics Technician</i>	Equal	\$27,000	\$27,000	\$0
	Heavy			
	Light	\$27,000	\$27,000	\$0
	Overall	\$27,000	\$27,000	\$0
<i>Prep Cook/Line Cook</i>	Equal			
	Heavy	\$20,020	\$20,020	\$4,780
	Light			
	Overall	\$20,020	\$20,020	\$4,780
<i>Production Scheduler</i>	Equal	\$45,771	\$46,497	\$22,675
	Heavy			
	Light			
	Overall	\$45,771	\$46,497	\$22,675
<i>Production Supervisor</i>	Equal	\$44,481	\$49,000	\$18,280
	Heavy	\$50,557	\$50,557	\$13,586
	Light			
	Overall	\$45,696	\$49,000	\$16,941
<i>Production Worker</i>	Equal	\$34,708	\$34,440	\$2,870
	Heavy	\$17,680	\$17,680	\$0
	Light	\$23,920	\$23,920	\$0
	Overall	\$30,072	\$32,479	\$7,773
<i>Programmer</i>	Equal	\$81,657	\$81,657	\$0
	Heavy	\$60,000	\$60,000	\$0
	Light	\$77,000	\$77,000	\$0
	Overall	\$72,886	\$77,000	\$11,400
<i>Purchasing Manager</i>	Equal			
	Heavy			
	Light	\$43,150	\$43,150	\$37,972
	Overall	\$43,150	\$43,150	\$37,972

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Quality Control Inspector</i>	Equal	\$41,588	\$45,760	\$13,977
	Heavy	\$32,480	\$32,480	\$0
	Light			
	Overall	\$39,311	\$39,120	\$12,287
<i>Quality Control Manager</i>	Equal			
	Heavy	\$26,400	\$26,400	\$0
	Light			
	Overall	\$26,400	\$26,400	\$0
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Quality Tester</i>	Equal	\$31,706	\$31,706	\$1,095
	Heavy			
	Light			
	Overall	\$31,706	\$31,706	\$1,095
<i>Receptionist</i>	Equal	\$24,759	\$24,398	\$3,545
	Heavy	\$21,687	\$22,381	\$3,709
	Light			
	Overall	\$23,735	\$23,296	\$3,695
<i>Registered Nurse</i>	Equal	\$55,068	\$55,068	\$11,133
	Heavy	\$50,596	\$49,515	\$7,593
	Light			
	Overall	\$52,087	\$49,598	\$8,044
<i>Retail Sales Clerk</i>	Equal	\$20,809	\$18,720	\$4,096
	Heavy	\$22,983	\$21,840	\$5,566
	Light	\$25,702	\$27,872	\$4,879
	Overall	\$22,349	\$20,458	\$4,816
<i>Sales Manager</i>	Equal	\$34,342	\$34,342	\$484
	Heavy	\$53,148	\$48,599	\$23,076
	Light	\$10,400	\$10,400	\$0
	Overall	\$45,112	\$43,840	\$23,768

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Sales Representative</i>	Equal	\$41,486	\$38,760	\$11,805
	Heavy	\$65,332	\$63,750	\$32,836
	Light	\$44,000	\$55,000	\$19,053
	Overall	\$48,348	\$41,000	\$21,586
<i>Secretary</i>	Equal	\$23,749	\$25,500	\$9,000
	Heavy	\$27,470	\$27,470	\$7,962
	Light	\$5,880	\$5,880	\$0
	Overall	\$22,446	\$23,994	\$10,148
<i>Shift Managers</i>	Equal			
	Heavy	\$20,000	\$20,000	\$0
	Light			
	Overall	\$20,000	\$20,000	\$0
<i>Shipping/Receiving Clerk</i>	Equal	\$28,038	\$28,038	\$11,854
	Heavy	\$29,300	\$29,300	\$0
	Light	\$29,000	\$29,000	\$0
	Overall	\$28,594	\$29,150	\$6,875
<i>System Analyst</i>	Equal	\$63,052	\$63,052	\$14,776
	Heavy			
	Light	\$45,000	\$45,000	\$0
	Overall	\$57,034	\$52,603	\$14,758
<i>Teller</i>	Equal	\$21,412	\$21,715	\$4,269
	Heavy	\$20,550	\$20,550	\$0
	Light			
	Overall	\$21,197	\$21,133	\$3,512
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Truck Driver</i>				
	Equal	\$30,425	\$26,208	\$8,223
	Heavy	\$37,367	\$37,367	\$250
	Light	\$39,801	\$39,801	\$15,105
	Overall	\$33,392	\$36,920	\$8,996
<i>Warehouse Supervisor</i>				
	Equal	\$40,536	\$30,000	\$19,121
	Heavy			
	Light	\$22,000	\$22,000	\$0
	Overall	\$35,902	\$29,500	\$18,156
<i>Welder</i>				
	Equal	\$34,500	\$34,500	\$4,950
	Heavy	\$36,400	\$36,400	\$0
	Light	\$28,000	\$28,000	\$0
	Overall	\$33,350	\$33,700	\$4,657
<i>Writer, Technical Publications</i>				
	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$33,000	\$33,000	\$0
	Overall	\$35,650	\$35,650	\$3,748

Occupation per Employee High Pay Wages
Table 8b

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Accountant</i>	Equal	\$56,439	\$57,357	\$13,382
	Heavy	\$53,050	\$53,500	\$1,457
	Light	\$56,000	\$65,000	\$15,166
	Overall	\$54,364	\$53,500	\$8,613
<i>Accounting Clerk</i>	Equal	\$24,010	\$21,840	\$7,371
	Heavy	\$23,845	\$25,500	\$7,625
	Light	\$36,109	\$29,000	\$12,313
	Overall	\$26,196	\$25,550	\$9,275
<i>Accounts Payable/Receivable Clerk</i>	Equal	\$25,420	\$24,980	\$3,265
	Heavy	\$27,368	\$29,533	\$5,689
	Light	\$26,000	\$29,000	\$5,196
	Overall	\$26,322	\$25,000	\$4,575
<i>Assembler</i>	Equal	\$25,550	\$25,000	\$2,331
	Heavy	\$30,225	\$32,200	\$5,586
	Light	\$40,560	\$40,560	\$0
	Overall	\$26,818	\$25,000	\$4,589
<i>Assistant Managers</i>	Equal			
	Heavy	\$26,000	\$26,000	\$0
	Light			
	Overall	\$26,000	\$26,000	\$0
<i>Auditor</i>	Equal	\$73,654	\$73,500	\$12,664
	Heavy			
	Light			
	Overall	\$73,654	\$73,500	\$12,664
<i>Auto Mechanic</i>	Equal	\$42,605	\$46,072	\$5,371
	Heavy	\$38,370	\$40,000	\$6,446
	Light			
	Overall	\$40,185	\$40,000	\$6,181
<i>Benefits Specialist</i>	Equal	\$38,932	\$38,932	\$9,141
	Heavy	\$51,474	\$55,451	\$14,237
	Light			
	Overall	\$46,457	\$45,396	\$13,016

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Biological Technicians</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Buyer/Purchasing Agent</i>	Equal	\$43,102	\$50,000	\$9,602
	Heavy	\$36,279	\$32,006	\$13,051
	Light	\$47,200	\$47,200	\$0
	Overall	\$41,055	\$40,100	\$10,831
<i>CAD Operator/Draftsman</i>	Equal	\$61,144	\$61,144	\$0
	Heavy			
	Light	\$32,000	\$32,000	\$0
	Overall	\$39,286	\$32,000	\$14,572
<i>Chemical Technicians</i>	Equal	\$40,000	\$40,000	\$0
	Heavy			
	Light			
	Overall	\$40,000	\$40,000	\$0
<i>Claims Examiners</i>	Equal			
	Heavy	\$48,000	\$48,000	\$0
	Light			
	Overall	\$48,000	\$48,000	\$0
<i>Clerk Typist</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>CNC Operator</i>	Equal	\$39,000	\$39,000	\$0
	Heavy	\$42,328	\$42,328	\$0
	Light			
	Overall	\$39,128	\$39,000	\$646
<i>Computer and Information Systems Manager</i>	Equal	\$80,264	\$75,571	\$8,129
	Heavy	\$85,763	\$76,074	\$13,352
	Light	\$45,000	\$45,000	\$0
	Overall	\$77,595	\$75,823	\$18,623

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Computer Operator Supervisor</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Programmer</i>	Equal			
	Heavy	\$71,074	\$71,074	\$0
	Light			
	Overall	\$71,074	\$71,074	\$0
<i>Computer Software Engineer, Systems Software</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Computer Support Specialist</i>	Equal	\$61,144	\$61,144	\$0
	Heavy	\$38,765	\$38,765	\$0
	Light			
	Overall	\$44,360	\$38,765	\$11,190
<i>Computer Systems Analyst</i>	Equal			
	Heavy	\$66,144	\$66,144	\$0
	Light			
	Overall	\$66,144	\$66,144	\$0
<i>Counselor/Social Service Worker</i>	Equal	\$42,557	\$42,557	\$0
	Heavy	\$38,399	\$44,408	\$9,675
	Light			
	Overall	\$40,369	\$42,557	\$7,166
<i>Counter Salesperson/Cashier</i>	Equal	\$17,284	\$17,254	\$3,549
	Heavy	\$17,593	\$17,680	\$212
	Light	\$15,600	\$15,600	\$0
	Overall	\$16,851	\$16,640	\$2,891
<i>Credit Manager</i>	Equal	\$50,326	\$50,326	\$0
	Heavy			
	Light	\$42,000	\$42,000	\$0
	Overall	\$46,163	\$46,163	\$5,887

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Customer Service Representative</i>				
	Equal	\$29,485	\$29,000	\$5,529
	Heavy	\$25,414	\$20,800	\$6,920
	Light	\$21,881	\$19,760	\$2,990
	Overall	\$25,550	\$22,000	\$6,205
<i>Data Entry Operator</i>				
	Equal	\$20,001	\$20,015	\$2,549
	Heavy	\$21,000	\$20,000	\$3,606
	Light			
	Overall	\$20,215	\$20,015	\$2,680
<i>Data Processing Manager</i>				
	Equal	\$37,600	\$27,000	\$23,931
	Heavy	\$59,098	\$59,098	\$19,937
	Light			
	Overall	\$46,199	\$45,000	\$22,899
<i>Database Administrator</i>				
	Equal	\$68,428	\$70,000	\$15,100
	Heavy	\$81,657	\$81,657	\$0
	Light	\$19,000	\$19,000	\$0
	Overall	\$61,188	\$70,000	\$26,514
<i>Designer</i>				
	Equal	\$36,199	\$36,199	\$0
	Heavy	\$52,000	\$52,000	\$0
	Light			
	Overall	\$47,485	\$52,000	\$7,710
<i>Dishwasher</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Driver</i>				
	Equal	\$19,176	\$18,720	\$1,020
	Heavy	\$18,160	\$18,720	\$1,458
	Light	\$21,224	\$21,600	\$992
	Overall	\$20,521	\$21,600	\$1,554
<i>Electrical Engineer</i>				
	Equal			
	Heavy	\$69,290	\$69,290	\$0
	Light	\$80,497	\$80,000	\$800
	Overall	\$79,478	\$80,000	\$3,463

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Electrician</i>	Equal	\$45,000	\$45,000	\$0
	Heavy	\$40,368	\$42,328	\$2,706
	Light	\$58,697	\$58,697	\$0
	Overall	\$52,896	\$58,697	\$8,519
<i>Electronic Technician</i>	Equal	\$35,225	\$35,000	\$1,761
	Heavy	\$48,440	\$57,000	\$14,619
	Light			
	Overall	\$37,075	\$35,000	\$7,091
<i>Engineering Manager (Chief Engineer)</i>	Equal	\$86,571	\$86,571	\$43,233
	Heavy	\$110,000	\$110,000	\$0
	Light			
	Overall	\$98,285	\$110,000	\$28,390
<i>Estimator</i>	Equal	\$63,514	\$50,326	\$15,640
	Heavy			
	Light			
	Overall	\$63,514	\$50,326	\$15,640
<i>Executive Secretary/Administrative Assistant</i>	Equal	\$36,311	\$37,336	\$7,970
	Heavy	\$39,793	\$50,326	\$14,646
	Light	\$20,000	\$20,000	\$0
	Overall	\$37,345	\$37,336	\$11,853
<i>Facilities Manager</i>	Equal	\$55,163	\$60,245	\$8,802
	Heavy	\$41,029	\$36,000	\$11,245
	Light			
	Overall	\$46,329	\$40,500	\$12,161
<i>Financial Manager/Controller</i>	Equal	\$59,602	\$40,127	\$31,807
	Heavy	\$65,845	\$57,736	\$20,913
	Light	\$60,000	\$60,000	\$0
	Overall	\$62,034	\$57,736	\$25,719
<i>Food Server</i>	Equal	\$14,811	\$15,080	\$2,930
	Heavy	\$17,068	\$20,800	\$4,844
	Light	\$21,960	\$23,150	\$3,113
	Overall	\$16,447	\$15,080	\$4,313

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Foreman/Line Supervisor</i>	Equal	\$62,536	\$73,500	\$15,813
	Heavy	\$60,000	\$60,000	\$0
	Light	\$62,153	\$64,584	\$5,677
	Overall	\$62,360	\$73,500	\$14,367
<i>Forge Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>General Clerk</i>	Equal	\$23,642	\$23,296	\$5,921
	Heavy	\$16,000	\$16,000	\$0
	Light	\$22,000	\$22,000	\$0
	Overall	\$23,377	\$23,296	\$5,892
<i>General Laborer</i>	Equal	\$30,582	\$33,280	\$6,196
	Heavy	\$28,497	\$28,080	\$5,583
	Light	\$21,956	\$16,640	\$6,566
	Overall	\$30,436	\$33,280	\$6,234
<i>General Manager</i>	Equal	\$55,606	\$37,500	\$41,038
	Heavy	\$90,753	\$50,743	\$80,198
	Light	\$70,000	\$70,000	\$0
	Overall	\$77,127	\$50,000	\$67,707
<i>Graphic Artist</i>	Equal	\$30,160	\$30,160	\$0
	Heavy			
	Light			
	Overall	\$30,160	\$30,160	\$0
<i>Heavy Equipment Operator</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Housekeeper/Cleaner</i>	Equal	\$17,067	\$21,715	\$5,309
	Heavy	\$18,936	\$18,720	\$1,589
	Light	\$26,000	\$27,000	\$2,828
	Overall	\$18,699	\$20,000	\$4,641

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Inside Trucker/Forklift Operator</i>				
	Equal	\$21,840	\$21,840	\$0
	Heavy	\$31,744	\$31,744	\$4,537
	Light			
	Overall	\$29,763	\$27,400	\$5,744
<i>Janitor</i>				
	Equal	\$27,851	\$27,851	\$8,911
	Heavy			
	Light	\$18,304	\$18,720	\$930
	Overall	\$22,547	\$18,720	\$7,452
<i>Legal Assistant (Paralegal)</i>				
	Equal			
	Heavy	\$44,500	\$44,500	\$0
	Light	\$30,000	\$30,000	\$0
	Overall	\$37,250	\$37,250	\$10,253
<i>Licensed Practical Nurse</i>				
	Equal	\$36,816	\$36,816	\$0
	Heavy	\$31,689	\$31,335	\$4,630
	Light			
	Overall	\$35,534	\$36,816	\$3,131
<i>Machine Operator</i>				
	Equal	\$36,475	\$37,000	\$1,214
	Heavy			
	Light	\$35,210	\$35,000	\$1,167
	Overall	\$35,945	\$36,000	\$1,343
<i>Maintenance Mechanic</i>				
	Equal	\$34,713	\$34,104	\$7,243
	Heavy	\$41,366	\$43,680	\$4,413
	Light	\$20,000	\$20,000	\$0
	Overall	\$38,072	\$42,328	\$7,063
<i>Maintenance Worker</i>				
	Equal	\$34,852	\$37,440	\$5,632
	Heavy	\$40,512	\$41,329	\$2,087
	Light	\$15,669	\$15,600	\$269
	Overall	\$31,598	\$37,440	\$9,318
<i>Manufacturing Engineer</i>				
	Equal	\$43,000	\$43,000	\$0
	Heavy			
	Light			
	Overall	\$43,000	\$43,000	\$0

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Marketing Representative</i>	Equal	\$39,165	\$39,165	\$7,973
	Heavy			
	Light			
	Overall	\$39,165	\$39,165	\$7,973
<i>Marketing/Public Relations/Advertising Manager</i>	Equal	\$57,128	\$42,485	\$34,595
	Heavy	\$95,600	\$105,000	\$21,019
	Light	\$30,500	\$30,500	\$7,778
	Overall	\$67,828	\$58,000	\$35,522
<i>Material Handler</i>	Equal	\$20,336	\$18,200	\$3,671
	Heavy	\$37,544	\$37,544	\$0
	Light	\$23,629	\$20,800	\$3,389
	Overall	\$23,020	\$20,800	\$5,422
<i>Materials Manager</i>	Equal	\$77,060	\$84,640	\$31,028
	Heavy	\$84,640	\$84,640	\$0
	Light	\$69,000	\$69,000	\$0
	Overall	\$76,991	\$84,640	\$25,734
<i>Mechanical Engineer</i>	Equal	\$75,000	\$75,000	\$0
	Heavy			
	Light			
	Overall	\$75,000	\$75,000	\$0
<i>Medical Assistant/Nursing Aid</i>	Equal	\$26,963	\$26,811	\$323
	Heavy	\$26,815	\$27,352	\$1,194
	Light			
	Overall	\$26,952	\$26,811	\$446
<i>Medical Case Management Nurse</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Medical Records</i>	Equal			
	Heavy			
	Light			
	Overall			

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Medical Technician</i>	Equal	\$48,547	\$48,547	\$0
	Heavy	\$46,440	\$48,547	\$5,355
	Light			
	Overall	\$46,581	\$48,547	\$5,189
<i>Network and Computer Systems Administrator</i>	Equal	\$47,455	\$46,000	\$4,596
	Heavy	\$53,500	\$53,500	\$0
	Light			
	Overall	\$49,873	\$52,603	\$4,639
<i>Network Systems and Data Communications Analyst</i>	Equal	\$60,164	\$60,164	\$0
	Heavy	\$66,006	\$66,006	\$0
	Light			
	Overall	\$64,059	\$66,006	\$3,373
<i>Office Manager</i>	Equal	\$34,663	\$32,250	\$6,078
	Heavy	\$33,666	\$26,940	\$15,952
	Light			
	Overall	\$34,165	\$32,000	\$11,521
<i>Operations Research Analyst</i>	Equal	\$85,000	\$85,000	\$0
	Heavy			
	Light			
	Overall	\$85,000	\$85,000	\$0
<i>Order Clerk</i>	Equal	\$23,826	\$23,826	\$8,692
	Heavy			
	Light			
	Overall	\$23,826	\$23,826	\$8,692
<i>Payroll Clerk</i>	Equal	\$37,080	\$41,000	\$9,741
	Heavy	\$35,027	\$35,027	\$0
	Light	\$40,000	\$40,000	\$0
	Overall	\$37,134	\$41,000	\$9,115
<i>Personnel Assistant</i>	Equal	\$35,672	\$35,672	\$0
	Heavy	\$26,076	\$22,880	\$5,536
	Light	\$40,000	\$40,000	\$0
	Overall	\$30,780	\$32,468	\$7,691

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Personnel/Human Resources Manager</i>				
	Equal	\$85,831	\$91,614	\$23,018
	Heavy	\$71,297	\$70,959	\$22,577
	Light			
	Overall	\$80,017	\$84,820	\$22,816
<i>Pharmacist</i>				
	Equal			
	Heavy	\$83,200	\$83,200	\$0
	Light			
	Overall	\$83,200	\$83,200	\$0
<i>Pharmacist Tech</i>				
	Equal			
	Heavy	\$28,080	\$28,080	\$0
	Light			
	Overall	\$28,080	\$28,080	\$0
<i>Physicians Assistant</i>				
	Equal			
	Heavy			
	Light			
	Overall			
<i>Plant Manager</i>				
	Equal	\$54,240	\$54,240	\$22,288
	Heavy	\$113,467	\$130,000	\$33,233
	Light	\$30,000	\$30,000	\$0
	Overall	\$96,640	\$130,000	\$42,551
<i>Plastics Technician</i>				
	Equal	\$27,000	\$27,000	\$0
	Heavy			
	Light	\$27,000	\$27,000	\$0
	Overall	\$27,000	\$27,000	\$0
<i>Prep Cook/Line Cook</i>				
	Equal			
	Heavy	\$21,372	\$23,400	\$3,265
	Light			
	Overall	\$21,372	\$23,400	\$3,265
<i>Production Scheduler</i>				
	Equal	\$43,981	\$46,497	\$21,676
	Heavy			
	Light			
	Overall	\$43,981	\$46,497	\$21,676

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Production Supervisor</i>	Equal	\$42,267	\$45,000	\$14,785
	Heavy	\$57,419	\$60,164	\$7,262
	Light			
	Overall	\$45,386	\$45,000	\$14,849
<i>Production Worker</i>	Equal	\$35,446	\$35,600	\$2,521
	Heavy	\$17,680	\$17,680	\$0
	Light	\$23,920	\$23,920	\$0
	Overall	\$34,175	\$35,600	\$5,005
<i>Programmer</i>	Equal	\$81,657	\$81,657	\$0
	Heavy	\$60,000	\$60,000	\$0
	Light	\$77,000	\$77,000	\$0
	Overall	\$70,386	\$77,000	\$8,704
<i>Purchasing Manager</i>	Equal			
	Heavy			
	Light	\$43,150	\$43,150	\$37,972
	Overall	\$43,150	\$43,150	\$37,972
<i>Quality Control Inspector</i>	Equal	\$33,391	\$26,000	\$11,283
	Heavy	\$32,480	\$32,480	\$0
	Light			
	Overall	\$33,226	\$26,000	\$10,098
<i>Quality Control Manager</i>	Equal			
	Heavy	\$26,400	\$26,400	\$0
	Light			
	Overall	\$26,400	\$26,400	\$0
<i>Quality Control Technician</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Quality Tester</i>	Equal	\$32,308	\$32,480	\$516
	Heavy			
	Light			
	Overall	\$32,308	\$32,480	\$516

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>Receptionist</i>	Equal	\$23,675	\$23,296	\$1,982
	Heavy	\$21,860	\$22,381	\$3,048
	Light			
	Overall	\$23,484	\$23,296	\$2,139
<i>Registered Nurse</i>	Equal	\$62,406	\$62,940	\$2,874
	Heavy	\$55,128	\$60,507	\$6,942
	Light			
	Overall	\$58,049	\$60,507	\$6,694
<i>Retail Sales Clerk</i>	Equal	\$20,809	\$18,720	\$4,232
	Heavy	\$21,229	\$21,840	\$3,357
	Light	\$22,985	\$20,115	\$4,057
	Overall	\$21,827	\$20,115	\$4,164
<i>Sales Manager</i>	Equal	\$34,435	\$34,684	\$345
	Heavy	\$66,622	\$55,400	\$31,763
	Light	\$10,400	\$10,400	\$0
	Overall	\$51,970	\$34,684	\$29,615
<i>Sales Representative</i>	Equal	\$45,577	\$39,520	\$14,499
	Heavy	\$54,612	\$41,000	\$28,260
	Light	\$31,900	\$22,000	\$15,941
	Overall	\$45,743	\$39,520	\$21,693
<i>Secretary</i>	Equal	\$23,539	\$23,994	\$8,066
	Heavy	\$28,596	\$33,100	\$6,167
	Light	\$5,880	\$5,880	\$0
	Overall	\$24,174	\$23,994	\$9,107
<i>Shift Managers</i>	Equal			
	Heavy	\$20,000	\$20,000	\$0
	Light			
	Overall	\$20,000	\$20,000	\$0
<i>Shipping/Receiving Clerk</i>	Equal	\$30,832	\$36,420	\$8,657
	Heavy	\$29,300	\$29,300	\$0
	Light	\$29,000	\$29,000	\$0
	Overall	\$30,027	\$29,000	\$6,191

<i>Occupation</i>	<i>Match</i>	<i>Mean</i>	<i>Median</i>	<i>Standard Deviation</i>
<i>System Analyst</i>	Equal	\$72,826	\$73,500	\$3,753
	Heavy			
	Light	\$45,000	\$45,000	\$0
	Overall	\$71,956	\$73,500	\$6,150
<i>Teller</i>	Equal	\$25,149	\$25,521	\$1,662
	Heavy	\$20,550	\$20,550	\$0
	Light			
	Overall	\$24,915	\$25,521	\$1,913
<i>Tool and Die/Mold Maker</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Training Director</i>	Equal			
	Heavy			
	Light			
	Overall			
<i>Truck Driver</i>	Equal	\$31,839	\$36,920	\$7,764
	Heavy	\$37,367	\$37,367	\$204
	Light	\$34,460	\$29,120	\$9,888
	Overall	\$32,595	\$36,920	\$7,885
<i>Warehouse Supervisor</i>	Equal	\$37,652	\$29,500	\$16,644
	Heavy			
	Light	\$22,000	\$22,000	\$0
	Overall	\$34,522	\$29,000	\$16,024
<i>Welder</i>	Equal	\$37,500	\$38,000	\$1,871
	Heavy	\$36,400	\$36,400	\$0
	Light	\$28,000	\$28,000	\$0
	Overall	\$33,206	\$36,400	\$4,832
<i>Writer, Technical Publications</i>	Equal	\$38,300	\$38,300	\$0
	Heavy			
	Light	\$33,000	\$33,000	\$0
	Overall	\$34,767	\$33,000	\$3,060

Average Wage by City

Table 9 presents occupational wages for low, standard, and high pay by city of location. The average wages for low, standard, and high pay illustrate again the wide variation in pay per occupation in different industries. Where there is more than one city listed, there is a surprising difference in pay. However, there is no direct correlation of lower wages in all occupations based on geographical location. There were a few anomalies noticed that were verified with the local business. The Accountant position within the Construction industry listed in Bigfork works on a retainer; pulling the average standard pay wage lower. When clarifying the wage information for the Counter Salesperson/Cashier, it was discovered that an employer participates in a northwest regional wage survey in the Retail Trade industry thus resulting in a more competitive regional wage. Other occupations such as General Manager in the Accommodation and Food Services have an average standard pay wage of \$19,400 annually in Kalispell, and \$50,000 annually in Whitefish. In the Construction industry, a General Manager earns an average standard pay wage between \$63,474 in Kalispell and \$30,000 in Marion.

Table 9

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Accountant					
		<i>Construction</i>			
		<i>Bigfork</i>		\$17,250	
		<i>Kalispell</i>	\$43,000	\$37,050	\$55,000
		<i>Whitefish</i>		\$28,890	
		<i>Health Care & Social Assistance</i>			
		<i>Whitefish</i>	\$33,363	\$40,975	\$48,547
		<i>Management of Companies and Enterprises</i>			
		<i>Kalispell</i>	\$38,646	\$51,416	\$56,514
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$46,306	\$53,064	\$59,281
		<i>Kalispell</i>	\$40,000	\$48,000	\$65,000
		<i>Mining</i>			
		<i>Columbia Falls</i>	\$28,000	\$29,000	\$30,000
		<i>Other Services</i>			
		<i>Kalispell</i>	\$34,675	\$35,360	\$50,086
		<i>Professional and Technical Services</i>			
		<i>Kalispell</i>	\$36,000	\$44,534	\$54,800
		<i>Lakeside</i>		\$26,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Retail Trade</i>	<i>Kalispell</i>		\$24,000	
	<i>Utilities</i>	<i>Kalispell</i>	\$50,504	\$62,374	\$74,244
Accounting Clerk					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>		\$37,352	
	<i>Administrative & Waste Services</i>	<i>Kalispell</i>	\$12,000	\$14,000	\$15,600
	<i>Construction</i>	<i>Kalispell</i>		\$35,360	
		<i>Whitefish</i>		\$34,900	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$29,120	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>		\$37,216	
	<i>Information</i>	<i>Kalispell</i>	\$35,672	\$35,672	\$35,672
	<i>Management of Companies and Enterprises</i>	<i>Lakeside</i>		\$16,640	
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$21,000	\$27,500	\$29,550
		<i>Kalispell</i>	\$17,000	\$22,000	\$29,000
	<i>Mining</i>	<i>Columbia Falls</i>	\$25,000	\$28,000	
	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$16,848	\$28,236	\$26,000
		<i>Whitefish</i>			\$24,856
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>		\$22,800	
	<i>Retail Trade</i>	<i>Kalispell</i>	\$16,640	\$16,467	\$14,420
		<i>Somers</i>		\$33,000	
	<i>Utilities</i>	<i>Kalispell</i>	\$34,893	\$42,809	\$50,326

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Lakeside</i>	\$17,970	\$19,936	\$21,902
	<i>Wholesale Trade</i>	<i>Kalispell</i>		\$30,000	\$25,000
Accounts Payable/Receivable Clerk					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$20,904	\$21,888	\$23,920
	<i>Construction</i>	<i>Kalispell</i>		\$18,044	\$34,320
		<i>Whitefish</i>	\$15,400	\$20,925	\$27,050
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$27,558	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$21,653	\$22,734	\$23,816
		<i>Whitefish</i>	\$21,029	\$25,500	\$29,972
	<i>Information</i>	<i>Kalispell</i>	\$27,040	\$28,287	\$29,533
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$16,640	\$20,816	\$22,279
	<i>Manufacturing</i>	<i>Kalispell</i>	\$20,000	\$22,000	\$29,000
	<i>Mining</i>	<i>Columbia Falls</i>	\$17,000	\$19,700	\$20,000
	<i>Other Services</i>	<i>Kalispell</i>	\$20,785	\$22,298	\$28,090
	<i>Retail Trade</i>	<i>Kalispell</i>	\$11,293	\$19,173	\$22,880
		<i>Whitefish</i>		\$16,500	
	<i>Utilities</i>	<i>Kalispell</i>	\$26,561	\$29,203	\$31,907
	<i>Wholesale Trade</i>	<i>Bigfork</i>		\$25,000	
		<i>Kalispell</i>		\$22,000	\$25,000
Assembler					
	<i>Construction</i>	<i>Bigfork</i>	\$20,200	\$24,240	\$32,200
		<i>Kalispell</i>	\$27,040	\$30,160	\$33,280

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Manufacturing</i>	<i>Kalispell</i>	\$19,440	\$22,733	\$32,780
	<i>Retail Trade</i>	<i>Kalispell</i>	\$11,500	\$15,000	\$16,400
		<i>Whitefish</i>		\$18,000	
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$14,430	\$19,240	\$20,000
Assistant Managers					
	<i>Accommodation & Food Services</i>	<i>Kalispell</i>	\$22,000	\$24,000	\$26,000
Auditor					
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$30,844	\$41,974	\$63,300
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$37,000	\$45,000	\$73,500
	<i>Professional and Technical Services</i>	<i>Kalispell</i>		\$50,000	\$100,000
Auto Mechanic					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$29,850	\$32,761	\$35,672
	<i>Construction</i>	<i>Kalispell</i>		\$24,960	
	<i>Manufacturing</i>	<i>Columbia Falls</i>		\$34,000	
	<i>Other Services</i>	<i>Kalispell</i>	\$25,000	\$26,000	\$32,000
	<i>Retail Trade</i>	<i>Kalispell</i>	\$20,800	\$36,400	\$50,960
	<i>Utilities</i>	<i>Kalispell</i>	\$38,396	\$42,265	\$46,072
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$21,000	\$30,600	\$40,000
Benefits Specialist					
	<i>Construction</i>	<i>Whitefish</i>		\$34,900	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$22,713	\$27,580	\$32,468
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$24,627	\$31,452	\$35,672
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$39,481	\$46,665	\$54,348
	<i>Utilities</i>	<i>Kalispell</i>	\$38,264	\$46,858	\$55,451
Biological Technician	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$18,000	\$20,000	\$24,000
Buyer/Purchasing Agent	<i>Accommodation & Food Services</i>	<i>Whitefish</i>		\$28,000	
	<i>Construction</i>	<i>Whitefish</i>		\$39,950	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$19,760	
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$21,028	\$25,500	\$29,972
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$38,857	\$41,841	\$45,616
		<i>Kalispell</i>	\$35,000	\$41,000	\$50,000
	<i>Mining</i>	<i>Columbia Falls</i>	\$25,000	\$28,900	\$33,000
	<i>Other Services</i>	<i>Kalispell</i>	\$21,570	\$23,587	\$31,179
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>		\$16,640	
	<i>Retail Trade</i>	<i>Kalispell</i>	\$25,168	\$28,587	\$32,006
		<i>Somers</i>		\$41,000	
CAD Operator/Draftsman	<i>Construction</i>	<i>Kalispell</i>		\$29,640	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Whitefish</i>		\$29,120	
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$47,632	\$50,024	\$52,416
		<i>Kalispell</i>	\$23,000	\$26,000	\$32,000
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>	\$31,200	\$28,760	\$35,360
	<i>Retail Trade</i>				
		<i>Kalispell</i>		\$19,000	
		<i>Somers</i>		\$34,000	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$41,992	\$51,568	\$61,144
Chemical Technicians					
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>	\$22,000	\$27,000	\$40,000
Claims Examiners					
	<i>Finance & Insurance</i>				
		<i>Kalispell</i>	\$24,003	\$32,751	\$48,000
Clerk Typist					
	<i>Construction</i>				
		<i>Whitefish</i>		\$21,840	
	<i>Finance & Insurance</i>				
		<i>Kalispell</i>		\$27,352	
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>		\$5,000	
CNC Operator					
	<i>Construction</i>				
		<i>Kalispell</i>		\$33,200	
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$41,080	\$41,704	\$42,328
		<i>Kalispell</i>	\$22,000	\$35,000	\$39,000
Computer and Information Systems Manager					
	<i>Accommodation & Food Services</i>				
		<i>Whitefish</i>		\$48,800	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Construction</i>				
		<i>Kalispell</i>	\$50,000		\$75,000
	<i>Finance & Insurance</i>				
		<i>Kalispell</i>		\$32,500	
	<i>Health Care & Social Assistance</i>				
		<i>Kalispell</i>		\$36,400	
		<i>Whitefish</i>	\$50,381	\$62,976	\$75,571
	<i>Information</i>				
		<i>Kalispell</i>	\$69,400	\$72,737	\$76,074
	<i>Management of Companies and Enterprises</i>				
		<i>Kalispell</i>	\$50,045	\$62,245	\$73,195
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$52,800	\$80,000	\$100,000
		<i>Kalispell</i>	\$30,000	\$35,000	\$45,000
	<i>Professional and Technical Services</i>				
		<i>Whitefish</i>		\$125,000	
	<i>Retail Trade</i>				
		<i>Kalispell</i>		\$51,198	
		<i>Somers</i>		\$53,000	
		<i>Whitefish</i>		\$21,000	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$60,405	\$75,028	\$89,650
Computer Programmer					
	<i>Information</i>				
		<i>Kalispell</i>	\$54,450	\$63,575	\$71,074
	<i>Professional and Technical Services</i>				
		<i>Whitefish</i>		\$29,120	
Computer Software Engineer, Systems Software					
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>		\$58,500	
		<i>Whitefish</i>		\$33,400	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Computer Support Specialist					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>		\$24,960	
	<i>Information</i>	<i>Kalispell</i>	\$31,117	\$35,987	\$38,765
	<i>Utilities</i>	<i>Kalispell</i>	\$41,992	\$51,568	\$61,144
Computer Systems Analyst					
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$60,112	\$63,128	\$66,144
Counselor/Social Service Worker					
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$23,660	\$30,290	\$44,408
	<i>Other Services</i>	<i>Kalispell</i>	\$24,211	\$28,038	\$42,557
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>	\$20,800	\$23,185	\$24,378
Counter Salesperson/Cashier					
	<i>Accommodation & Food Services</i>	<i>Kalispell</i>	\$12,480		\$15,600
		<i>Whitefish</i>	\$14,560	\$15,100	\$16,640
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Kalispell</i>	\$14,560		\$17,867
	<i>Manufacturing</i>	<i>Kalispell</i>		\$27,000	
	<i>Retail Trade</i>	<i>Columbia Falls</i>	\$15,288	\$16,536	\$18,512
		<i>Coram</i>	\$12,480	\$13,832	\$17,680
		<i>Kalispell</i>	\$11,065	\$11,149	\$15,388
		<i>Somers</i>	\$20,000	\$25,000	
		<i>Whitefish</i>	\$16,640	\$17,726	\$18,980
Credit Manager					
	<i>Construction</i>	<i>Kalispell</i>			
		<i>Marion</i>		\$30,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
		<i>Whitefish</i>		\$34,900	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$33,280	
	<i>Health Care & Social Assistance</i>	<i>Columbia Falls</i>		\$25,168	
		<i>Kalispell</i>		\$22,422	
	<i>Manufacturing</i>	<i>Kalispell</i>	\$30,000	\$37,000	\$42,000
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>		\$24,960	
	<i>Retail Trade</i>	<i>Kalispell</i>		\$32,240	
	<i>Utilities</i>	<i>Kalispell</i>	\$34,893	\$42,609	\$50,326
Customer Service Representative					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$14,560	\$14,934	\$19,760
	<i>Administrative & Waste Services</i>	<i>Whitefish</i>	\$16,640	\$18,720	\$20,800
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Kalispell</i>	\$14,560		\$20,800
	<i>Finance & Insurance</i>	<i>Bigfork</i>	\$20,000		\$40,000
		<i>Columbia Falls</i>	\$21,500	\$25,200	\$33,000
		<i>Kalispell</i>	\$17,340	\$20,408	\$22,870
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$15,000	\$20,150	\$24,000
	<i>Information</i>	<i>Kalispell</i>	\$19,760	\$23,505	\$37,464
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$20,800	\$31,200	\$31,554
		<i>Kalispell</i>	\$19,000	\$23,000	\$29,000
	<i>Professional and Technical Services</i>	<i>Whitefish</i>		\$33,400	
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>	\$18,760	\$24,000	\$26,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Retail Trade</i>	<i>Kalispell</i>	\$12,480	\$14,560	\$20,800
	<i>Utilities</i>	<i>Kalispell</i>	\$26,561	\$29,203	\$31,907
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$15,600	\$15,600	\$19,600
Data Entry Operator					
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$15,600	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>		\$21,200	
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$17,368	\$19,028	\$20,015
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$19,760	\$21,840	\$24,610
	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$16,000	\$18,000	\$20,000
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>			\$25,000
	<i>Retail Trade</i>	<i>Kalispell</i>	\$15,600	\$16,640	\$17,680
	<i>Wholesale Trade</i>	<i>Kalispell</i>		\$19,760	\$18,000
Data Processing Manager					
	<i>Construction</i>	<i>Kalispell</i>		\$84,000	
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$50,045	\$66,183	\$73,195
	<i>Manufacturing</i>	<i>Kalispell</i>	\$52,000	\$55,000	\$65,000
	<i>Professional and Technical Services</i>	<i>Kalispell</i>			\$27,000
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>			\$45,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Retail Trade</i>	<i>Kalispell</i>	\$16,640	\$18,720	\$20,800
Database Administrator					
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>			\$19,000
		<i>Whitefish</i>	\$36,046	\$44,324	\$52,603
	<i>Information</i>	<i>Kalispell</i>	\$70,000	\$70,000	\$70,000
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$75,166	\$78,923	\$82,680
	<i>Utilities</i>	<i>Kalispell</i>	\$55,283	\$68,470	\$81,657
Designer					
	<i>Information</i>	<i>Kalispell</i>	\$24,960	\$30,580	\$36,199
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>	\$37,440	\$43,160	\$52,000
	<i>Retail Trade</i>	<i>Kalispell</i>		\$50,000	
Dishwasher					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$13,520	\$14,560	
Driver					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$15,435	\$17,101	\$18,720
	<i>Administrative & Waste Services</i>	<i>Kalispell</i>	\$13,000	\$14,500	\$16,000
	<i>Arts, Entertainment, & Recreation</i>	<i>West Glacier</i>	\$16,800	\$18,000	\$21,600
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$16,640	\$17,680	\$18,720
	<i>Manufacturing</i>	<i>Kalispell</i>	\$17,000	\$19,000	\$21,000
	<i>Retail Trade</i>	<i>Somers</i>	\$24,000	\$28,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Transportation & Warehousing</i>				
		<i>Martin City</i>			\$19,200
Electrical Engineer					
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$63,024	\$66,157	\$69,290
		<i>Kalispell</i>	\$45,000	\$54,000	\$80,000
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>	\$43,680	\$45,760	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$55,283	\$68,470	\$81,657
Electrician					
	<i>Construction</i>				
		<i>Kalispell</i>		\$86,000	
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$37,590	\$38,402	\$39,714
		<i>Kalispell</i>	\$28,000	\$33,000	\$45,000
	<i>Mining</i>				
		<i>Columbia Falls</i>		\$52,000	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$58,697	\$58,697	\$58,697
Electronic Technician					
	<i>Construction</i>				
		<i>Kalispell</i>		\$84,000	
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$41,080	\$41,704	\$42,328
		<i>Kalispell</i>	\$25,000	\$29,000	\$35,000
	<i>Other Services</i>				
		<i>Kalispell</i>	\$33,000	\$44,670	\$57,000
	<i>Retail Trade</i>				
		<i>Kalispell</i>	\$20,800	\$23,920	\$27,040
	<i>Transportation & Warehousing</i>				
		<i>Kalispell</i>	\$25,000	\$27,000	\$30,000
Engineering Manager (Chief Engineer)					
	<i>Construction</i>				
		<i>Kalispell</i>		\$42,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>			\$56,000
		<i>Kalispell</i>	\$70,000	\$90,000	\$110,000
	<i>Professional and Technical Services</i>				
		<i>Kalispell</i>		\$49,750	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$77,802	\$97,471	\$117,141
Estimator					
	<i>Construction</i>				
		<i>Kalispell</i>		\$34,250	
		<i>Whitefish</i>		\$39,410	
	<i>Mining</i>				
		<i>Columbia Falls</i>	\$46,000	\$57,000	\$80,000
	<i>Retail Trade</i>				
		<i>Somers</i>		\$45,000	
	<i>Utilities</i>				
		<i>Kalispell</i>	\$34,893	\$42,609	\$50,326
	<i>Wholesale Trade</i>				
		<i>Bigfork</i>		\$30,000	
Executive Secretary/Administrative Assistant					
	<i>Accommodation & Food Services</i>				
		<i>Whitefish</i>		\$23,330	
	<i>Administrative & Waste Services</i>				
		<i>Bigfork</i>	\$20,000	\$20,000	\$20,000
		<i>Kalispell</i>		\$31,200	
	<i>Construction</i>				
		<i>Kalispell</i>	\$19,720	\$20,454	\$37,336
		<i>Whitefish</i>		\$21,840	
	<i>Finance & Insurance</i>				
		<i>Kalispell</i>	\$16,133	\$21,947	\$22,199
	<i>Health Care & Social Assistance</i>				
		<i>Kalispell</i>		\$25,844	\$27,000
		<i>Whitefish</i>	\$22,713	\$27,580	\$32,468
	<i>Information</i>				
		<i>Kalispell</i>	\$35,707	\$35,707	\$35,707

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Financial Manager/Controller					
		<i>Accommodation & Food Services</i>			
		<i>Kalispell</i>		\$30,000	
		<i>Whitefish</i>		\$39,812	
		<i>Construction</i>			
		<i>Kalispell</i>	\$80,000	\$33,600	
		<i>Whitefish</i>		\$53,200	
		<i>Finance & Insurance</i>			
		<i>Bigfork</i>		\$28,000	
		<i>Kalispell</i>	\$31,000	\$38,100	\$50,000
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>		\$62,112	
		<i>Information</i>			
		<i>Kalispell</i>	\$57,500	\$57,618	\$57,736
		<i>Management of Companies and Enterprises</i>			
		<i>Kalispell</i>	\$64,792	\$79,933	\$95,659
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$57,252	\$61,685	\$67,158
		<i>Kalispell</i>	\$65,000	\$46,000	\$85,000
		<i>Other Services</i>			
		<i>Kalispell</i>	\$45,115	\$33,669	\$53,435
		<i>Professional and Technical Services</i>			
		<i>Kalispell</i>		\$41,000	
		<i>Whitefish</i>			\$57,200
		<i>Real Estate & Rental & Leasing</i>			
		<i>Kalispell</i>		\$52,338	\$27,000
		<i>Retail Trade</i>			
		<i>Kalispell</i>	\$33,499	\$38,977	\$40,127
		<i>Transportation & Warehousing</i>			
		<i>Kalispell</i>		\$22,500	
		<i>Utilities</i>			
		<i>Kalispell</i>	\$65,867	\$82,047	\$98,227
		<i>Wholesale Trade</i>			
		<i>Kalispell</i>		\$75,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Food Server					
		<i>Accommodation & Food Services</i>			
		<i>Columbia Falls</i>	\$10,712	\$10,712	\$10,712
		<i>Kalispell</i>	\$9,708	\$10,595	\$13,438
		<i>Whitefish</i>	\$14,820	\$18,547	\$23,400
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>	\$14,560	\$16,952	\$23,150
		<i>Whitefish</i>	\$15,454	\$18,595	\$21,715
		<i>Manufacturing</i>			
		<i>Whitefish</i>	\$28,080	\$30,160	\$39,686
		<i>Retail Trade</i>			
		<i>Columbia Falls</i>	\$13,000	\$14,040	\$15,080
		<i>Whitefish</i>	\$14,500	\$14,790	\$15,080
Foreman/Line Supervisor					
		<i>Construction</i>			
		<i>Bigfork</i>	\$30,000	\$34,000	\$36,000
		<i>Kalispell</i>	\$39,520	\$30,275	\$40,820
		<i>Whitefish</i>	\$38,000	\$45,000	\$60,000
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$41,379	\$46,210	\$55,648
		<i>Kalispell</i>		\$31,000	
		<i>Mining</i>			
		<i>Columbia Falls</i>	\$30,000	\$35,900	\$42,500
		<i>Real Estate & Rental & Leasing</i>			
		<i>Kalispell</i>	\$29,000		\$31,000
		<i>Retail Trade</i>			
		<i>Somers</i>	\$21,000		\$50,000
		<i>Utilities</i>			
		<i>Kalispell</i>	\$64,584	\$64,584	\$64,584
General Clerk					
		<i>Accommodation & Food Services</i>			
		<i>Whitefish</i>	\$15,080	\$16,120	\$17,680
		<i>Administrative & Waste Services</i>			
		<i>Kalispell</i>	\$13,000	\$14,500	\$16,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Mining</i>	<i>Columbia Falls</i>	\$27,560	\$27,040	\$38,355
	<i>Professional and Technical Services</i>	<i>Kalispell</i>		\$24,960	
	<i>Real Estate & Rental & Leasing</i>	<i>Columbia Falls</i>		\$12,480	
	<i>Retail Trade</i>	<i>Columbia Falls</i>	\$28,800	\$28,800	\$28,800
		<i>Kalispell</i>	\$19,020	\$20,820	\$23,900
		<i>Somers</i>	\$16,640	\$23,520	\$31,200
		<i>Whitefish</i>		\$5,000	
	<i>Transportation & Warehousing</i>	<i>Kalispell</i>		\$16,000	
	<i>Utilities</i>	<i>Kalispell</i>	\$22,630	\$28,000	\$32,781
General Manager					
	<i>Accommodation & Food Services</i>	<i>Kalispell</i>	\$25,333	\$19,400	\$31,000
		<i>Whitefish</i>	\$40,000	\$50,000	\$75,000
	<i>Administrative & Waste Services</i>	<i>Bigfork</i>	\$50,000	\$50,000	\$50,000
		<i>Kalispell</i>	\$18,000	\$24,000	\$29,000
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Columbia Falls</i>			\$70,000
		<i>Kalispell</i>		\$45,000	
	<i>Arts, Entertainment, & Recreation</i>	<i>West Glacier</i>	\$30,000	\$36,000	\$42,000
	<i>Construction</i>	<i>Bigfork</i>		\$30,700	
		<i>Kalispell</i>	\$69,000	\$63,474	\$58,000
		<i>Marion</i>		\$30,000	
		<i>Whitefish</i>		\$41,600	
	<i>Finance & Insurance</i>	<i>Bigfork</i>		\$32,000	
		<i>Kalispell</i>	\$30,000	\$58,200	\$70,000
		<i>Lakeside</i>	\$12,000	\$18,000	\$30,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Heavy Equipment Operator					
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Columbia Falls</i>		\$39,000	
		<i>Kalispell</i>		\$28,800	
	<i>Construction</i>	<i>Kalispell</i>		\$24,960	
Housekeeper/Cleaner					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$12,900	\$14,347	\$16,807
	<i>Construction</i>	<i>Kalispell</i>		\$29,640	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$13,416	\$15,475	\$22,464
		<i>Whitefish</i>	\$15,454	\$18,595	\$21,715
	<i>Manufacturing</i>	<i>Kalispell</i>	\$16,000	\$18,000	\$27,000
	<i>Other Services</i>	<i>Kalispell</i>		\$16,640	
	<i>Real Estate & Rental & Leasing</i>	<i>Columbia Falls</i>	\$4,800	\$8,400	
		<i>Kalispell</i>		\$17,680	
	<i>Retail Trade</i>	<i>Coram</i>	\$12,480	\$12,750	\$13,000
	<i>Wholesale Trade</i>	<i>Bigfork</i>		\$3,000	
		<i>Kalispell</i>		\$4,000	\$19,000
Inside Trucker/Forklift Operator					
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Kalispell</i>		\$33,280	
	<i>Manufacturing</i>	<i>Columbia Falls</i>		\$27,400	\$31,744
	<i>Retail Trade</i>	<i>Columbia Falls</i>		\$13,520	
		<i>Kalispell</i>		\$21,840	
		<i>Whitefish</i>	\$18,720	\$20,453	\$21,840

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Janitor	<i>Wholesale Trade</i>	<i>Kalispell</i>		\$23,250	
		<i>Whitefish</i>	\$15,600	\$17,160	\$18,720
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$12,480	\$14,560	\$26,104
		<i>Kalispell</i>	\$16,350	\$17,347	\$20,134
	<i>Retail Trade</i>	<i>Somers</i>		\$14,000	
Legal Assistant (Paralegal)	<i>Manufacturing</i>	<i>Kalispell</i>	\$20,000	\$24,000	\$30,000
		<i>Whitefish</i>		\$34,884	
	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$34,500	\$37,800	\$44,500
Licensed Practical Nurse	<i>Health Care & Social Assistance</i>	<i>Columbia Falls</i>		\$27,144	
		<i>Kalispell</i>	\$26,000	\$27,562	\$32,147
		<i>Whitefish</i>	\$24,523	\$29,868	\$35,193
	<i>Other Services</i>	<i>Kalispell</i>	\$29,432	\$30,014	\$36,254
Machine Operator	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Kalispell</i>	\$28,000	\$31,000	\$34,000
		<i>Kalispell</i>	\$22,000	\$30,000	\$41,500
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$20,800	\$29,020	\$33,208
		<i>Kalispell</i>	\$20,000	\$30,500	\$35,000
	<i>Mining</i>	<i>Columbia Falls</i>	\$30,000	\$32,600	\$37,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Maintenance Mechanic					
	<i>Accommodation & Food Services</i>				
		<i>Whitefish</i>	\$21,736	\$27,585	\$30,472
	<i>Construction</i>				
		<i>Bigfork</i>		\$18,000	
		<i>Kalispell</i>		\$34,320	
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$32,820	\$37,911	\$37,823
		<i>Kalispell</i>	\$24,000	\$29,000	\$35,000
	<i>Mining</i>				
		<i>Columbia Falls</i>		\$34,000	
	<i>Real Estate & Rental & Leasing</i>				
		<i>Columbia Falls</i>		\$25,480	
		<i>Kalispell</i>	\$12,480	\$22,880	\$29,120
	<i>Retail Trade</i>				
		<i>Kalispell</i>	\$16,380	\$17,160	\$26,260
	<i>Transportation & Warehousing</i>				
		<i>Kalispell</i>	\$19,000	\$29,500	\$20,000
	<i>Wholesale Trade</i>				
		<i>Kalispell</i>		\$26,000	\$37,000
Maintenance Worker					
	<i>Accommodation & Food Services</i>				
		<i>Whitefish</i>		\$16,640	\$19,760
	<i>Agriculture, Forestry, Fishing & Hunting</i>				
		<i>Kalispell</i>		\$18,720	
	<i>Health Care & Social Assistance</i>				
		<i>Kalispell</i>	\$18,574	\$20,634	\$22,880
		<i>Whitefish</i>	\$28,600	\$34,964	\$41,329
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$33,007	\$36,341	\$38,956
		<i>Kalispell</i>	\$17,000	\$22,000	\$34,000
	<i>Mining</i>				
		<i>Columbia Falls</i>	\$14,560	\$15,600	\$16,640
	<i>Real Estate & Rental & Leasing</i>				
		<i>Columbia Falls</i>		\$20,800	
		<i>Kalispell</i>		\$18,200	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Retail Trade</i>	<i>Kalispell</i>	\$12,480	\$14,040	\$15,600
	<i>Transportation & Warehousing</i>	<i>Kalispell</i>		\$36,000	
	<i>Utilities</i>	<i>Lakeside</i>	\$20,450	\$29,165	\$37,880
Manufacturing Engineer	<i>Manufacturing</i>	<i>Kalispell</i>	\$35,000	\$39,000	\$43,000
Marketing Representative	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$30,888	\$37,856	\$44,803
	<i>Information</i>	<i>Kalispell</i>	\$33,527	\$33,527	\$33,527
	<i>Retail Trade</i>	<i>Kalispell</i>		\$20,000	
Marketing/Public Relations/Advertising Manager	<i>Accommodation & Food Services</i>	<i>Whitefish</i>		\$53,000	
	<i>Arts, Entertainment, & Recreation</i>	<i>West Glacier</i>	\$24,000	\$30,000	\$36,000
	<i>Construction</i>	<i>Kalispell</i>	\$69,000	\$57,244	\$81,500
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$77,088	
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$63,198	\$78,997	\$94,797
	<i>Information</i>	<i>Kalispell</i>	\$48,969	\$48,969	\$48,969
	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$21,840	\$30,466	\$25,000
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>			\$36,000
	<i>Retail Trade</i>	<i>Kalispell</i>	\$28,500	\$30,004	\$32,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Utilities</i>	<i>Kalispell</i>	\$50,504	\$62,374	\$74,244
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$106,000	\$106,000	\$65,500
Material Handler					
	<i>Administrative & Waste Services</i>	<i>Kalispell</i>	\$20,800		\$23,712
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$19,468	\$23,566	\$27,643
	<i>Manufacturing</i>	<i>Columbia Falls</i>		\$27,400	\$32,472
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>	\$6,240	\$16,640	\$20,800
	<i>Retail Trade</i>	<i>Kalispell</i>		\$20,000	
		<i>Somers</i>		\$23,000	
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$16,500		\$18,200
Materials Manager					
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$56,427	\$70,533	\$84,640
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$99,164	\$104,104	\$89,022
		<i>Kalispell</i>	\$65,000	\$70,000	\$76,000
	<i>Retail Trade</i>	<i>Kalispell</i>	\$22,880	\$24,535	\$25,964
	<i>Utilities</i>	<i>Kalispell</i>	\$60,405	\$75,028	\$89,650
Mechanical Engineer					
	<i>Manufacturing</i>	<i>Kalispell</i>	\$40,000	\$52,000	\$75,000
	<i>Professional and Technical Services</i>	<i>Kalispell</i>		\$45,760	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Medical Assistant/Nursing Aid					
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>	\$17,613	\$23,898	\$26,188
		<i>Whitefish</i>	\$19,468	\$23,566	\$27,643
Medical Case Management Nurse					
		<i>Finance & Insurance</i>			
		<i>Kalispell</i>		\$6,000	
Medical Technician					
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>	\$29,016	\$36,504	\$33,800
		<i>Whitefish</i>	\$33,363	\$42,455	\$48,547
Network and Computer Systems Administrator					
		<i>Finance & Insurance</i>			
		<i>Kalispell</i>		\$20,800	
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>			\$46,000
		<i>Whitefish</i>	\$36,046	\$44,324	\$52,603
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$32,500	\$43,000	\$53,500
		<i>Other Services</i>			
		<i>Kalispell</i>	\$30,264	\$35,485	\$43,763
		<i>Professional and Technical Services</i>			
		<i>Kalispell</i>		\$26,600	
Network Systems and Data Communications Analyst					
		<i>Information</i>			
		<i>Kalispell</i>	\$63,000	\$64,503	\$66,006
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$54,678	\$57,421	\$60,164
Office Manager					
		<i>Accommodation & Food Services</i>			
		<i>Kalispell</i>		\$30,000	
		<i>Whitefish</i>	\$20,000	\$25,000	\$32,000
		<i>Administrative & Waste Services</i>			
		<i>Kalispell</i>	\$13,000	\$17,500	\$22,880

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Order Clerk					
		<i>Arts, Entertainment, & Recreation</i>			
		<i>West Glacier</i>		\$14,640	
		<i>Construction</i>			
		<i>Whitefish</i>		\$20,800	
		<i>Health Care & Social Assistance</i>			
		<i>Whitefish</i>	\$21,028	\$25,500	\$29,972
		<i>Professional and Technical Services</i>			
		<i>Whitefish</i>		\$24,000	
		<i>Retail Trade</i>			
		<i>Kalispell</i>	\$15,600	\$16,640	\$17,680
Payroll Clerk					
		<i>Accommodation & Food Services</i>			
		<i>Whitefish</i>		\$31,429	
		<i>Administrative & Waste Services</i>			
		<i>Kalispell</i>		\$24,960	
		<i>Construction</i>			
		<i>Kalispell</i>	\$18,200		\$22,360
		<i>Whitefish</i>		\$34,900	
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>		\$24,773	
		<i>Management of Companies and Enterprises</i>			
		<i>Kalispell</i>	\$24,627		\$35,672
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$32,631	\$37,915	\$43,198
		<i>Kalispell</i>	\$25,000	\$35,000	\$40,000
		<i>Mining</i>			
		<i>Columbia Falls</i>	\$21,000	\$24,000	\$28,000
		<i>Other Services</i>			
		<i>Kalispell</i>	\$24,211	\$26,998	\$35,027
		<i>Professional and Technical Services</i>			
		<i>Kalispell</i>		\$30,600	
		<i>Retail Trade</i>			
		<i>Kalispell</i>	\$16,640	\$19,760	\$22,880

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Utilities</i>	<i>Kalispell</i>	\$38,264	\$46,858	\$55,451
Personnel Assistant					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$22,880	\$22,880	\$22,880
	<i>Construction</i>	<i>Whitefish</i>		\$21,840	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>		\$18,720	
		<i>Whitefish</i>	\$22,713	\$27,580	\$32,468
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$24,627	\$26,333	\$35,672
	<i>Manufacturing</i>	<i>Kalispell</i>	\$30,000	\$32,000	\$40,000
Personnel/Human Resources Manager					
	<i>Accommodation & Food Services</i>	<i>Whitefish</i>		\$34,250	
	<i>Construction</i>	<i>Kalispell</i>		\$45,000	
		<i>Whitefish</i>		\$34,900	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$58,000	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>		\$42,557	
		<i>Whitefish</i>	\$56,427	\$70,533	\$84,640
	<i>Information</i>	<i>Kalispell</i>	\$57,277	\$57,277	\$57,277
	<i>Management of Companies and Enterprises</i>	<i>Kalispell</i>	\$64,792	\$77,185	\$95,659
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$77,802	\$90,205	\$82,372
		<i>Kalispell</i>	\$60,000	\$70,000	\$85,000
	<i>Other Services</i>	<i>Kalispell</i>	\$32,950	\$41,600	\$47,611

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>		\$28,700	
	<i>Transportation & Warehousing</i>	<i>Kalispell</i>		\$12,000	
	<i>Utilities</i>	<i>Kalispell</i>	\$65,867	\$82,047	\$98,227
Pharmacist	<i>Retail Trade</i>	<i>Kalispell</i>	\$76,960		\$83,200
Pharmacist Tech	<i>Retail Trade</i>	<i>Kalispell</i>	\$24,960		\$28,080
Plant Manager	<i>Accommodation & Food Services</i>	<i>Kalispell</i>		\$60,000	
	<i>Arts, Entertainment, & Recreation</i>	<i>West Glacier</i>	\$24,000	\$26,400	\$30,000
	<i>Construction</i>	<i>Kalispell</i>		\$71,074	
		<i>Whitefish</i>		\$36,540	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$55,611	
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$50,410	\$51,360	\$78,227
		<i>Kalispell</i>	\$50,000	\$62,000	\$70,000
	<i>Mining</i>	<i>Columbia Falls</i>		\$92,000	
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$45,000	\$45,000	\$45,000
Plastics Technician	<i>Manufacturing</i>	<i>Kalispell</i>	\$17,600	\$23,000	\$27,000
	<i>Transportation & Warehousing</i>	<i>Kalispell</i>	\$20,000	\$25,000	\$27,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Prep Cook/Line Cook					
		<i>Accommodation & Food Services</i>			
		<i>Whitefish</i>	\$31,720	\$34,320	\$40,040
Production Scheduler					
		<i>Construction</i>			
		<i>Kalispell</i>		\$29,120	
		<i>Information</i>			
		<i>Kalispell</i>	\$32,994	\$32,994	\$32,994
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$47,762	\$55,579	\$64,645
		<i>Kalispell</i>	\$24,000		
		<i>Retail Trade</i>			
		<i>Kalispell</i>	\$16,640		\$20,800
		<i>Somers</i>		\$29,000	
Production Supervisor					
		<i>Accommodation & Food Services</i>			
		<i>Kalispell</i>	\$17,915	\$20,370	\$22,325
		<i>Construction</i>			
		<i>Bigfork</i>		\$34,000	
		<i>Kalispell</i>	\$58,000	\$45,500	\$58,000
		<i>Whitefish</i>		\$36,000	
		<i>Information</i>			
		<i>Kalispell</i>	\$66,680	\$66,680	\$66,680
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$39,253	\$42,740	\$47,428
		<i>Kalispell</i>	\$30,000	\$35,000	\$45,000
		<i>Mining</i>			
		<i>Columbia Falls</i>	\$42,000	\$50,000	\$59,400
		<i>Utilities</i>			
		<i>Lakeside</i>	\$30,430	\$35,690	\$40,950
Production Worker					
		<i>Agriculture, Forestry, Fishing & Hunting</i>			
		<i>Kalispell</i>	\$14,560		\$17,680

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Construction</i>				
		<i>Kalispell</i>		\$25,000	
		<i>Whitefish</i>	\$18,720	\$22,917	\$31,678
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$19,480	\$26,110	\$35,717
	<i>Real Estate & Rental & Leasing</i>				
		<i>Kalispell</i>		\$20,800	\$23,920
	<i>Wholesale Trade</i>				
		<i>Bigfork</i>		\$25,000	
Programmer					
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$32,500	\$45,000	\$60,000
		<i>Kalispell</i>	\$45,000	\$56,000	\$77,000
	<i>Utilities</i>				
		<i>Kalispell</i>	\$55,283	\$68,470	\$81,657
	<i>Wholesale Trade</i>				
		<i>Bigfork</i>		\$20,000	
Purchasing Manager					
	<i>Construction</i>				
		<i>Kalispell</i>		\$52,000	
		<i>Whitefish</i>		\$54,900	
	<i>Health Care & Social Assistance</i>				
		<i>Kalispell</i>		\$26,998	
	<i>Manufacturing</i>				
		<i>Kalispell</i>	\$60,000	\$65,000	\$70,000
	<i>Retail Trade</i>				
		<i>Whitefish</i>	\$16,300	\$17,650	\$16,300
	<i>Wholesale Trade</i>				
		<i>Kalispell</i>		\$49,500	
Quality Control Inspector					
	<i>Information</i>				
		<i>Kalispell</i>	\$53,003	\$53,003	\$53,003
	<i>Manufacturing</i>				
		<i>Columbia Falls</i>	\$41,600	\$44,138	\$39,120
		<i>Kalispell</i>	\$17,000	\$22,000	\$26,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Quality Control Manager					
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$65,000	
	<i>Manufacturing</i>	<i>Columbia Falls</i>		\$44,137	
	<i>Retail Trade</i>	<i>Kalispell</i>	\$19,600	\$24,000	\$26,400
Quality Tester					
	<i>Information</i>	<i>Kalispell</i>	\$30,932	\$30,932	\$30,932
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$29,460	\$30,600	\$32,480
Receptionist					
	<i>Construction</i>	<i>Kalispell</i>	\$16,640		
		<i>Whitefish</i>		\$21,840	
	<i>Finance & Insurance</i>	<i>Columbia Falls</i>	\$19,800	\$22,000	\$25,000
		<i>Kalispell</i>	\$18,179	\$21,107	\$20,342
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>	\$16,099	\$20,028	\$22,620
		<i>Whitefish</i>	\$18,033	\$21,777	\$25,500
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$16,640	\$17,680	\$22,381
		<i>Kalispell</i>	\$20,000	\$25,000	\$28,000
	<i>Professional and Technical Services</i>	<i>Kalispell</i>	\$17,680	\$15,627	\$17,680
	<i>Retail Trade</i>	<i>Kalispell</i>		\$13,992	
	<i>Utilities</i>	<i>Kalispell</i>	\$24,585	\$28,040	\$29,473
	<i>Wholesale Trade</i>	<i>Bigfork</i>		\$25,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Registered Nurse					
		<i>Health Care & Social Assistance</i>			
		<i>Kalispell</i>	\$30,048	\$41,947	\$47,292
		<i>Whitefish</i>	\$38,147	\$49,941	\$61,724
		<i>Other Services</i>			
		<i>Kalispell</i>	\$35,651	\$41,423	\$47,195
Retail Sales Clerk					
		<i>Accommodation & Food Services</i>			
		<i>Kalispell</i>	\$13,520	\$15,600	\$16,640
		<i>Whitefish</i>	\$15,600	\$17,940	\$22,880
		<i>Administrative & Waste Services</i>			
		<i>Bigfork</i>	\$15,000	\$20,000	\$25,000
		<i>Management of Companies and Enterprises</i>			
		<i>Lakeside</i>		\$20,000	
		<i>Retail Trade</i>			
		<i>Columbia Falls</i>	\$14,820	\$18,595	\$22,786
		<i>Kalispell</i>	\$14,737	\$20,023	\$23,276
		<i>Somers</i>	\$21,000	\$27,000	
		<i>Whitefish</i>	\$14,656	\$17,441	\$21,276
		<i>Wholesale Trade</i>			
		<i>Kalispell</i>		\$34,500	
Sales Manager					
		<i>Accommodation & Food Services</i>			
		<i>Whitefish</i>	\$23,500	\$30,750	\$34,000
		<i>Agriculture, Forestry, Fishing & Hunting</i>			
		<i>Kalispell</i>	\$21,840		\$24,960
		<i>Construction</i>			
		<i>Kalispell</i>		\$33,400	
		<i>Finance & Insurance</i>			
		<i>Kalispell</i>		\$66,750	
		<i>Information</i>			
		<i>Kalispell</i>	\$48,559	\$48,599	\$48,599
		<i>Manufacturing</i>			
		<i>Columbia Falls</i>	\$32,000	\$58,800	\$66,627
		<i>Kalispell</i>		\$31,000	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>		\$66,040	
	<i>Retail Trade</i>	<i>Columbia Falls</i>			\$10,400
		<i>Kalispell</i>	\$25,100	\$28,313	\$34,684
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$54,600	\$47,800	\$49,300
Sales Representative					
	<i>Administrative & Waste Services</i>	<i>Kalispell</i>			\$48,000
	<i>Construction</i>	<i>Whitefish</i>	\$24,000	\$30,667	\$38,000
	<i>Finance & Insurance</i>	<i>Kalispell</i>	\$51,200	\$37,000	\$93,250
	<i>Information</i>	<i>Kalispell</i>	\$22,094	\$28,810	\$33,827
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$20,800	\$31,200	\$31,554
	<i>Mining</i>	<i>Columbia Falls</i>		\$34,000	
	<i>Professional and Technical Services</i>	<i>Whitefish</i>		\$33,400	
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>	\$54,080	\$93,600	\$110,000
	<i>Retail Trade</i>	<i>Columbia Falls</i>	\$20,800	\$23,990	\$30,368
		<i>Kalispell</i>	\$21,677	\$29,122	\$33,148
		<i>Somers</i>	\$34,000	\$44,000	\$67,000
		<i>Whitefish</i>	\$28,080	\$33,670	\$39,520
	<i>Wholesale Trade</i>	<i>Bigfork</i>		\$40,000	
		<i>Kalispell</i>			\$41,000
Secretary					
	<i>Construction</i>	<i>Kalispell</i>		\$15,005	
		<i>Whitefish</i>		\$21,840	

Occupation	2-Digit NIACS	City Name	Low Pay	Standard Pay	High Pay
<i>Finance & Insurance</i>					
		<i>Kalispell</i>		\$18,720	
		<i>Lakeside</i>	\$6,000	\$8,000	\$9,000
<i>Health Care & Social Assistance</i>					
		<i>Columbia Falls</i>	\$20,800		\$21,840
		<i>Whitefish</i>	\$18,033	\$21,777	\$25,500
<i>Information</i>					
		<i>Kalispell</i>	\$17,680	\$20,084	\$22,488
<i>Management of Companies and Enterprises</i>					
		<i>Kalispell</i>	\$23,005	\$28,525	\$30,576
<i>Other Services</i>					
		<i>Kalispell</i>	\$21,570	\$22,921	\$31,180
<i>Professional and Technical Services</i>					
		<i>Columbia Falls</i>		\$22,000	
		<i>Kalispell</i>	\$21,850	\$25,300	\$33,100
<i>Real Estate & Rental & Leasing</i>					
		<i>Kalispell</i>		\$16,640	
<i>Transportation & Warehousing</i>					
		<i>Martin City</i>			\$5,880
<i>Wholesale Trade</i>					
		<i>Kalispell</i>		\$22,000	
Shift Managers					
<i>Accommodation & Food Services</i>					
		<i>Kalispell</i>	\$15,500	\$16,500	\$20,000
Shipping/Receiving Clerk					
<i>Accommodation & Food Services</i>					
		<i>Whitefish</i>		\$20,632	
<i>Health Care & Social Assistance</i>					
		<i>Kalispell</i>		\$18,179	
<i>Manufacturing</i>					
		<i>Columbia Falls</i>			\$29,300
		<i>Kalispell</i>	\$20,000	\$24,000	\$29,000

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Retail Trade</i>	<i>Kalispell</i>	\$14,560	\$17,108	\$19,656
		<i>Somers</i>		\$26,000	
		<i>Whitefish</i>		\$23,712	
	<i>Utilities</i>	<i>Kalispell</i>	\$29,702	\$32,905	\$36,420
	<i>Wholesale Trade</i>	<i>Kalispell</i>		\$16,000	
System Analyst	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$36,046	\$44,324	\$52,603
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$44,500	\$59,000	\$73,500
		<i>Kalispell</i>	\$33,000	\$35,000	\$45,000
Teller	<i>Finance & Insurance</i>	<i>Kalispell</i>	\$14,782	\$17,374	\$21,024
	<i>Health Care & Social Assistance</i>	<i>Whitefish</i>	\$15,454	\$18,595	\$21,715
Training Director	<i>Accommodation & Food Services</i>	<i>Kalispell</i>		\$29,000	
	<i>Finance & Insurance</i>	<i>Kalispell</i>		\$33,000	
	<i>Health Care & Social Assistance</i>	<i>Kalispell</i>		\$47,923	
	<i>Wholesale Trade</i>	<i>Bigfork</i>		\$40,000	
Truck Driver	<i>Accommodation & Food Services</i>	<i>Whitefish</i>	\$27,040	\$32,115	\$37,190
	<i>Administrative & Waste Services</i>	<i>Kalispell</i>		\$24,600	
	<i>Agriculture, Forestry, Fishing & Hunting</i>	<i>Kalispell</i>		\$40,800	

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
	<i>Construction</i>	<i>Bigfork</i>			\$36,920
		<i>Kalispell</i>		\$27,040	
	<i>Manufacturing</i>	<i>Columbia Falls</i>			\$37,544
	<i>Mining</i>	<i>Columbia Falls</i>	\$23,000	\$36,000	\$40,000
	<i>Real Estate & Rental & Leasing</i>	<i>Kalispell</i>	\$18,720	\$23,920	\$29,120
	<i>Retail Trade</i>	<i>Columbia Falls</i>	\$18,200	\$20,197	\$24,544
		<i>Kalispell</i>	\$16,640	\$18,460	\$20,800
		<i>Somers</i>		\$35,000	\$40,000
		<i>Whitefish</i>	\$20,280	\$22,022	\$26,208
	<i>Utilities</i>	<i>Kalispell</i>	\$40,872	\$45,000	\$50,481
	<i>Wholesale Trade</i>	<i>Kalispell</i>	\$21,800	\$30,000	\$24,500
Warehouse Supervisor	<i>Construction</i>	<i>Kalispell</i>		\$24,500	
	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$56,914	\$59,761	\$62,608
		<i>Kalispell</i>	\$20,000	\$27,000	\$30,000
	<i>Retail Trade</i>	<i>Kalispell</i>		\$24,232	
		<i>Somers</i>		\$21,000	\$29,000
	<i>Wholesale Trade</i>	<i>Kalispell</i>			\$22,000
Welder	<i>Manufacturing</i>	<i>Columbia Falls</i>	\$27,000	\$33,000	\$38,000
		<i>Kalispell</i>	\$18,000	\$29,000	\$28,000
	<i>Mining</i>	<i>Columbia Falls</i>	\$27,000	\$29,000	\$31,000
	<i>Other Services</i>	<i>Kalispell</i>	\$20,800	\$31,200	\$36,400

<i>Occupation</i>	<i>2-Digit NIACS</i>	<i>City Name</i>	<i>Low Pay</i>	<i>Standard Pay</i>	<i>High Pay</i>
Writer, Technical Publications					
	<i>Information</i>				
		<i>Kalispell</i>	\$38,300	\$38,300	\$38,300
	<i>Manufacturing</i>				
		<i>Kalispell</i>	\$22,000	\$26,000	\$33,000

U.S., Montana and Flathead County Occupational Comparisons

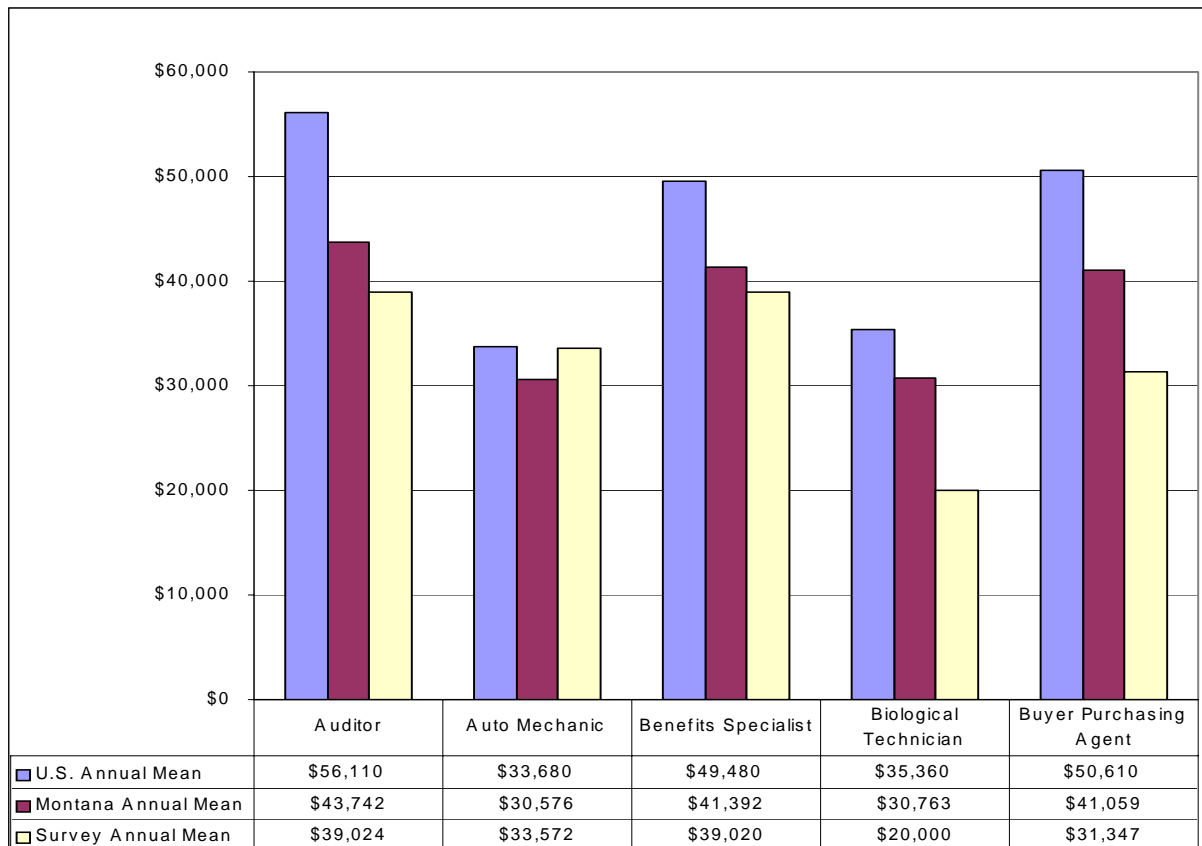
Figure 1 compares the mean wages across occupations for the U.S., Montana, and Flathead County.^{4,5} The job descriptions for the U.S. and Montana can be viewed in Appendix 2 and the table relating to the graphs in Appendix 3. Flathead County employers generally pay less than the U.S., but are more competitive with the Montana mean. In some circumstances, Flathead County wages exceed not only the Montana mean but also the U.S. mean. For example, the Quality Control Inspector standard annual mean wage is \$39,714, the Montana mean \$30,680 and the U.S. mean \$31,010. The Payroll Clerk has a W&B Survey mean wage of \$31,259, a Montana mean of \$25,314 and a U.S. mean of \$30,820. The Database Administrator has a W&B Survey mean wage of \$65,429, a Montana mean wage of \$38,750 and a U.S. mean wage of \$62,100.

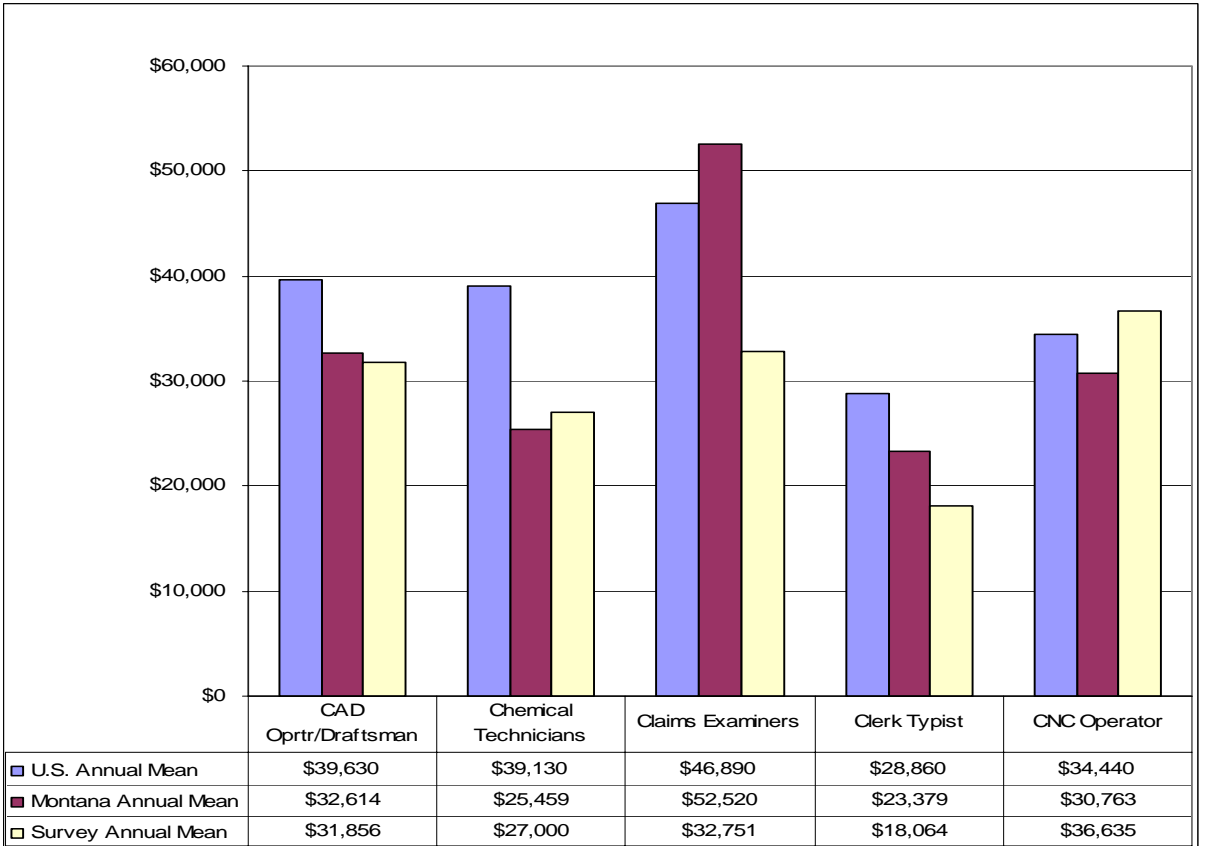
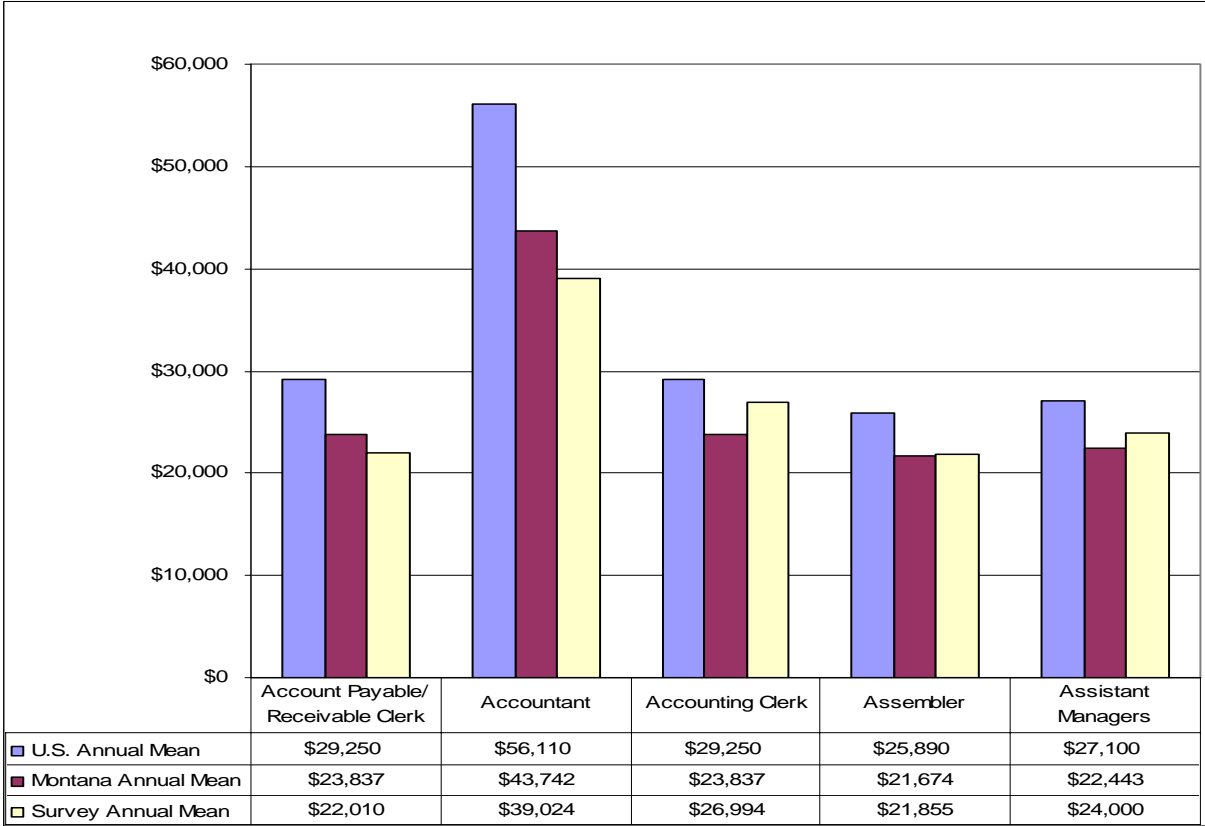
⁴ http://www.bls.gov/oes/current/oes_nat.htm

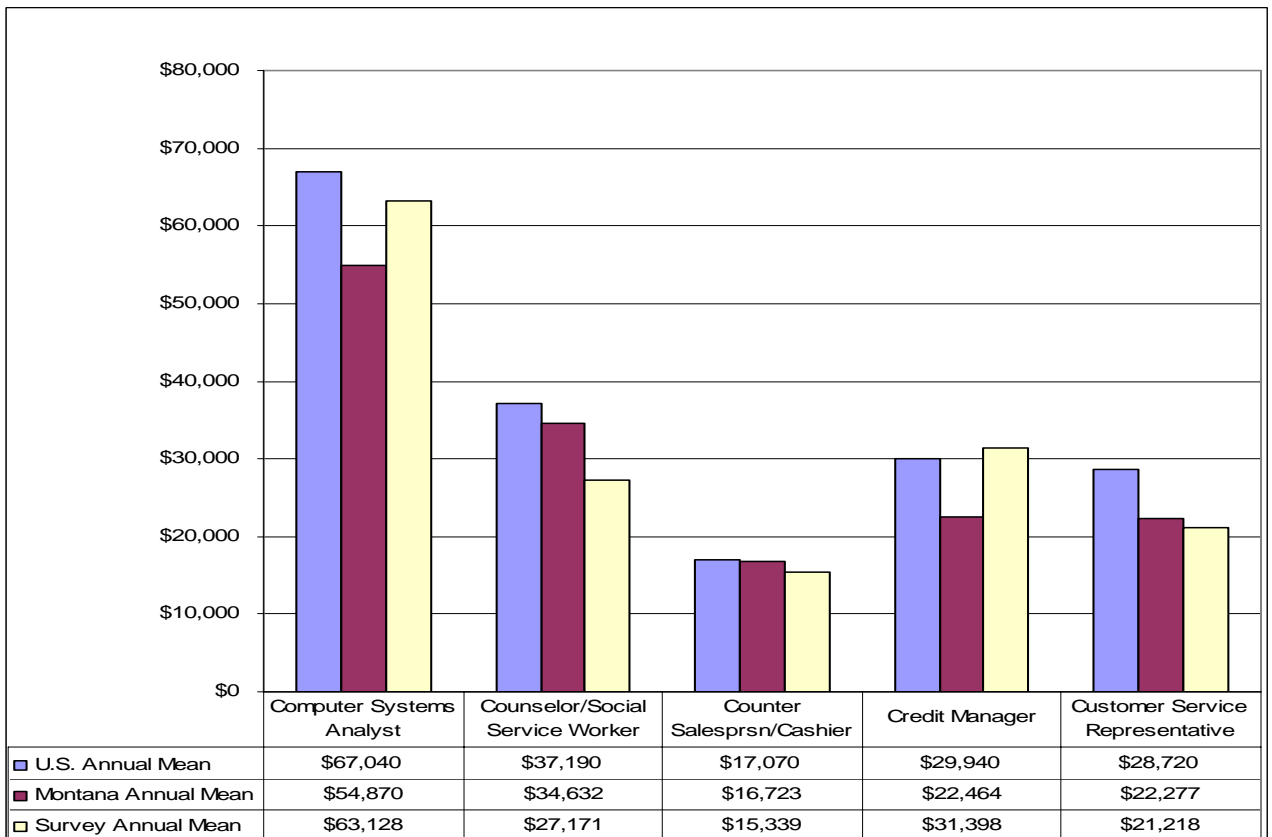
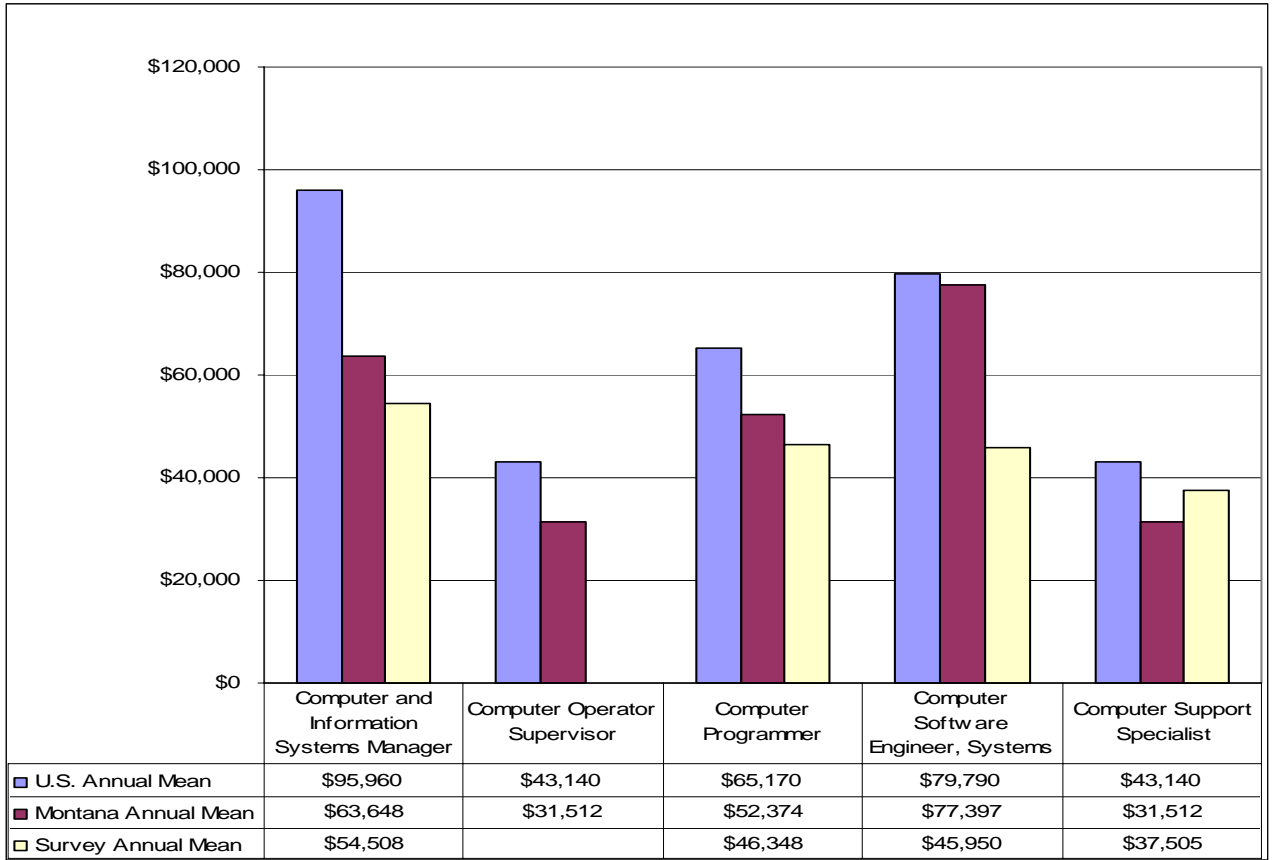
⁵

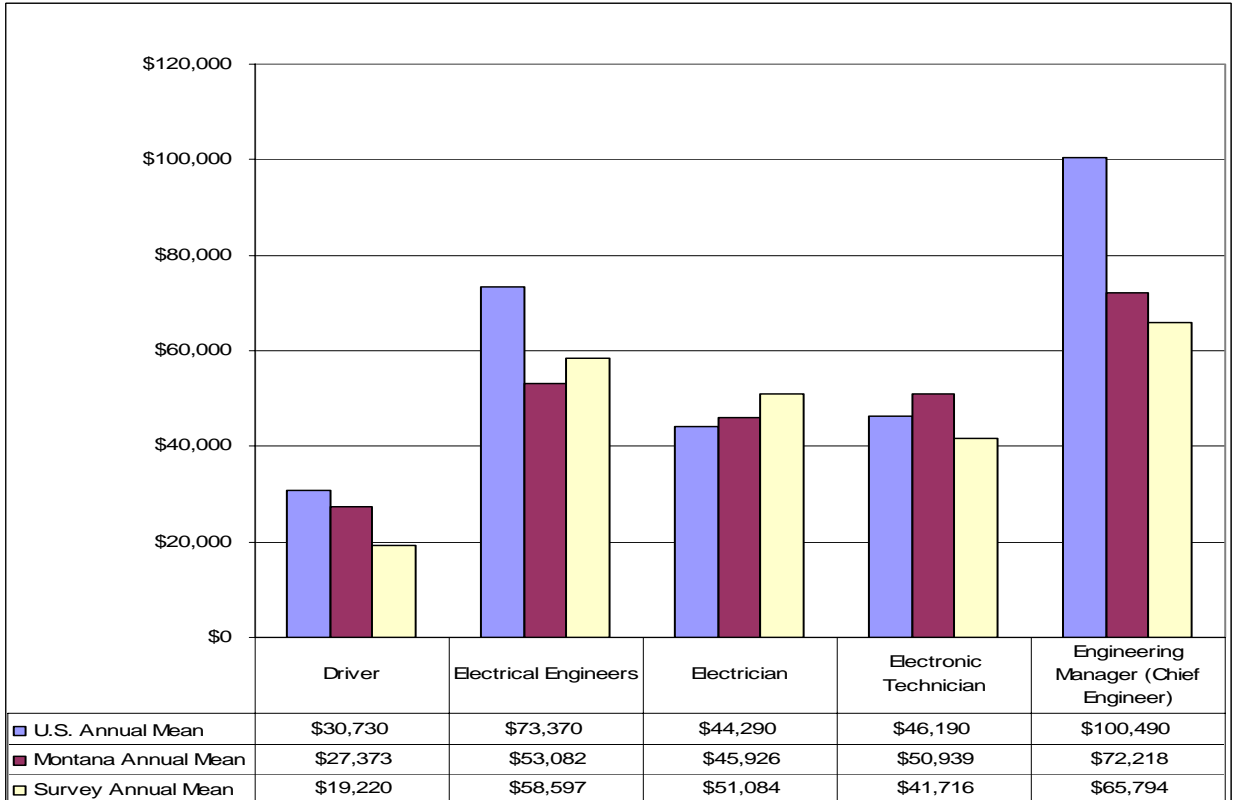
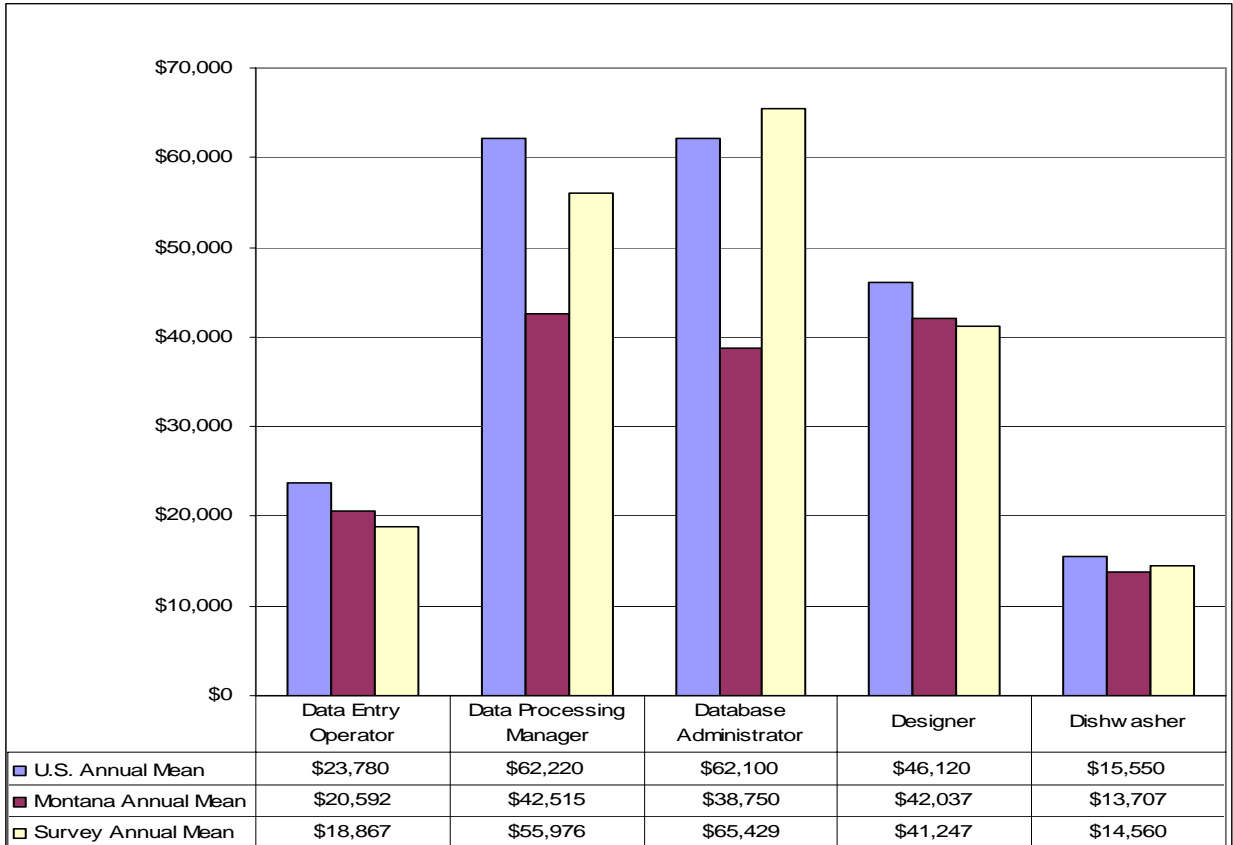
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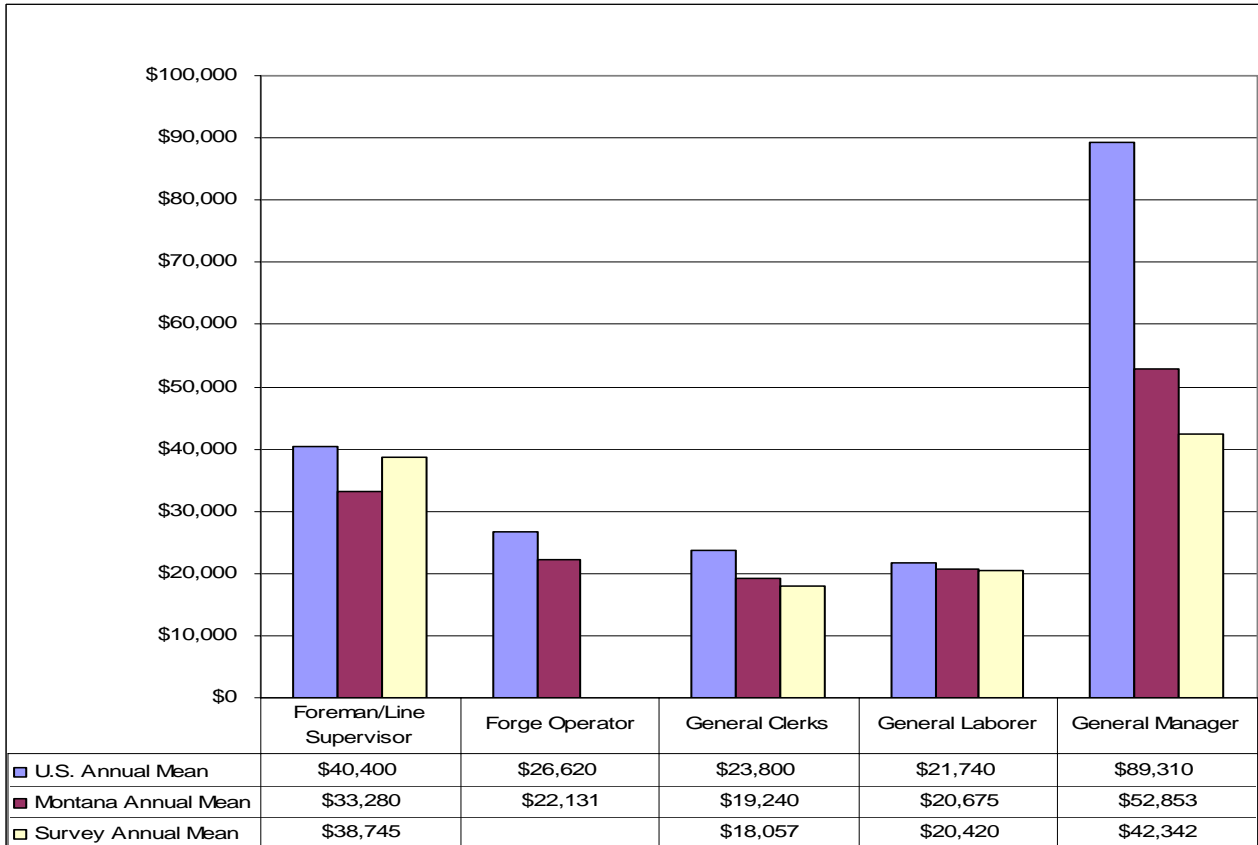
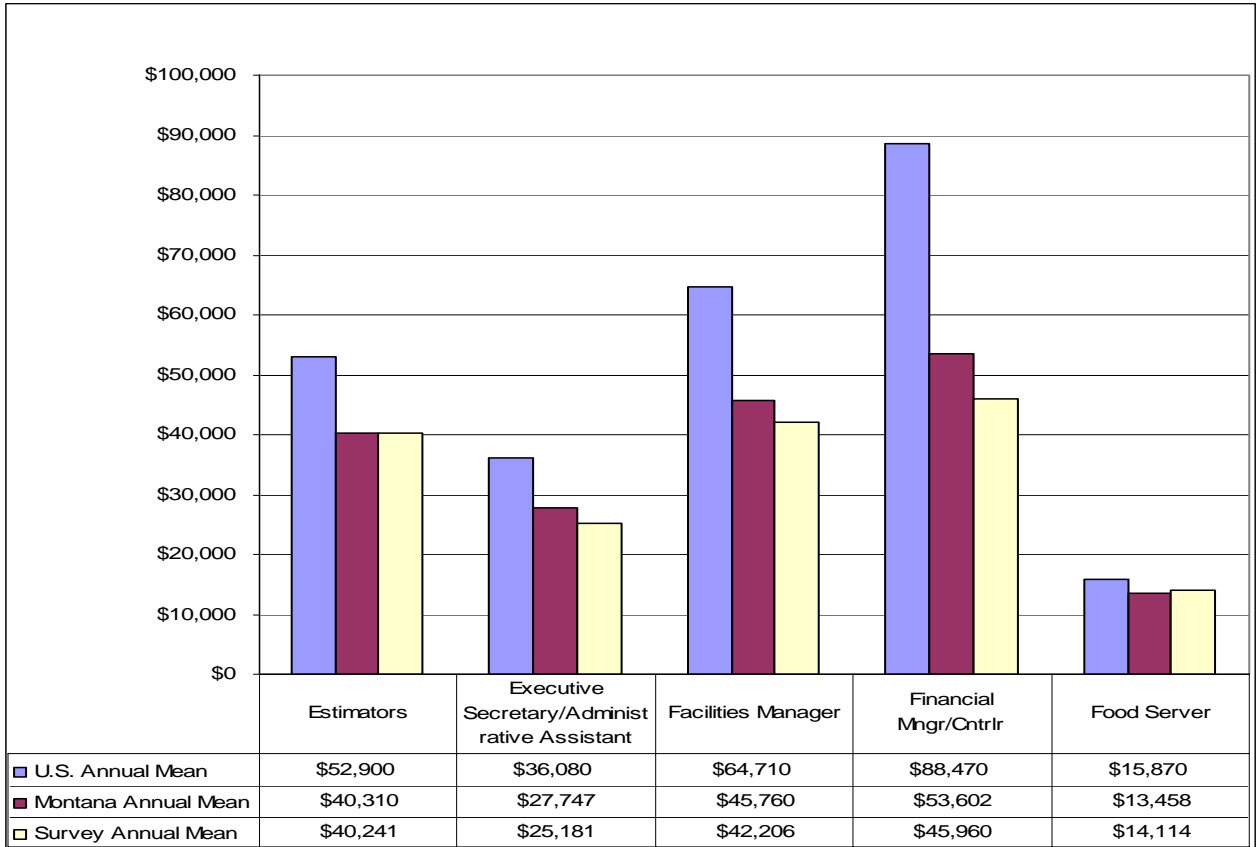
Figure 1

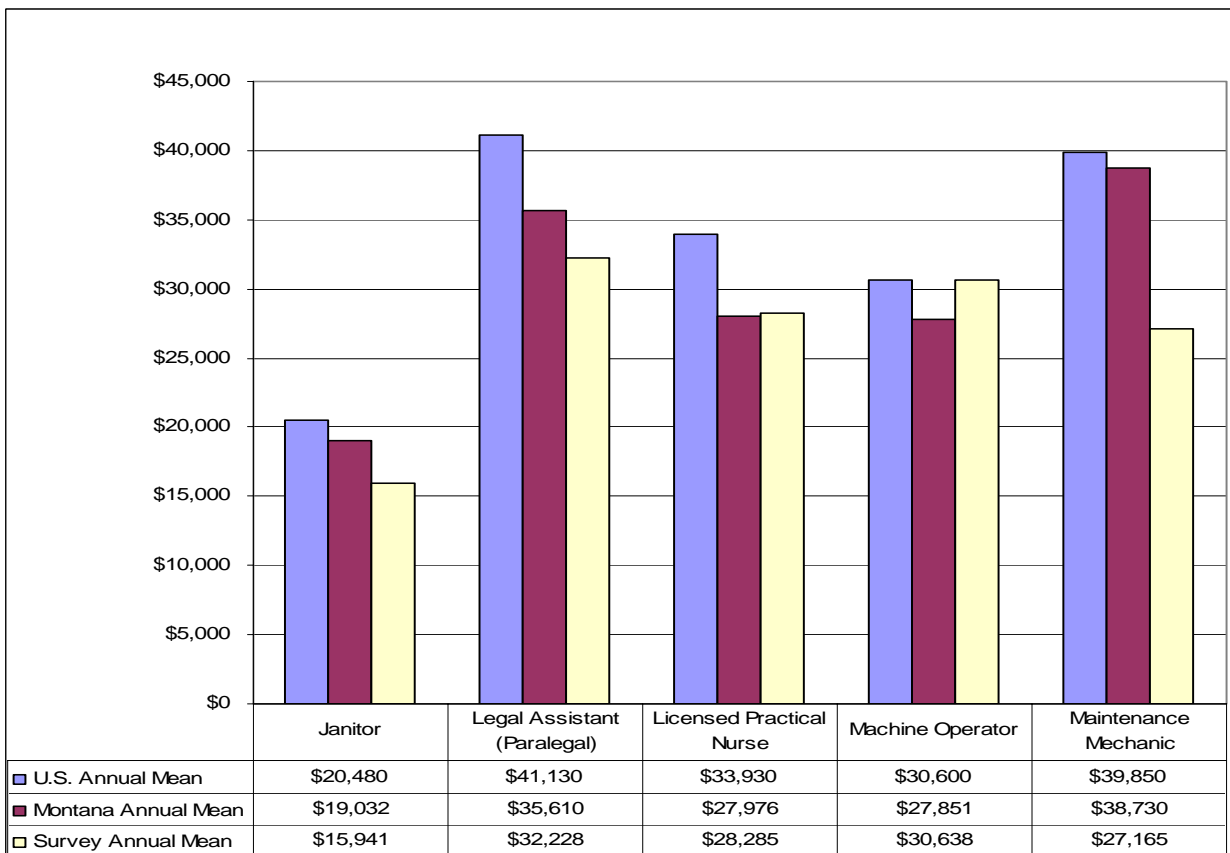
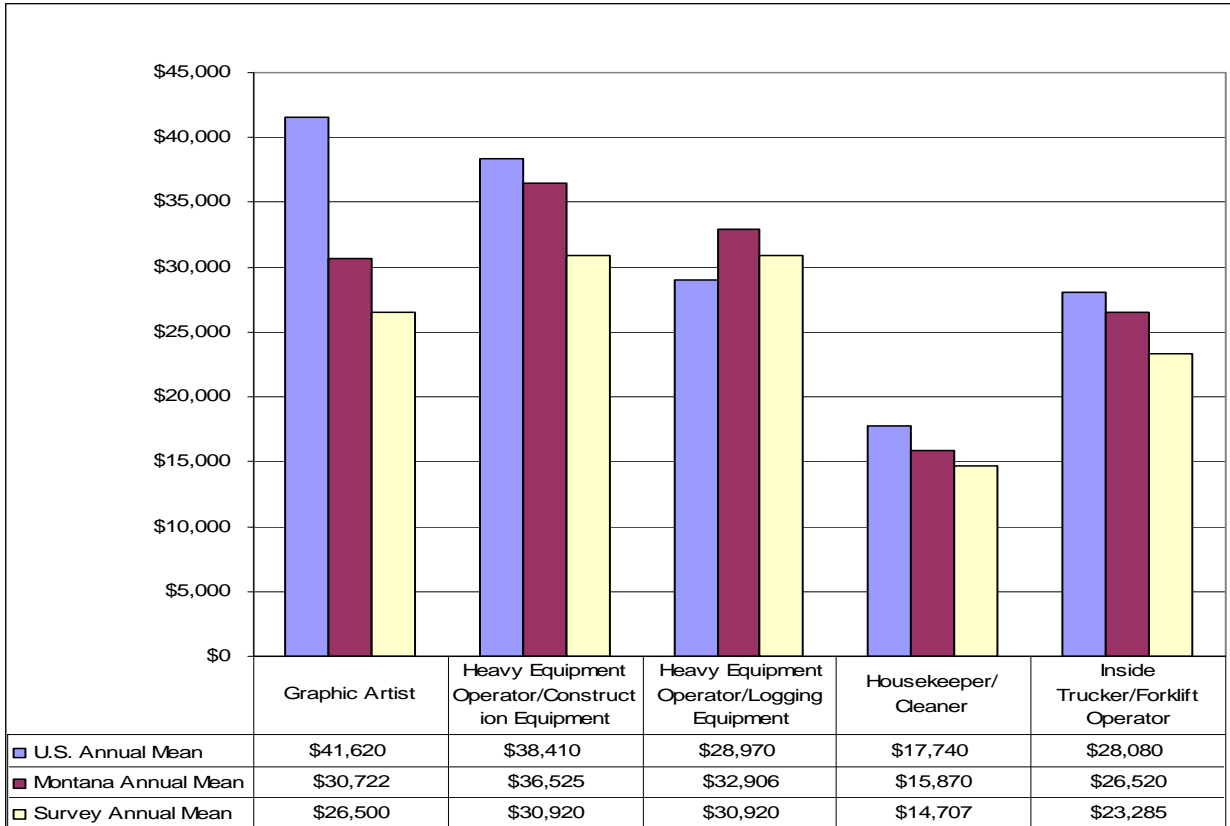


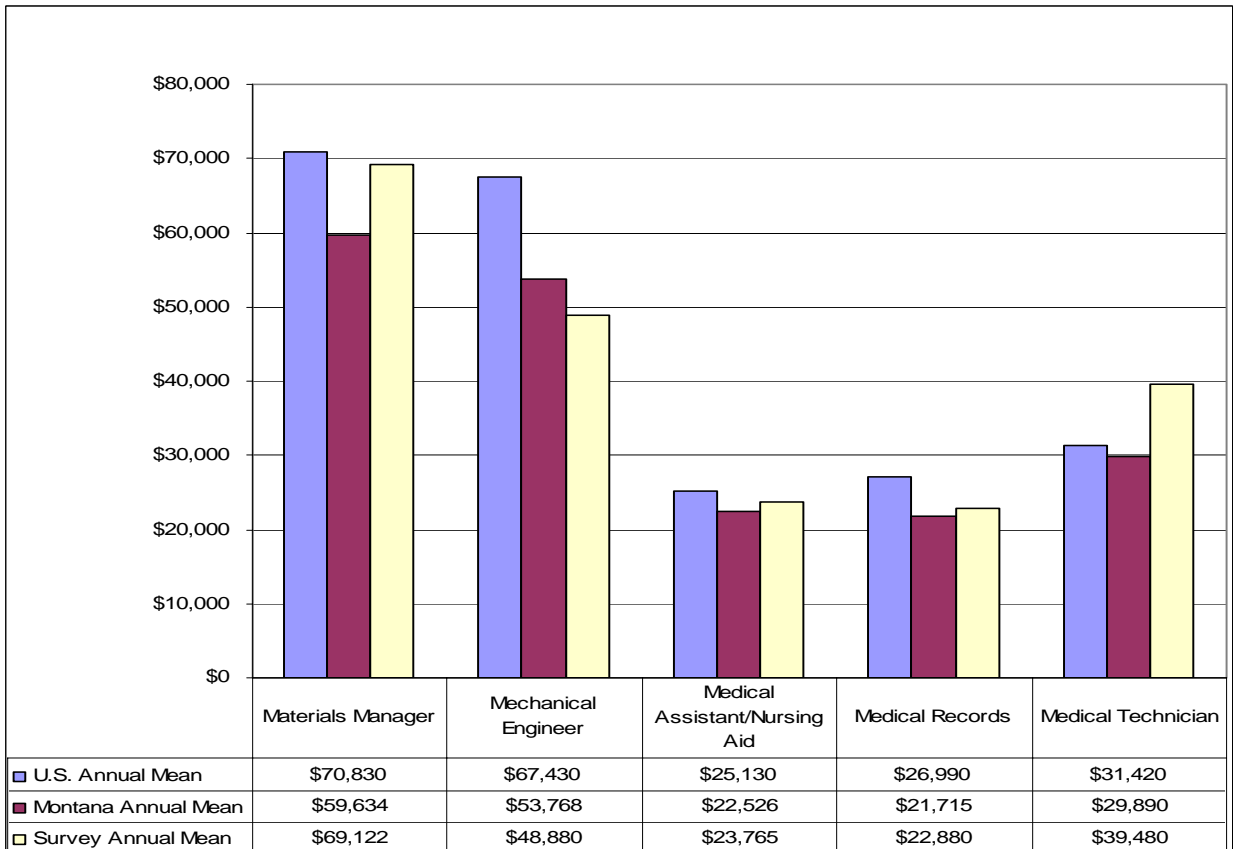
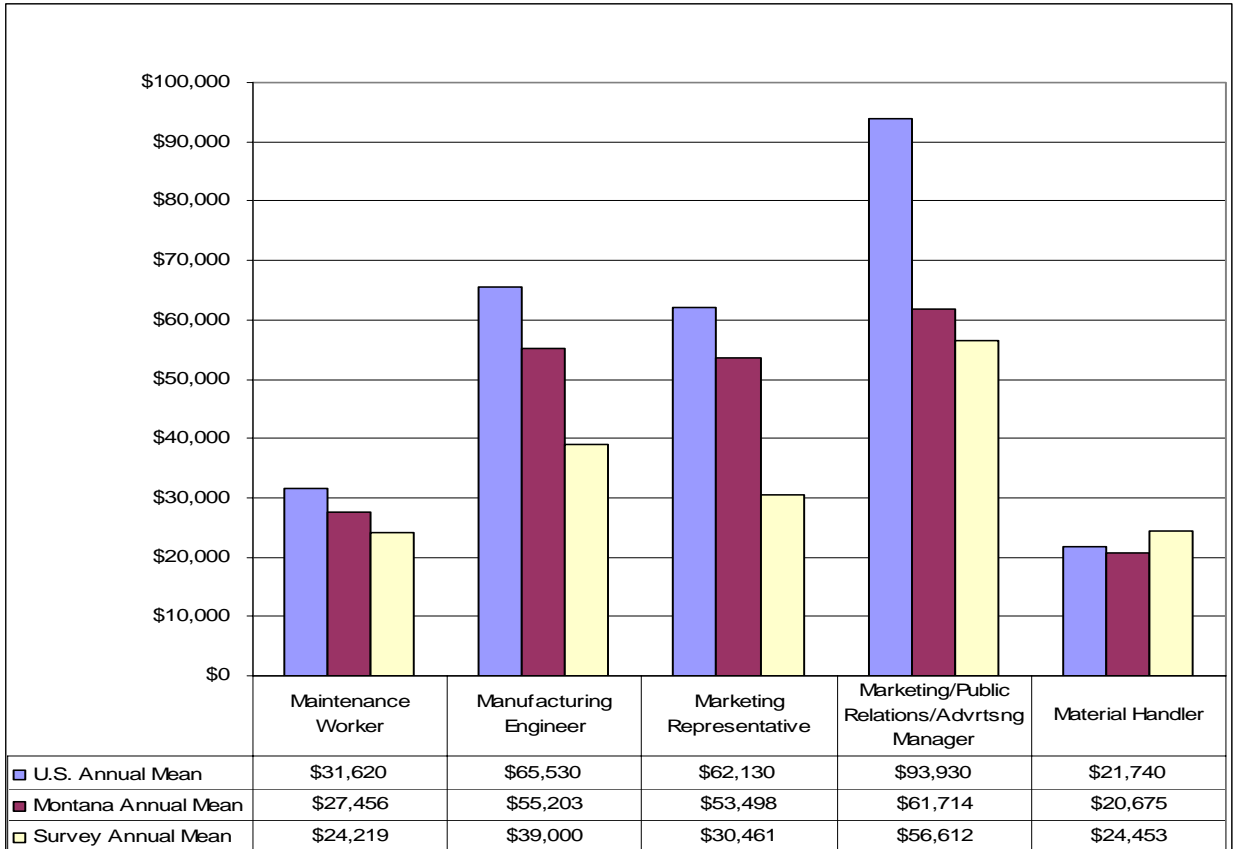


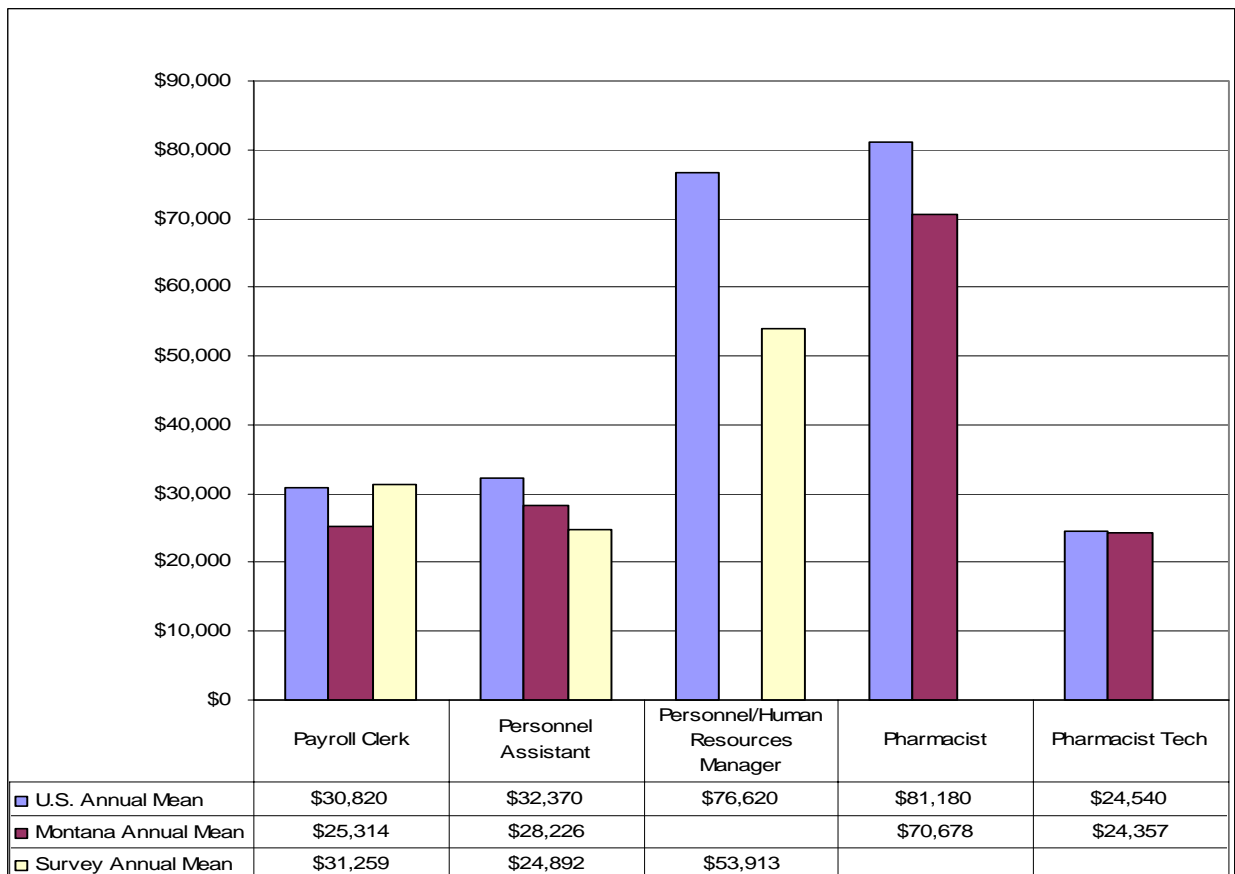
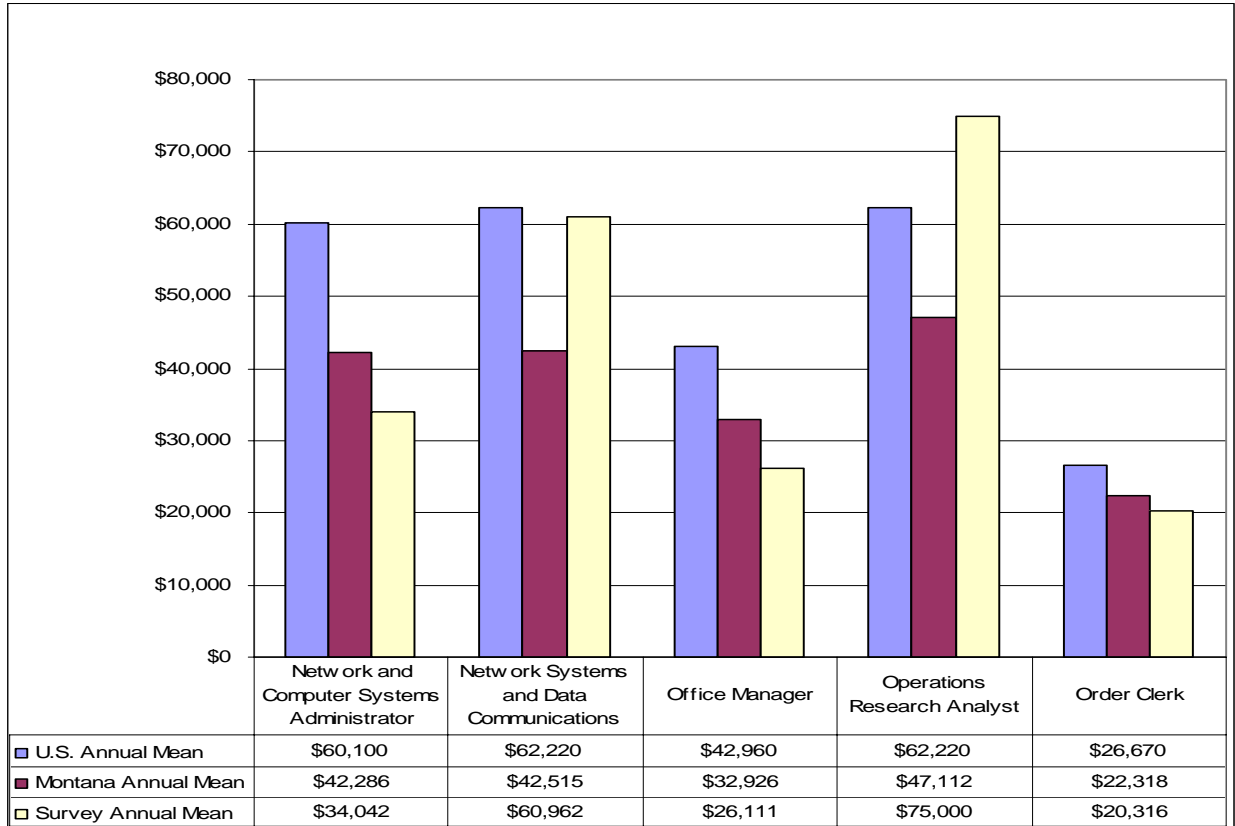


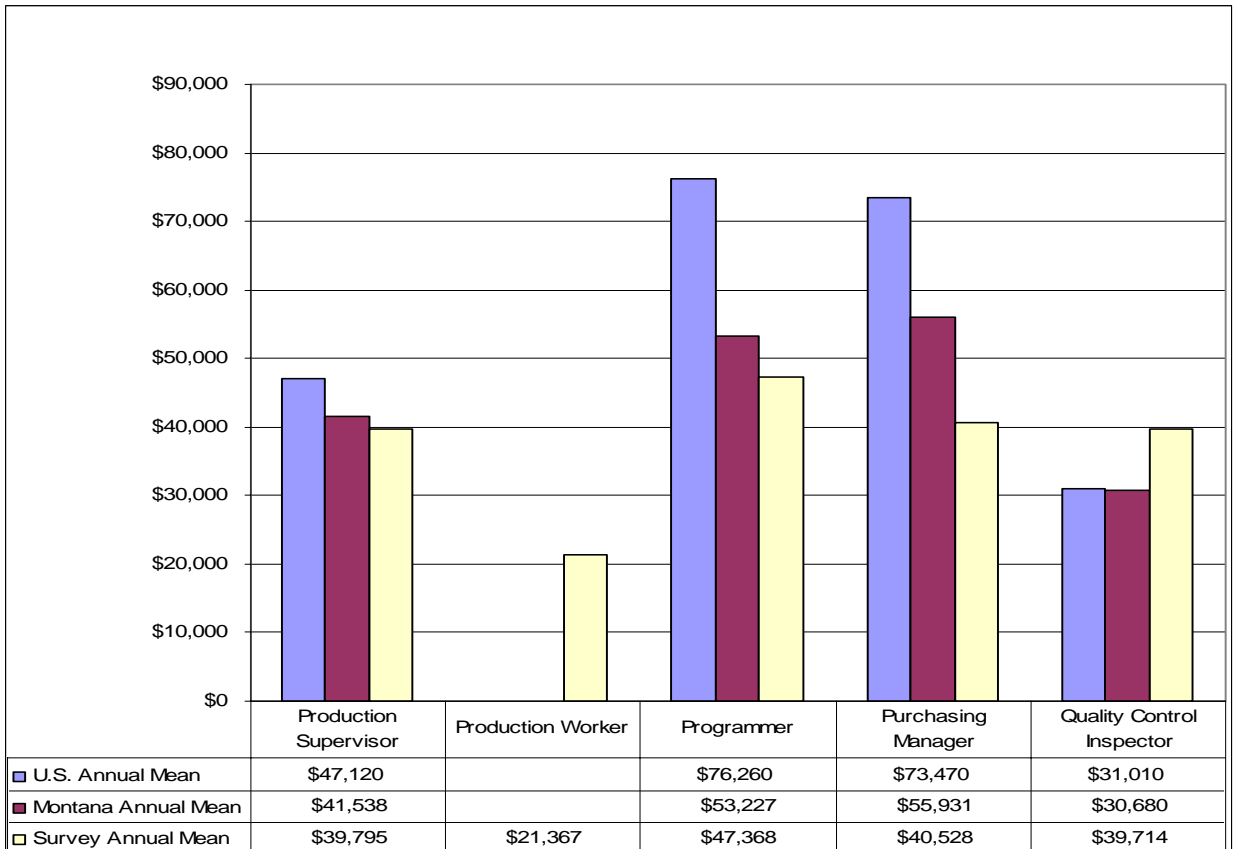
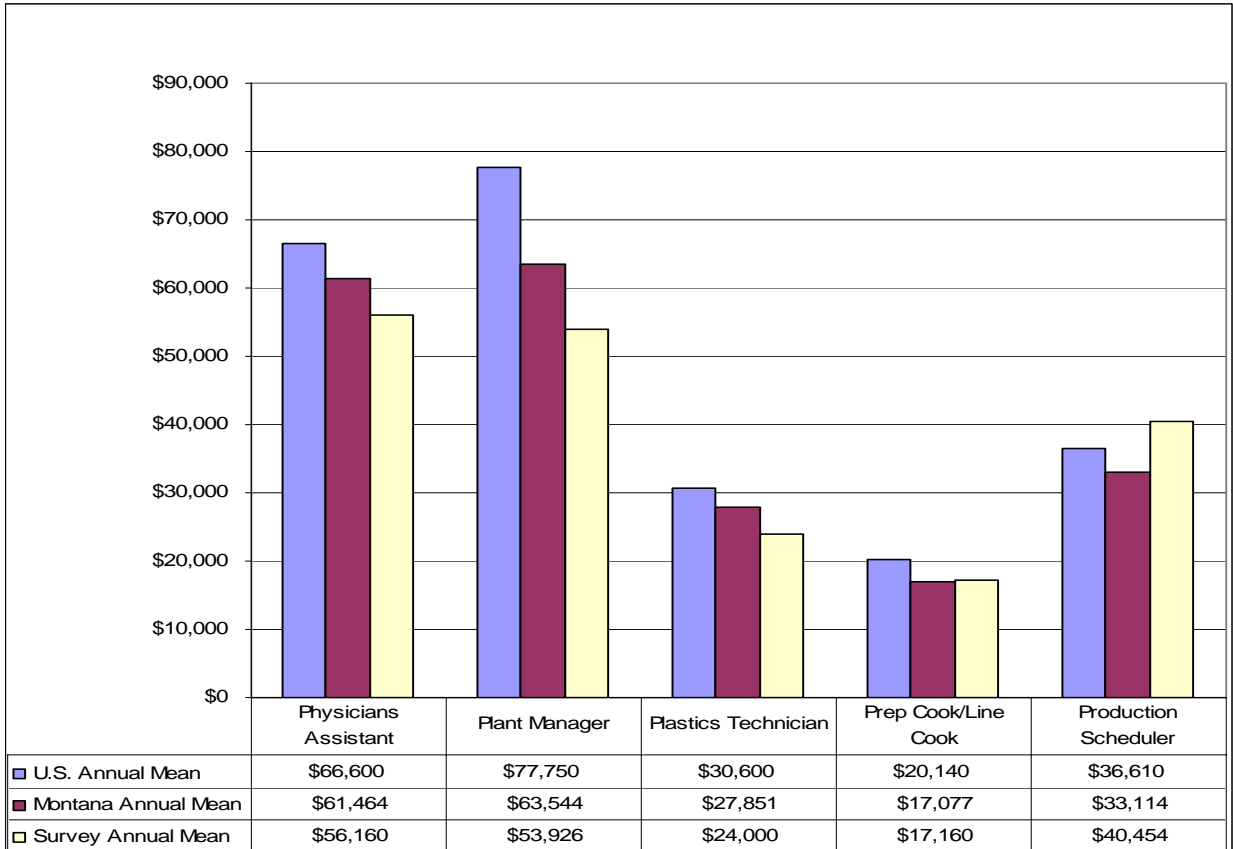


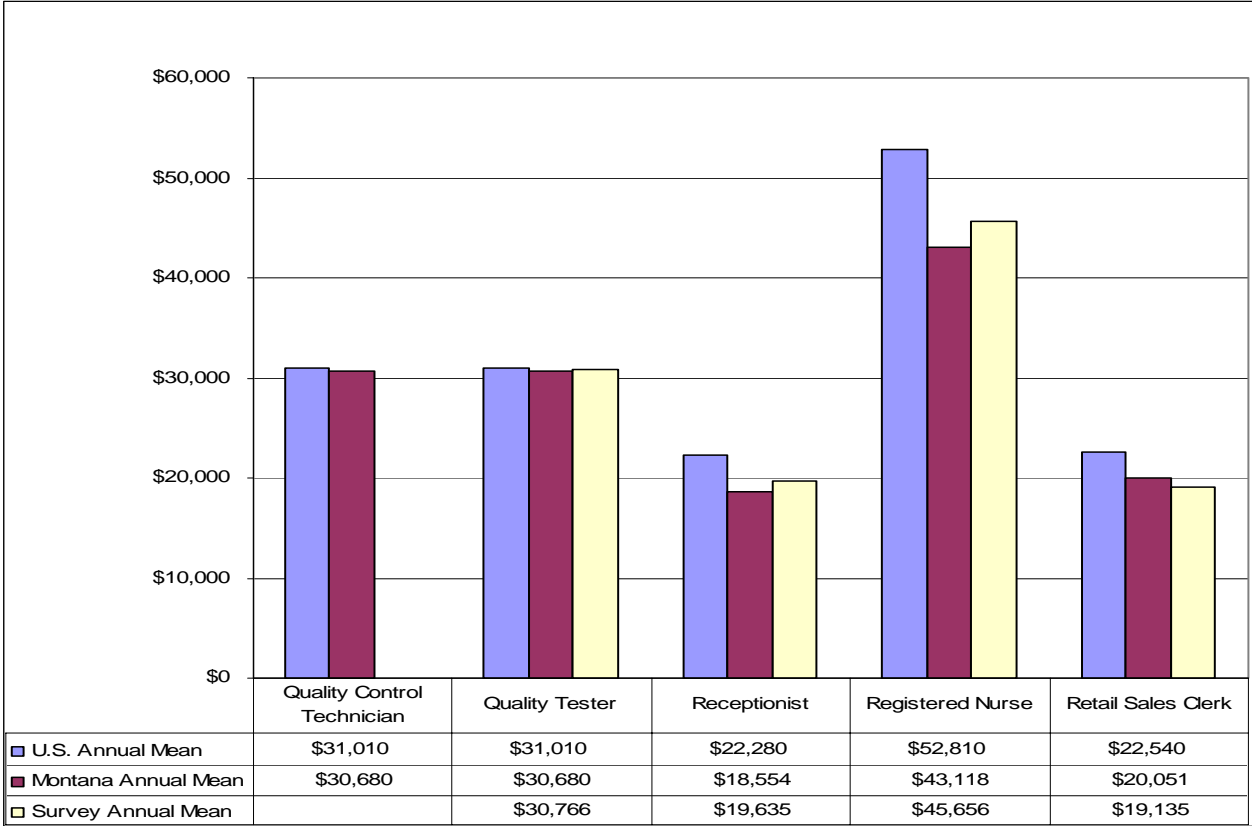


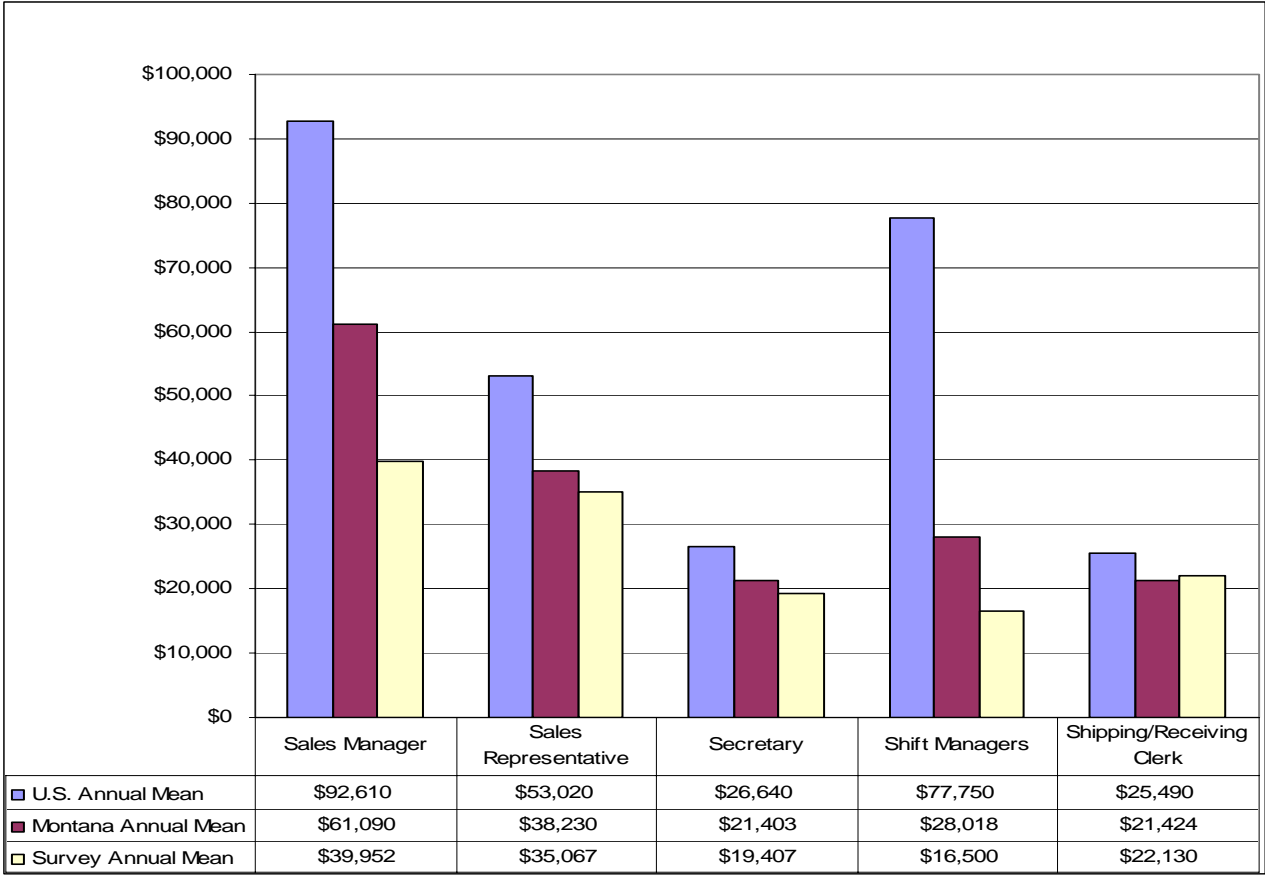


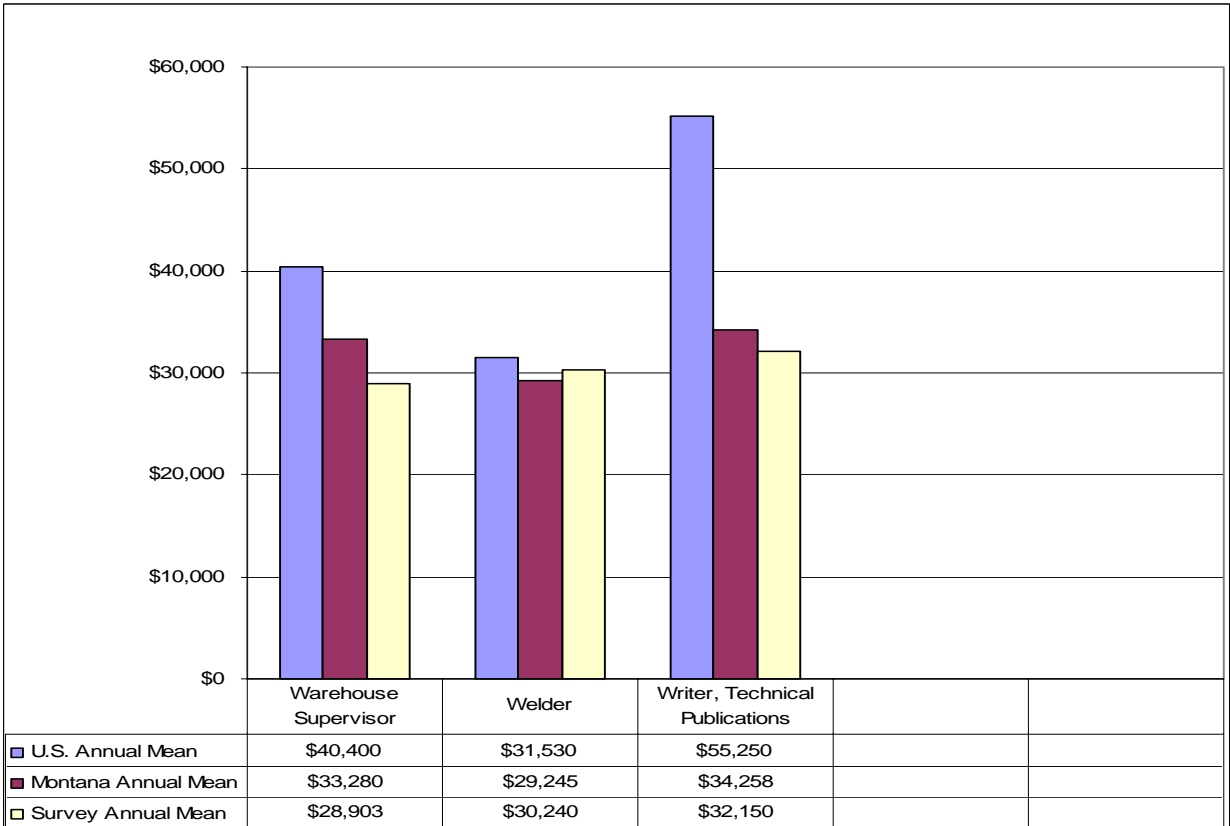
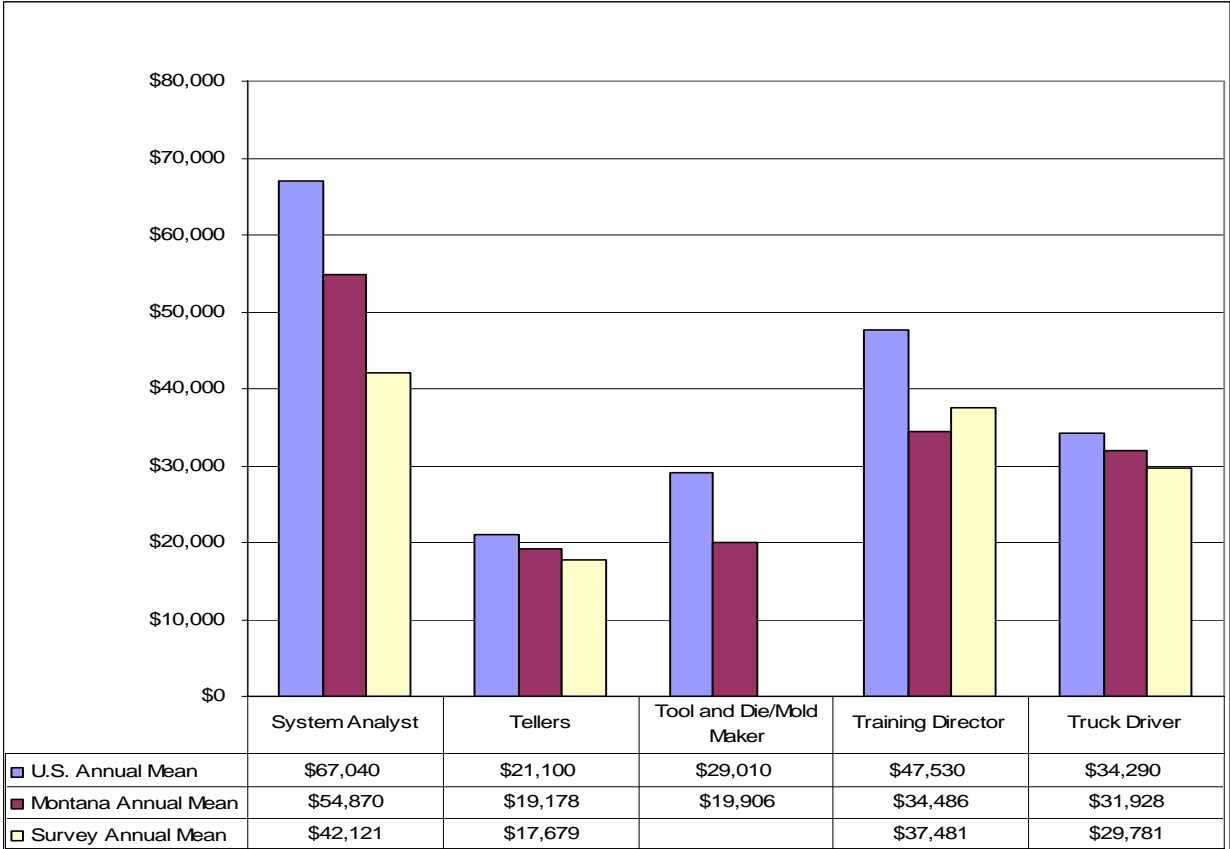












Industry Exempt Pay Period

Tables 10 and 11 depict the most common pay periods by the day or date of the week. The pay period categories include Weekly, Bi-Weekly, Bi-Monthly, and Monthly. M, T, W, Th, F correlate to the days of the week and ‘EO’ means every other. This data does not correlate payroll releases. No payroll data was asked on the survey.

For each pay period category, exempt employees are more likely to be paid bi-monthly on the 15th and 30th of each month. Non-exempt employees are more likely to be paid bi-weekly, every other Friday.

24% of the Flathead County businesses that participated in the W&B Survey offer direct deposit.

Table 10

<i>Pay Period</i>	<i>Percentage</i>	<i>Pay Period Date/Month</i>
Bi-Monthly	4%	1,15
	4%	1,16
	1%	1,5,15
	1%	10,25
	1%	15, 30
	1%	15,16
	16%	15,30
	7%	5,20
	1%	8,23
	Percent of Total	40%
Bi-Weekly	4%	
	12%	EOF
	1%	EOT
	4%	EOT _h
	6%	EOW
	Percent of Total	28%
Monthly	1%	
	10%	1
	1%	15
	4%	30
	1%	5
	Percent of Total	19%

<i>Pay Period</i>	<i>Percentage</i>	<i>Pay Period Date/Month</i>
Weekly		
	1%	
	6%	F
	1%	M
	1%	T
	1%	Th
	1%	W
Percent of Total	13%	
<i>Grand Total</i>	100%	

Non-Exempt Industry Pay Period
Table 11

<i>Pay Period</i>	<i>Percentage</i>	<i>Pay Period Date/Month</i>	
Bi-Monthly	4%	1,15	
	5%	1,16	
	1%	1,5,15	
	1%	10,25	
	1%	12,27	
	1%	15,16	
	16%	15,30	
	1%	15,31	
	8%	5,20	
		Percent of Total:	36%
Bi-Weekly	3%		
	22%	EOF	
	2%	EOM	
	1%	EOT	
	4%	EOT _h	
	7%	EOW	
		Percent of Total:	40%
Monthly	5%	1	
	1%	10	
	1%	15	
	2%	30	
	2%	5	
		Percent of Total:	9%
Weekly	2%		
	7%	F	
	3%	M	
	1%	T	
	2%	Th	
	1%	W	
		Percent of Total:	14%
		<i>Grand Total</i>	100%

Industry Vacation Benefit Practices

Table 12 presents the average years of service to be eligible for vacation, sick leave, personal leave and funeral days. The exempt employees are eligible at slightly fewer days of service than the non-exempt for one and two weeks of vacation. For three weeks of vacation an exempt employee averages 5.1 years of service where as a non-exempt averages 6.3, one more extra year. For four and five weeks of vacation earned the difference in the average years of service are even larger. However, for almost the same amount of service length non-exempt employees are given more sick, personal and funeral days per year.

Several businesses reported offering, or transitioning to, earned leave or paid time off versus traditional vacation time. Employees can use the earned time for vacation, sick, personal, or funeral days. Generally, eligible employees start earning time based on a formula that is calculated by the number of hours worked in a pay period. When they complete their probation period, they are eligible to use the accumulated hours.

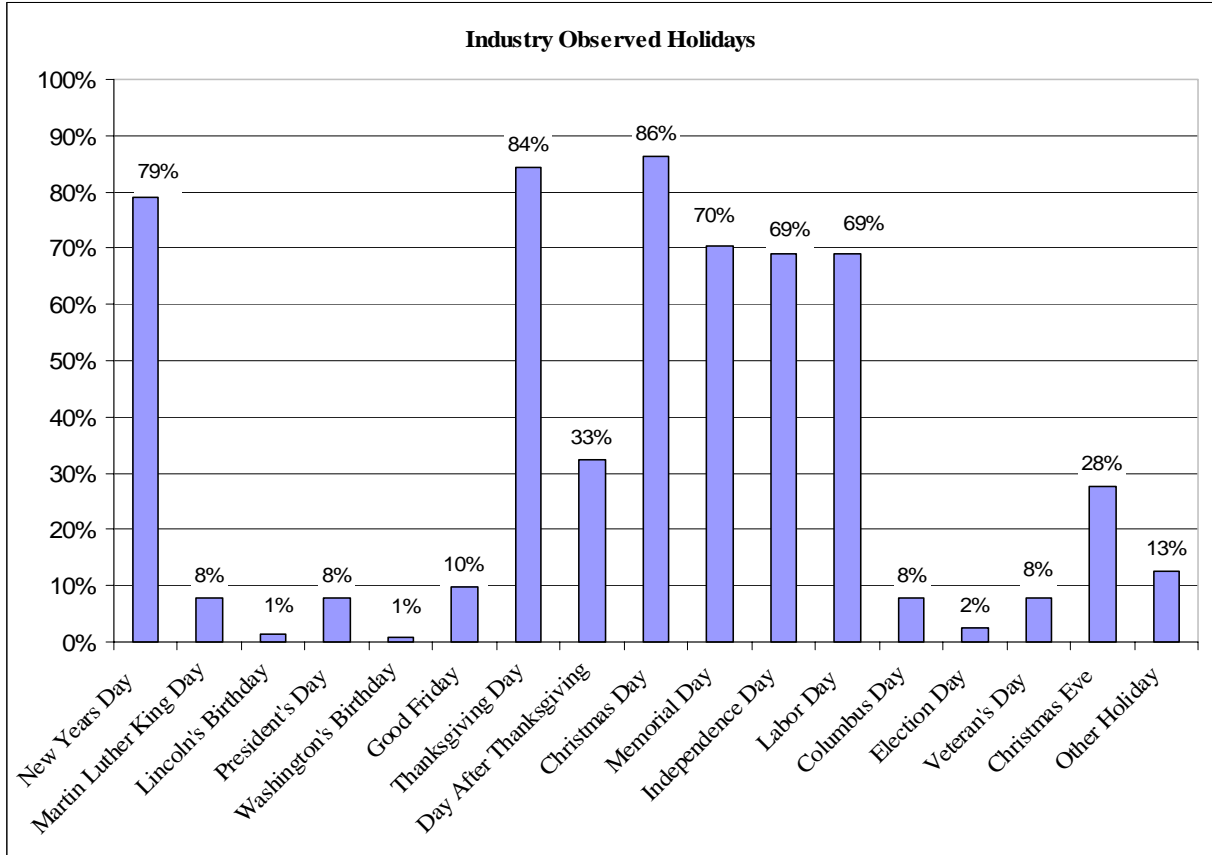
Table 12

	<i>Non-Exempt (Years)</i>	<i>Exempt (Years)</i>
<i>1 Week Vacation</i>	1.1	0.9
<i>2 Weeks Vacation</i>	2.7	2.0
<i>3 Weeks Vacation</i>	6.3	5.1
<i>4 Weeks Vacation</i>	11.6	7.8
<i>5 Weeks Vacation</i>	15.3	7.0
<i>Sick Days Service Length Eligibility</i>	1.2	0.8
<i>Sick Days</i>	5.2	3.4
<i>Personal Days Service Length Eligibility</i>	0.7	0.4
<i>Personal Days</i>	4.7	3.8
<i>Funeral Days Service Length Eligibility</i>	0.9	0.6
<i>Funeral Days</i>	2.6	1.4

Observed Holidays

The majority of Flathead Valley businesses observe six major holidays, which include: New Year’s Day, Thanksgiving Day, Christmas Day, Memorial Day, Independence Day, and Labor Day. Next observed are the day after Thanksgiving and Christmas Eve. Figure 2 summarizes the observation of holidays by the percentage of firms observing each holiday.

Figure 2

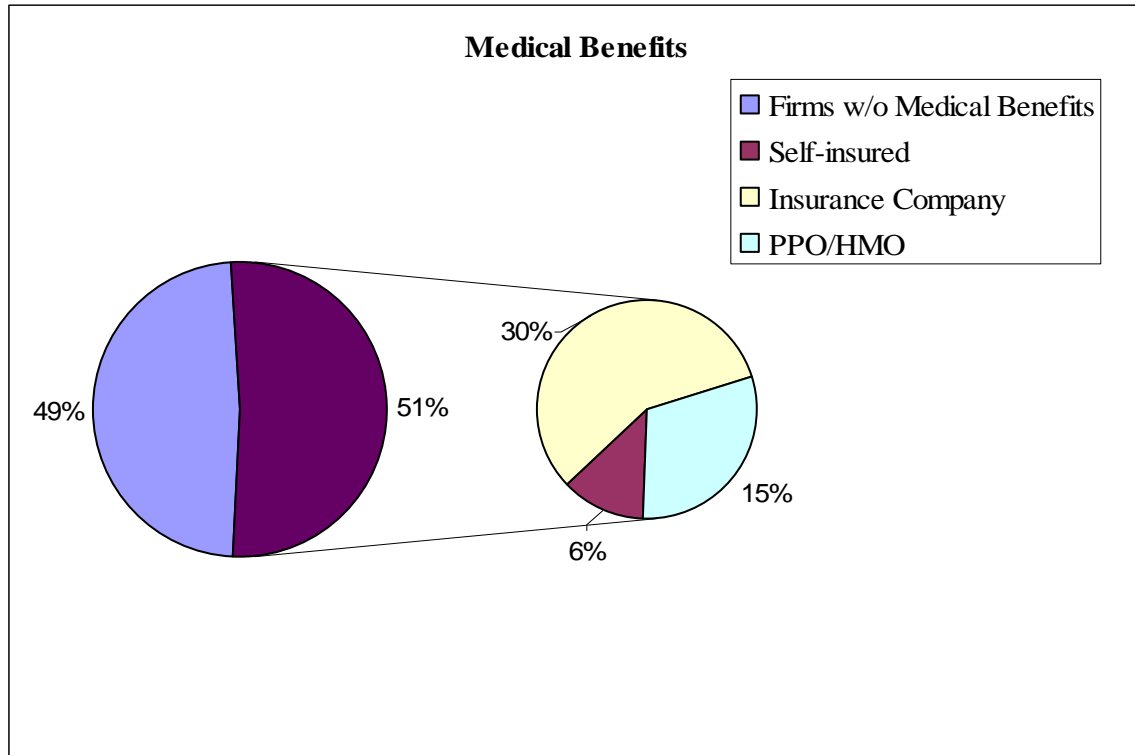


Other listed holidays that are observed among Flathead businesses are Easter, Mother’s Day, Easter and Thanksgiving Eve, employee birthday, day after hunting season opens, company holiday ‘day’ party and when Big Mountain receives six inches or more of snow.

Medical Benefits

Out of 206 Flathead County businesses, 106, or 51%, offer a medical benefit plan. Exhibit 1 summarizes the type of plan that is offered.

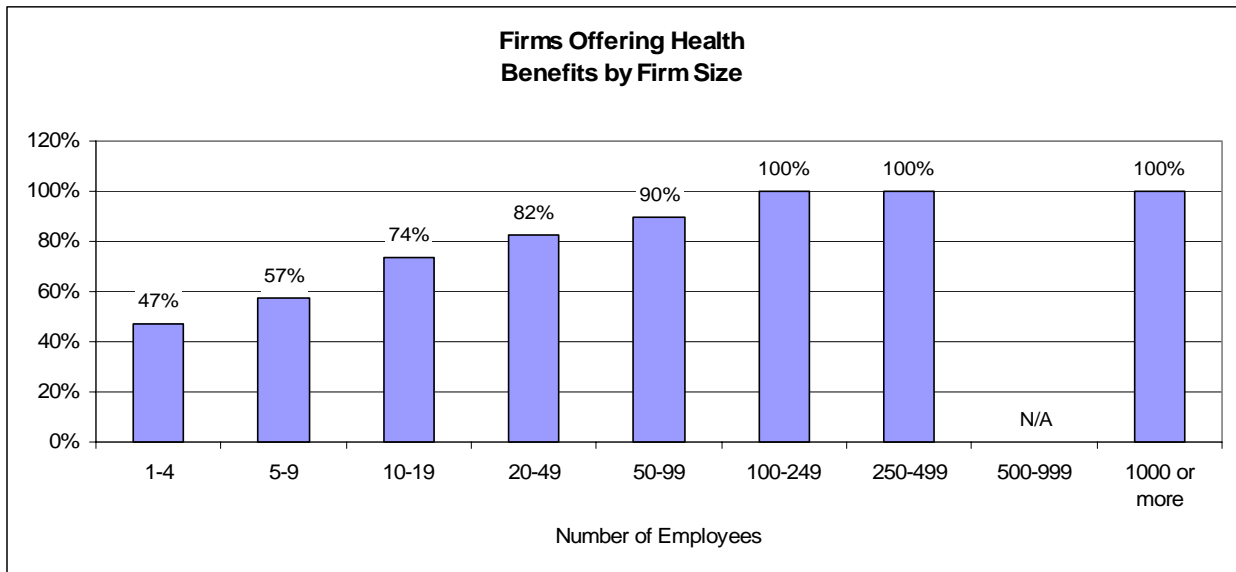
Exhibit 1



Benefits by Firm Size

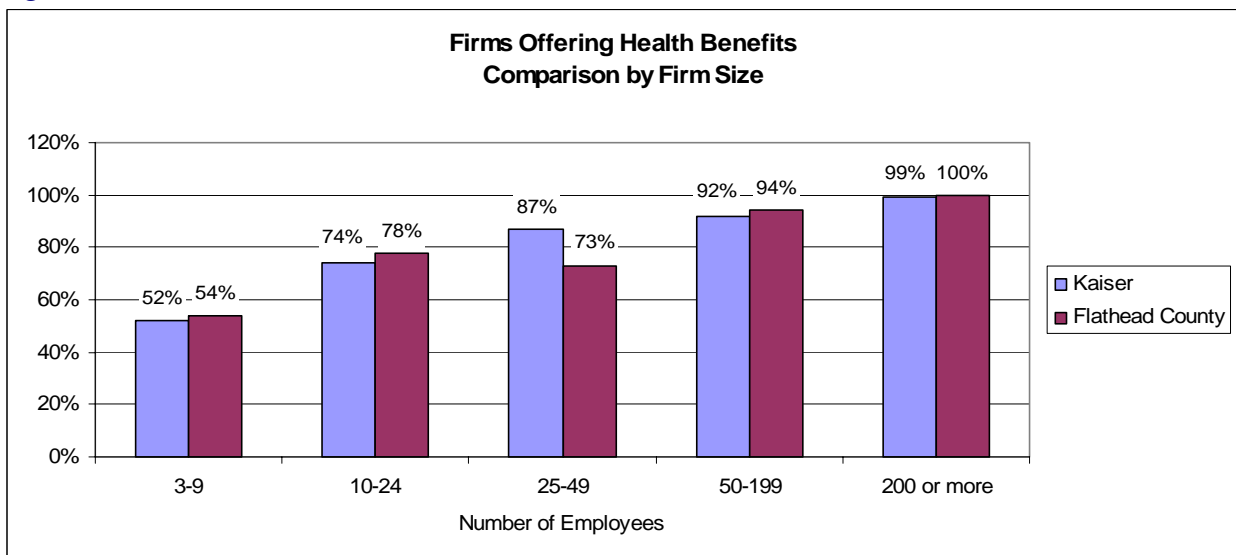
The larger the firm the more likely a medical benefit plan is offered as displayed in Figure 3. A Flathead County business with four or fewer employees offers a medical plan 47% of the time. The chances are greater, 90-100% that a plan will be offered to the employees when the firm size has 50 employees or more.

Figure 3



However, when Flathead County businesses are compared to data presented by the Kaiser Family Foundation – and – Health Research and Education Trust in the Employer Health Benefits 2004 Summary of Findings, the percentage of businesses that offer medical plans for their employees is comparable for all firm size classes.

Figure 4



Average Medical Benefit Package per Industry

There is large variation among the industries at the 2 digit level NAICS Code when comparing medical benefit packages. Service length for eligibility range from 2 weeks to 30 months, annual deductible \$250-\$1521, percent of payment of covered charges by insurance 43-95 percent, maximum dollars paid by employee \$2,000-\$5,000, percent contribution by employee for self 0-28 percent and percent contribution by employee for family 0-100 percent.

The total number of exempt and non-exempt employees in Table 13 is only a representation of the number of employees within the industry. It does not represent the number of employees that are taking advantage of the medical benefit plans offered by the businesses.

Table 13

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Accommodation & Food Services	11	539	27
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		6.0	6.7
<i>Annual Deductible</i>		\$875	\$767
<i>Percent of Payment of Covered Charges by Insurance</i>		68%	70%
<i>Maximum Dollars Paid</i>		\$2,500	\$2,000
<i>Percent Contribution by Employee for Self</i>		28%	17%
<i>Percent Contribution by Employee for Family</i>		80%	56%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Administrative & Waste Services	6	25	5
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		30.7	2.0
<i>Annual Deductible</i>		\$1,000	\$1,500
<i>Percent of Payment of Covered Charges by Insurance</i>		70%	80%
<i>Maximum Dollars Paid</i>		\$3,500	\$5,000
<i>Percent Contribution by Employee for Self</i>		5%	0%
<i>Percent Contribution by Employee for Family</i>		50%	0%
Agriculture, Forestry, Fishing & Hunting	5	71	6
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		12.0	
<i>Annual Deductible</i>		\$750	
<i>Percent of Payment of Covered Charges by Insurance</i>		43%	
<i>Maximum Dollars Paid</i>		\$1,667	
<i>Percent Contribution by Employee for Self</i>		0%	
<i>Percent Contribution by Employee for Family</i>		25%	

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Construction	27	216	57
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		17.3	17.2
<i>Annual Deductible</i>		\$1,521	\$1,062
<i>Percent of Payment of Covered Charges by Insurance</i>		82%	79%
<i>Maximum Dollars Paid</i>		\$3,192	\$2,227
<i>Percent Contribution by Employee for Self</i>		21%	25%
<i>Percent Contribution by Employee for Family</i>		56%	48%
Finance & Insurance	12	153	88
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		2.3	1.9
<i>Annual Deductible</i>		\$536	\$1,056
<i>Percent of Payment of Covered Charges by Insurance</i>		66%	70%
<i>Maximum Dollars Paid</i>		\$2,083	\$2,250
<i>Percent Contribution by Employee for Self</i>		22%	14%
<i>Percent Contribution by Employee for Family</i>		51%	34%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Health Care & Social Assistance	9	778	58
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	16.2	3.2
	<i>Annual Deductible</i>	\$1,125	\$1,250
	<i>Percent of Payment of Covered Charges by Insurance</i>	72%	73%
	<i>Maximum Dollars Paid</i>	\$2,429	\$2,417
	<i>Percent Contribution by Employee for Self</i>	4%	6%
	<i>Percent Contribution by Employee for Family</i>	85%	82%
Information	1	28	33
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	3.0	3.0
	<i>Annual Deductible</i>	\$500	\$500
	<i>Percent of Payment of Covered Charges by Insurance</i>	60%	60%
	<i>Maximum Dollars Paid</i>	\$2,000	\$2,000
	<i>Percent Contribution by Employee for Self</i>	25%	25%
	<i>Percent Contribution by Employee for Family</i>	100%	100%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Management of Companies and Enterprises	2	47	24
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	3.5	3.5
	<i>Annual Deductible</i>	\$1,000	\$1,000
	<i>Percent of Payment of Covered Charges by Insurance</i>	70%	70%
	<i>Maximum Dollars Paid</i>	\$3,250	\$3,250
	<i>Percent Contribution by Employee for Self</i>	30%	30%
	<i>Percent Contribution by Employee for Family</i>	33%	33%
Manufacturing	12	2085	701
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	3.1	1.3
	<i>Annual Deductible</i>	\$794	\$617
	<i>Percent of Payment of Covered Charges by Insurance</i>	75%	79%
	<i>Maximum Dollars Paid</i>	\$1,760	\$1,510
	<i>Percent Contribution by Employee for Self</i>	22%	8%
	<i>Percent Contribution by Employee for Family</i>	66%	33%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Mining	2	89	17
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	0.5	0.5
	<i>Annual Deductible</i>	\$250	\$250
	<i>Percent of Payment of Covered Charges by Insurance</i>	80%	80%
	<i>Maximum Dollars Paid</i>	\$2,000	\$2,000
	<i>Percent Contribution by Employee for Self</i>	0%	0%
	<i>Percent Contribution by Employee for Family</i>	0%	0%
Other Services	4	71	12
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	4.3	4.7
	<i>Annual Deductible</i>	\$1,500	\$1,167
	<i>Percent of Payment of Covered Charges by Insurance</i>	87%	95%
	<i>Maximum Dollars Paid</i>	\$1,667	\$1,750
	<i>Percent Contribution by Employee for Self</i>	0%	0%
	<i>Percent Contribution by Employee for Family</i>	67%	50%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Professional and Technical Services	18	46	36
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		1.4	1.1
<i>Annual Deductible</i>		\$907	\$875
<i>Percent of Payment of Covered Charges by Insurance</i>		56%	58%
<i>Maximum Dollars Paid</i>		\$2,033	\$2,425
<i>Percent Contribution by Employee for Self</i>		0%	0%
<i>Percent Contribution by Employee for Family</i>		71%	67%
Real Estate & Rental & Leasing	8	79	13
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		2.3	3.0
<i>Annual Deductible</i>		\$1,313	\$750
<i>Percent of Payment of Covered Charges by Insurance</i>		83%	60%
<i>Maximum Dollars Paid</i>		\$1,833	\$2,000
<i>Percent Contribution by Employee for Self</i>		13%	0%
<i>Percent Contribution by Employee for Family</i>		75%	100%

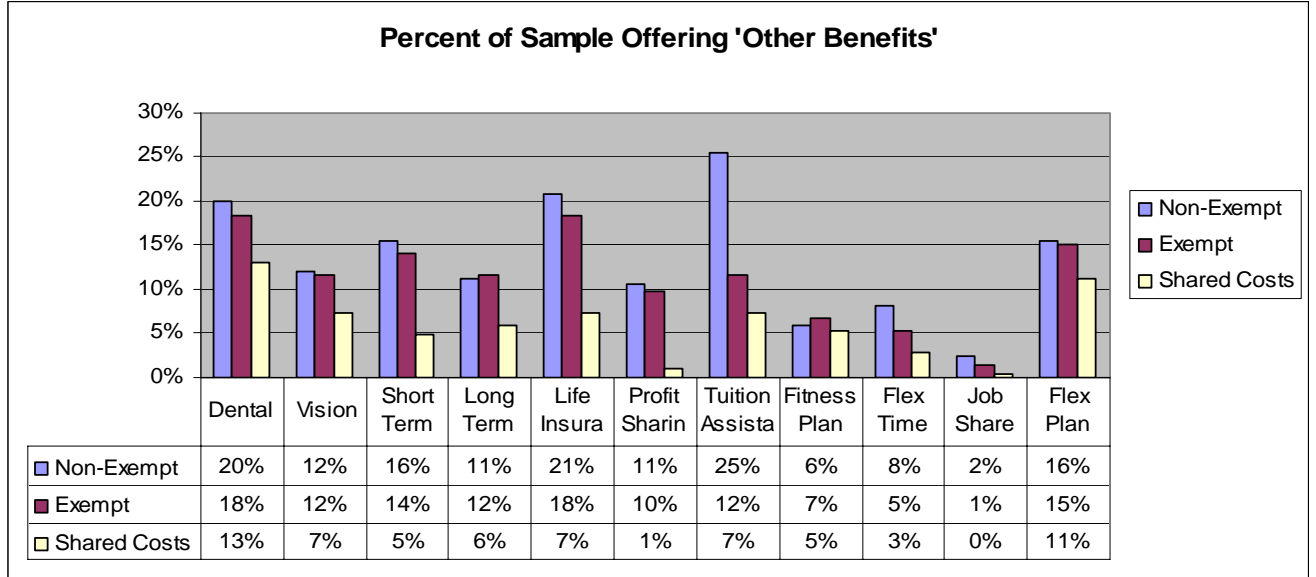
<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Retail Trade	32	364	55
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		6.9	11.1
<i>Annual Deductible</i>		\$1,000	\$786
<i>Percent of Payment of Covered Charges by Insurance</i>		74%	74%
<i>Maximum Dollars Paid</i>		\$2,722	\$2,750
<i>Percent Contribution by Employee for Self</i>		11%	1%
<i>Percent Contribution by Employee for Family</i>		66%	14%
Transportation & Warehousing	3	39	7
<i>Averages</i>		<i>Non-Exempt</i>	<i>Exempt</i>
<i>Service Length (mo) for Eligibility</i>		12.0	12.0
<i>Annual Deductible</i>		\$1,500	\$1,500
<i>Percent of Payment of Covered Charges by Insurance</i>			
<i>Maximum Dollars Paid</i>			
<i>Percent Contribution by Employee for Self</i>		25%	25%
<i>Percent Contribution by Employee for Family</i>		100%	100%

<i>Industry</i>	<i>Number of Companies That Offer Medical Benefits</i>	<i>Total Number of Non-Exempt</i>	<i>Total Number of Exempt</i>
Utilities	3	111	40
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	5.0	3.0
	<i>Annual Deductible</i>	\$583	\$625
	<i>Percent of Payment of Covered Charges by Insurance</i>	77%	75%
	<i>Maximum Dollars Paid</i>	\$1,667	\$1,500
	<i>Percent Contribution by Employee for Self</i>	3%	5%
	<i>Percent Contribution by Employee for Family</i>	63%	45%
Wholesale Trade	6	71	18
	<i>Averages</i>	<i>Non-Exempt</i>	<i>Exempt</i>
	<i>Service Length (mo) for Eligibility</i>	2.7	3.2
	<i>Annual Deductible</i>	\$1,250	\$1,250
	<i>Percent of Payment of Covered Charges by Insurance</i>	77%	77%
	<i>Maximum Dollars Paid</i>	\$2,500	\$2,500
	<i>Percent Contribution by Employee for Self</i>	26%	26%
	<i>Percent Contribution by Employee for Family</i>	58%	58%

Other Benefits

Figure 5 illustrates the percentage of businesses offering 'other benefits'. Of all Flathead County businesses surveyed, businesses are more likely to offer tuition assistance to non-exempt employees and dental and life insurance plans to exempt employees. 7 percent of the businesses will share the costs for tuition and life insurance along with 13 percent sharing dental costs.

Figure 5



Retirement Plan Industry Averages

Among Flathead County businesses that offer retirement packages, 20 percent offer a pension plan and 41 percent offer a 401(k) or savings plan. Table 14 shows the exempt and non-exempt industry averages.

Table 14

	<i>Non-Exempt</i>	<i>Exempt</i>
<i>401(k) or Savings Plan</i>		
Percent Match	4.6%	6.8%
<i>Pension Plan</i>		
Percentage of Wage/Salary Paid	7.6%	8.3%
Percent of Employee's Contribution	8.9%	1.9%
Number of Years to Full Vesting	3.8	3.3

Benefits Grouped by Industry

Table 15 arranges benefits offered by industry at the 2 digit level. Each industry shows the total number of businesses that are offering one or more benefit packages and the percent of the total number of businesses that it represents. The number of businesses that offer health insurance, a pension plan or a 401(k)/savings plan are also shown for that industry. For example, the Construction industry has 27 businesses that offer one or more benefit packages which makes up 17 percent of the industries that offer benefit packages. 70 percent of those 27 businesses offer health insurance, 26 percent offer a pension plan and 56 percent offer a 401(k)/savings plan.

Table 15

<i>Industry</i>	<i>Number of Participating Businesses</i>	<i>Health Insurance</i>	<i>Pension Plan</i>	<i>401(k) or Savings Plan</i>
Accommodation & Food Services	11	6	0	5
<i>Percent of Total:</i>	7%	55%	0%	45%
Administrative & Waste	6	4	1	3
<i>Percent of Total:</i>	4%	67%	17%	50%
Agriculture, Forestry, Fishing & Hunting	5	4	1	1
<i>Percent of Total:</i>	3%	80%	20%	20%
Arts, Entertainment, & Recreation	1	0	0	0
<i>Percent of Total:</i>	1%	0%	0%	0%
Construction	27	19	7	15
<i>Percent of Total:</i>	17%	70%	26%	56%
Finance & Insurance	12	11	5	8
<i>Percent of Total:</i>	7%	92%	42%	67%
Health Care & Social Assistance	9	8	6	7
<i>Percent of Total:</i>	6%	89%	67%	78%
Information	1	1	0	1
<i>Percent of Total:</i>	1%	100%	0%	100%
Management of Companies and Enterprises	2	2	0	2
<i>Percent of Total:</i>	1%	100%	0%	100%
Manufacturing	12	8	3	8
<i>Percent of Total:</i>	7%	67%	25%	67%
Mining	2	1	1	0
<i>Percent of Total:</i>	1%	50%	50%	0%
Other Services	4	4	2	2
<i>Percent of Total:</i>	2%	100%	50%	50%


<i>Industry</i>	<i>Number of Participating Businesses</i>	<i>Health Insurance</i>	<i>Pension Plan</i>	<i>401(k) or Savings Plan</i>
Professional and Technical Services	18	8	8	10
<i>Percent of Total:</i>	11%	44%	44%	56%
Real Estate & Rental & Leasing	8	4	0	1
<i>Percent of Total:</i>	5%	50%	0%	13%
Retail Trade	32	16	4	15
<i>Percent of Total:</i>	20%	50%	13%	47%
Transportation & Warehousing	3	1	0	0
<i>Percent of Total:</i>	2%	33%	0%	0%
Utilities	3	3	2	2
<i>Percent of Total:</i>	2%	100%	67%	67%
Wholesale Trade	6	6	2	5
<i>Percent of Total:</i>	4%	100%	33%	83%
Grand Total	162	106	42	85

Jury Duty

The jury duty calculation uses all 206 participating companies. Businesses reported more than 1 practice for each category. A non exempt employee is more likely to be offered reimbursement only with a court receipt. An exempt employee is paid their regular wage/salary in addition to the court reimbursement.

Table 16

	<i>Non-Exempt</i>	<i>Exempt</i>
<i>Pay no wage/salary, receipt of court reimbursement only.</i>	41.3%	17.0%
<i>Pay the difference between regular wage/salary and the amount of court reimbursement.</i>	18.4%	14.6%
<i>Pay the regular wage/salary in addition to the court reimbursement.</i>	10.7%	20.9%
<i>No policy in place.</i>		21.8%



Appendices

Appendix 1

Center for Business Information and Research Flathead Valley Community College Wage and Benefit Survey

Purpose:

The purpose of this survey is to obtain a statistical profile of the wage and compensation practices for select occupations among employers in Flathead County. This information will help current and prospective employers keep abreast of changes and trends in local wage and benefit practices. This data will provide a benchmark that companies may use when evaluating their own compensation practices.

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Accounts Payable/Receivable Clerk	12
Clerk Typist	12
Computer Operator Supervisor	12
Customer Service Representative	12
Data Entry Operator	12
Executive Secretary/Administrative Assistant	12
General Clerk	12
Office Manager	13
Order Clerk	13
Payroll Clerk	13
Personnel Assistant	13
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CNC Operator	17
Foreman/Line Supervisor	17
Forge Operator	17
General Laborer	17
Housekeeper/Cleaner	17
Janitor	17
Machine Operator	18
Maintenance Mechanic	18
Maintenance Worker	18
Production Scheduler	18
Production Supervisor	18
Production Worker	18
Quality Control Inspector	18
Plastics Technician	18
Quality Control Technician	19
Quality Tester	19
Tool and Die/Mold Maker	19
Welder	19
Computer Support Specialist	19
Network Systems and Data Communication Analyst	19
Computer Systems Analyst	19
Electrician	20
TRANSPORTATION AND MATERIAL MOVING	21
Driver	21
Inside Trucker/Forklift Operator	21
Material Handler	21
Truck Driver	21
Warehouse Supervisor	21
MISCELLANEOUS	22
Counselor/Social Service Worker	22
Food Server	22
Graphic Artist	22
Legal Assistant (Paralegal)	22
Writer, Technical Publications	22
General Pay Practices	23
Company Benefit Practices	24
Benefits	25

Job Salary Information

INSTRUCTIONS

1. Please report data for your local establishment only. Please report your information for exempt and non-exempt employees separately.
 - Exempt employees are those not covered by the overtime provision of the Fair Labor Standards Act. There is no requirement to pay overtime or premium pay for work in excess of 40 hours per week. Examples:
a) Executives; b) Professionals; c) Administrators; d) Outside salespeople
 - Non-exempt employees must be paid overtime at a minimum rate of 1.5 times their normal pay rate for any hours worked in excess of 40 hours per week. Examples: a) Secretaries; b) Administrative Clerks; c) Clerical Workers
2. Compensation data should be reported as annual base salary.
3. The Match is how well your position matches the description.
 - Heavy Match – The job includes somewhat more complex knowledge, duties, skills and abilities than the job summary provided.
 - Equal Match – The job includes essentially the same knowledge, duties, skills and abilities as the job summary provided.
 - Light Match – The job includes somewhat less complex knowledge, duties, skills and abilities than the job summary provided.
4. Please use data as of March 1, 2004.

Should you have questions, please contact Gregg Davis
Phone: 756-3870
Email: gdavis@fvcc.edu
5. Data must be returned in order to receive a copy of the final report.
6. Return to: CBIR
FVCC
777 Grandview Dr.
Kalispell, MT 59901

Job Salary Information INSTRUCTIONS

Please enter the following information for each of the jobs described on the following pages.

Number of persons currently holding the position

Check here if employee is exempt

Check here if employee is non-exempt

Indicate how well your position matches the description

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

Lowest annual wage paid for the position

Average annual wage paid for the position

Highest annual wage paid for the position

Company Data Sheet

1. Please list the company name, contact person, and the phone number (with extension) of the person completing the survey:

Company Name: _____

Contact Person: _____

Phone: _____ Ext.: _____

2. Please list the number of Flathead County employees:

Exempt Employees: _____

Non-exempt Employees: _____

Total # of Employees: _____

3. Where is your company's home office located?

5. Is your company non-profit?

Yes No

6. Do any of your employees belong to a union?

Yes No

If yes, what is the union's name? _____

If yes, what percent of total employees are unionized? _____

MANAGEMENT

1 Credit Manager

Establishes credit guidelines, extends credit to new customers and oversees collections.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

5 Financial Manager/Controller

Oversees accounting, investments, and financial reporting functions.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

2 Data Processing Manager

Oversees computer selection, systems design, programming, and other related computer operations and services.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

6 General Manager

Oversees operations. May act as the executive officer to whom managers of all functional areas report.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

3 Engineering Manager (Chief Engineer)

Directs and coordinates the activities of the engineering department to design, manufacture, and test components, products, and systems.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

7 Marketing/Public Relations /Advertising Manager

Directs overall marketing policy and strategy, determines demand for products and services, identifies potential customers, and directs publicity programs.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

4 Facilities Manager

Oversees the maintenance of a particular building and its grounds. Supervises the day-to-day operations related to the physical plant.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

8 Materials Manager

Supervises and coordinates the activities of workers engaged in the purchasing, shipping, receiving, and warehousing of raw materials.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

MANAGEMENT (Continued)

9 Personnel/Human Resources Manager

Oversees recruitment, selection, training, compensation, and compliance.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

10 Plant Manager

Ensures effective coordination and implementation of the entire production process.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

11 Purchasing Manager

Oversees the selection of vendors. Ensures the quality of supplies and services and the acceptability of prices.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

12 Quality Control Manager

Audits and evaluates quality controls and ensures established standards of quality.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

13 Sales Manager

Directs sales programs, maintains contact with dealers and distributors, and supervises sales representatives.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

14 Training Director

Plans, coordinates, and directs personnel training and staff development. Confers with management and employees to determine training needs.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

15 Computer and Information Systems Manager

Plans, directs, or coordinates activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Exclude "Computer Specialists."

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PROFESSIONAL

16 Accountant

Analyzes data, formulates budgets, prepares financial statements, compiles information for reports, and evaluates general accounting systems.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

20 CAD Operator/Draftsman

Designs and drafts detailed production, patterns, construction drawings, topographical profiles, maps, and specifications used in the planning and construction of engineering projects.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

17 Auditor

Examines financial records including accounting books, payroll records and equipment, and inventory records. Verifies accounting accuracy. Ensures the consistent application of generally accepted accounting principles and adherence to corporate policies. Prepares audit reports.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

21 Designer

Operates computer systems to modify integrated circuit designs and to generate artwork for use in producing mask plates used in manufacturing integrated circuits. Reviews work orders and procedural manuals to determine critical dimensions of design.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

18 Benefits Specialist

Administers pension and savings plans, retirement calculations, computerized database development, and other benefit items.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

22 Electrical Engineer

Plans, designs, fabricates, and tests electronic components, machinery, and systems for manufacture.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

19 Buyer/Purchasing Agent

Purchases materials, supplies, or services and negotiates purchase prices. Establishes and maintains relationships with vendors.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

23 Electronic Technician

Tests, modifies, troubleshoots, and repairs electrical or electronic equipment. May examine equipment or prototypes to determine if function meets design specifications. May prepare technical reports.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PROFESSIONAL (Continued)

24 Estimator

Analyzes blueprints, specifications, proposals, and other documentation to prepare time, cost, and labor estimates for products, projects, and services.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

28 Programmer

Develops coded instructions to resolve problems using electronic data processing equipment. Modifies, tests, and implements computer programs.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

25 Manufacturing Engineer

Plans, directs, and coordinates specific manufacturing processes in an industrial plant. Develops, evaluates, and improves production methods.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

29 System Analyst

Analyzes problems, prepares specifications, and proposes data processing procedures to resolve problems. Plans and installs new computer systems or modifies existing systems.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

26 Marketing Representative

Conducts marketing research, advertising, promotion and public relations activities. Usually works under the direction of the marketing manager.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

30 Operations Research Analyst

Formulates and applies mathematical modeling and other optimizing methods to develop and interpret information that assists with strategic planning and business outcomes. May collect, analyze, and utilize data to develop software, services, and products related to program evaluation, review, or implementation.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

27 Mechanical Engineer

Researches, plans, designs, tests, and installs mechanical and electromechanical products and systems used in the manufacturing process.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PROFESSIONAL (Continued)**31 Computer Programmer**

Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve, specific documents, data, and information. May program web sites.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

**32 Computer Software Engineer,
Systems Software**

Researches, designs, develops, and tests operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Sets operational specifications and formulates and analyzes software requirements. Applies principles and techniques of computer science, engineering, and mathematical analysis.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

ADMINISTRATIVE AND CLERICAL

33 Accounting Clerk

Performs clerical procedures of a financial nature including reconciling accounts, posting journal entries, preparing statements, and compiling information for reports.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

37 Customer Service Representative

Acts as a liaison between the customer and the company. Ensures accurate order processing. Performs any necessary order follow-up.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

34 Accounts Payable/Receivable Clerk

Prepares and maintains records of financial transactions related to bills due and incoming payments.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

38 Data Entry Operator

Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

35 Clerk Typist

Performs routine clerical duties primarily related to typing from written materials.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

**39 Executive Secretary/
Administrative Assistant**

Performs full range of secretarial and administrative duties for an executive. Activities are frequently of a confidential nature.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

36 Computer Operator Supervisor

Loads software, starts and operates computer, and executes runs. Oversees and directs the continuous operation of the electronic data processing facilities.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

40 General Clerk

Performs basic clerical duties on short assignments and tasks which are highly structured and adhere to established procedures.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

ADMINISTRATIVE AND CLERICAL (Continued)

41 Office Manager

Oversees administrative operations and functions including clerical and secretarial activities.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

45 Receptionist

Answers telephone calls and personal inquiries, directs calls and visitors to appropriate parties, and performs basic clerical tasks. May operate a switchboard.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

42 Order Clerk

Processes purchase orders including recording order information, quoting prices to customers, and maintaining files.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

46 Secretary

Performs standard secretarial duties which may include shorthand/dictation, typing, appointment scheduling, travel arrangements, routine correspondence, file system maintenance, word processing, and desktop publishing.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

43 Payroll Clerk

Performs duties related to the preparation of time cards or work logs, computation of payroll checks, and the maintenance of payroll records.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

47 Shipping/Receiving Clerk

Maintains records of materials shipped or received. Prepares and maintains records.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

44 Personnel Assistant

Provides technical support to personnel professionals in activities such as record keeping, interviewing, orientation, and report preparation.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

48 Teller

Performs a variety of monetary transactions for financial institution customers.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

ADMINISTRATIVE AND CLERICAL (Continued)

49 Database Administrator

Coordinates changes to computer databases, tests and implements the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

50 Network and Computer Systems Administrator

Installs, configures, supports and organizes local and network hardware and software. Monitors network to ensure network availability to all system users and performs necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Exclude "Computer Support Specialists."

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

HEALTH CARE

51 Licensed Practical Nurse

Provides prescribed medical treatment and personal care. Collects samples and performs testing. Assembles and uses patient-care equipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

52 Medical Assistant/Nursing Aid

Measures vital signs, interviews patients, and records information under the direction of a doctor. Readies treatment rooms and medical equipment. Inventories and orders supplies. Generally assists in personal patient care.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

53 Medical Technician

Performs routine tests in a medical laboratory to provide data for diagnosis and treatment of disease.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

54 Registered Nurse

Provides general nursing care. Administers prescribed medication and treatments. Observes patients and records vital signs. Makes some basic patient care decisions.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

SALES

55 Retail Sales Clerk

Receives shipments of merchandise. Totals bills. Accepts payments. Makes changes. Stocks and arranges displays.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

56 Counter Salesperson/Cashier

Assists customers with merchandise selection and handles sales transactions.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

57 Sales Representative

Sells company products and services, takes orders, and resolves problems. May install equipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PRODUCTION, REPAIR, AND MAINTENANCE

58 Assembler

Assembles, adjusts, and fits parts of products using necessary tools. May vary from simple and repetitive to those requiring great precision.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

62 Forge Operator

Sets up and operates closed-die power press to produce metal forgings. Follows work order specifications using measuring instruments and hand tools.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

59 Auto Mechanic

Diagnoses auto trouble and makes repairs.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

63 General Laborer

Performs manual labor duties as requested, requiring limited skill or training.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

60 CNC Operator

Plans numerical control programs to control contour-path machining of metal parts on automatic machine tools. Analyzes drawings, sketches, and design data of parts to determine dimension and configuration of cuts, selection of cutting shop processes, part specifications, etc.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

64 Housekeeper/Cleaner

Follows established procedures for cleaning, straightening rooms and disinfecting or sterilizing equipment and supplies.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

61 Foreman/Line Supervisor

Supervises line work such as assembly, warehousing, or shipping and receiving. Plans and assigns work, recommends tools and methods, and assists in problem resolution.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

65 Janitor

Keeps hotel, office building, apartment complex, etc. in a clean and orderly condition. Tends furnace, boiler, air conditioner, and other building equipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PRODUCTION, REPAIR, AND MAINTENANCE (Continued)

66 Machine Operator

Sets up and operates production machinery to machine materials according to specifications, tooling instructions, and standard charts.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

67 Maintenance Mechanic

Identifies dysfunctions, orders replacement parts, and handles the maintenance and repair of machinery and equipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

68 Maintenance Worker

Maintains the condition of equipment, buildings, and grounds, and performs repairs as required.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

69 Production Scheduler

Schedules and coordinates the flow of work within or between departments in order to expedite production. Reviews master production schedule and work orders, establishes priorities for customer orders, and revises schedules accordingly.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

70 Production Supervisor

Assigns work, trains employees, and evaluates performance. Assists in operational problem solving and generally oversees the activities of employees in the production environment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

71 Production Worker

Tends automatic production machines and equipment that machine, stamp, weld, form, move, or apply adhesive according to specifications and machine operating instructions.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

72 Quality Control Inspector

Follows established procedures to test that the product contains all components, has the proper dimensions, and is of acceptable quality. Ensures that products meet quality standards.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

73 Plastics Technician

Performs a combination of technical tasks to fabricate plastic parts and accessories according to specifications.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PRODUCTION, REPAIR, AND MAINTENANCE (Continued)

74 Quality Control Technician

Evaluates products and production processes. Inspects production materials and new product items. Assists in resolution of production quality problems.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

75 Quality Tester

Follows established procedures to evaluate a part or unit for imperfections and overall quality.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

76 Tool and Die/Mold Maker

Constructs and repairs a variety of tools, dies, jigs, fixtures, and gauges. Performs complex tool room machine operations.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

77 Welder

Performs routine production using all types of welding equipment. Selects and sets up equipment. Examines welds for quality and adherence to specifications.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

78 Computer Support Specialist

Provides technical assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone or from a remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Exclude "Network and Computer Systems Administrators."

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

79 Network Systems and Data Communications Analyst

Analyzes, designs, tests, and evaluates network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet and other data communications systems. Performs network modeling, analysis, and planning. Researches and recommends network and data communications hardware and software. Includes telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

80 Computer Systems Analyst

Analyzes science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyzes user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. Exclude persons working primarily as "Engineers, Mathematicians, or Scientists." May supervise computer programmers.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

PRODUCTION, REPAIR, AND MAINTENANCE

81 Electrician

Installs, maintains, and repairs electrical wiring, equipment, and fixtures. Ensures that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

TRANSPORTATION AND MATERIAL MOVING

82 Driver

Drives minibus, van, or lightweight truck to transport people or materials.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

86 Warehouse Supervisor

Oversees and coordinates warehousing procedures, such as order entry, inventory control, packaging, shipping, and receiving.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

83 Inside Trucker/Forklift Operator

Uses industrial machinery such as a forklift or crane to move materials and other manufactured goods, products, and heavy materials. Generally moves materials over a short distance within the confines of the facility.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

84 Material Handler

Verifies receipt of appropriate materials. Unloads, stacks, and stores materials. Prepares materials for shipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

85 Truck Driver

Drives trucks with a capacity of more than three tons to transport materials to and from specified destinations.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

MISCELLANEOUS

87 Counselor/Social Service

Worker

Counsels and aids individuals, families, or groups. Generally performs under the direction of a psychologist or a social service supervisor.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

91 Writer, Technical Publications

Researches, develops, writes, and edits materials for reports, manuals, instruction books, and other publications concerned with work methods and procedures and installation, operation, and maintenance equipment.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

88 Food Server

Takes orders, serves food, and beverages, and handles payments.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

89 Graphic Artist

Draws or paints illustrations for use by various media to explain or adorn printed or spoken word. Studies layouts, sketches of proposed illustrations, and related materials. Determines style, technique, and medium best suited to produce desired effects.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

90 Legal Assistant (Paralegal)

Researches and analyzes legal sources. Prepares documents for use by a lawyer. Delivers and files legal documents.

No. of Employees: _____		
Exempt? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Match: <input type="checkbox"/> Heavy <input type="checkbox"/> Medium <input type="checkbox"/> Light		
Actual Pay (annual):		
Low	Average	High
\$	\$	\$

General Pay Practices

1. What pay raises, expressed as a percentage, have been given over the past twelve (12) months?
Non-Exempt _____% Exempt _____%
2. What pay raises, expressed as a percentage, will be given over the next twelve (12) months?
Non-Exempt _____% Exempt _____%
3. What is the cost of company benefits (excluding payroll taxes) as a percentage of wages?
Non-Exempt _____% Exempt _____%
4. Is your pay period:
Weekly Bi-weekly Monthly
5. When does your pay period occur each month? (ex: 15th, 30th, etc.) _____
6. Do you offer your employees direct deposit services?
Yes No

Company Benefit Practices

Paid Leave Practices: Please summarize your company's paid leave practices by completing the table below.

	VACATION					SICK DAYS	PERSONAL DAYS	FUNERAL DAYS
<i>Non-Exempt Personnel</i>								
Service Length required (years)	_____	_____	_____	_____	_____	_____	_____	_____
Amount given per year	1 week	2 weeks	3 weeks	4 weeks	5 weeks	_____	_____	_____
<i>Exempt Personnel</i>								
Service Length required (years)	_____	_____	_____	_____	_____	_____	_____	_____
Amount given per year	1 week	2 weeks	3 weeks	4 weeks	5 weeks	_____	_____	_____
If your company combines different categories of paid leave practice, please explain: _____								

Holidays: Which of the following holidays does your company observe? (Please check all that apply)

- | | |
|---|---|
| New Years Day <input type="checkbox"/> | Memorial Day <input type="checkbox"/> |
| Martin Luther King Day <input type="checkbox"/> | Independence Day <input type="checkbox"/> |
| Lincoln's Birthday <input type="checkbox"/> | Labor Day <input type="checkbox"/> |
| President's Day <input type="checkbox"/> | Columbus Day <input type="checkbox"/> |
| Washington's Birthday <input type="checkbox"/> | Election Day <input type="checkbox"/> |
| Good Friday <input type="checkbox"/> | Veteran's Day <input type="checkbox"/> |
| Thanksgiving Day <input type="checkbox"/> | Christmas Eve <input type="checkbox"/> |
| Day after Thanksgiving <input type="checkbox"/> | Other (please specify) <input type="checkbox"/> |
| Christmas Day <input type="checkbox"/> | _____ |

Jury Duty: Which of the following represents your company's policy? (Please check all that apply)

- | | Non-Exempt | Exempt |
|---|--------------------------|--------------------------|
| Pay no wage/salary, receipt of court reimbursement only. | <input type="checkbox"/> | <input type="checkbox"/> |
| Pay the difference between regular wage/salary and the amount of court reimbursement. | <input type="checkbox"/> | <input type="checkbox"/> |
| Pay the regular wage/salary in addition to the court reimbursement. | <input type="checkbox"/> | <input type="checkbox"/> |

Benefits

Health Care Benefits:

Does your company offer a health insurance plan to its employees?

- Yes No

If yes, what type of plan is it?

- Insurance Company
 Self-insured
 PPO/HMO

What are its provisions?

	Non-Exempt	Exempt
Service length required to be eligible for health insurance coverage	_____	_____
Annual deductible	_____	_____
Percent of payment of covered charges by insurance	_____	_____
Maximum dollars paid by employees	_____	_____
Lifetime maximum benefit	_____	_____
Percent of contribution by employee for self	_____	_____
Percent of contribution by employee for family	_____	_____

Retirement:

Does your company offer a pension plan?

- Yes No

If yes, what are its provisions?

	Non-Exempt	Exempt
Percent of wage/salary paid	_____	_____
Percent of employee's contribution	_____	_____
Number of years to full vesting	_____	_____

Does your company offer a 401(k) or other type of matching savings plan?

- Yes No

If yes, what is the company match, in percent? _____

Other Benefits:

Please place a check mark if your company offers any of the following to its employees:

	Non-Exempt	Exempt	Does Employee Share Cost? (Y/N)
Dental Coverage	<input type="checkbox"/>	<input type="checkbox"/>	_____
Vision Coverage	<input type="checkbox"/>	<input type="checkbox"/>	_____
Short-term Disability Coverage	<input type="checkbox"/>	<input type="checkbox"/>	_____
Long-term Disability Coverage	<input type="checkbox"/>	<input type="checkbox"/>	_____
Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	_____
Profit Sharing	<input type="checkbox"/>	<input type="checkbox"/>	_____
Tuition Assistance	<input type="checkbox"/>	<input type="checkbox"/>	_____
Health/Fitness Plan	<input type="checkbox"/>	<input type="checkbox"/>	_____
Flex Time	<input type="checkbox"/>	<input type="checkbox"/>	_____
Job Share	<input type="checkbox"/>	<input type="checkbox"/>	_____
Section 135 Flexible Benefit Plan	<input type="checkbox"/>	<input type="checkbox"/>	_____

Congratulations.

The information you have provided will help make the Wage and Benefit survey a success. We appreciate your contribution.

Please mail your survey back promptly to receive a complimentary copy of the final report.

Please return to:

**CBIR
FVCC
777 Grandview Dr.
Kalispell, MT 59901**

Appendix 2

Job Descriptions: National and State

Account Payable/Receivable Clerk

43-3031 Bookkeeping, Accounting, and Auditing Clerks

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Accountant

13-2011 Accountants and Auditors

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.

Accounting Clerk

43-3031 Bookkeeping, Accounting, and Auditing Clerks

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Assembler

51-2022 Electrical and Electronic Equipment Assemblers

Assemble or modify electrical or electronic equipment, such as computers, test equipment telemeter systems, electric motors, and batteries.

Assistant Managers

35-1012 First-Line Supervisors/Managers of Food Preparation and Serving Workers

Supervise workers engaged in preparing and serving food.

Auditor

13-2011 Accountants and Auditors

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.

Auto Mechanic

49-3023 Automotive Service Technicians and Mechanics

Diagnose, adjust, repair, or overhaul automotive vehicles. Exclude "Automotive Body and Related Repairers" (49-3021), "Bus and Truck Mechanics and Diesel Engine Specialists" (49-3031), and "Electronic Equipment Installers and Repairers, Motor Vehicles" (49-2096).

Benefits Specialist

13-1072 Compensation, Benefits, and Job Analysis Specialists

Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

Biological Technician**19-4021 Biological Technicians**

Assist biological and medical scientists in laboratories. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.

Buyer Purchasing Agent**13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products**

Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semi-finished materials for manufacturing. Include contract specialists, field contractors, purchasers, price analysts, tooling coordinators, and media buyers. Exclude "Purchasing Agents and Buyers, Farm Products" (13-1021) and "Wholesale and Retail Buyers, Except Farm Products" (13-1022).

CAD Operator/Draftsman**17-3011 Architectural and Civil Drafters**

Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Utilize knowledge of building materials, engineering practices, and mathematics to complete drawings.

Chemical Technicians**19-4031 Chemical Technicians**

Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for purposes, such as research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences.

Claims Examiners**13-1031 Claims Adjusters, Examiners, and Investigators**

Review settled claims to determine that payments and settlements have been made in accordance with company practices and procedures, ensuring that proper methods have been followed. Report overpayments, underpayments, and other irregularities. Confer with legal counsel on claims requiring litigation.

Clerk Typist**43-9022 Word Processors and Typists**

Use word processor/computer or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Include composing data keyers. Exclude "Data Entry Keyers" (43-9021), "Secretaries and Administrative Assistants" (43-6011 through 43-6014), "Court Reporters" (23-2091), and "Medical Transcriptionists" (31-9094).

CNC Operator**51-4041 Machinists**

Set up and operate a variety of machine tools to produce precision parts and instruments. Include precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, shop mathematics, metal properties, layout, and machining procedures.

Computer and Information Systems Manager

11-3021 Computer and Information Systems Managers

Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Exclude "Computer Specialists" (15-1011 through 15-1099).

Computer Operator Supervisor

15-1041 Computer Support Specialists

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Exclude "Network and Computer Systems Administrators" (15-1071).

Computer Programmer

15-1021 Computer Programmers

Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve specific documents, data, and information. May program web sites.

Computer Software Engineer, Systems Software

15-1032 Computer Software Engineers, Systems Software

Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. Apply principles and techniques of computer science, engineering, and mathematical analysis.

Computer Support Specialist

15-1041 Computer Support Specialists

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Exclude "Network and Computer Systems Administrators" (15-1071).

Computer Systems Analyst

15-1051 Computer Systems Analysts

Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. Exclude persons working primarily as "Engineers" (17-2011 through 17-2199), "Mathematicians" (15-2021), or "Scientists" (19-1011 through 19-3099). May supervise computer programmers.

Counselor/Social Service Worker

21-1021 Child, Family, and School Social Workers

Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist single parents, arrange adoptions, and find foster homes for abandoned or

abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers on how to deal with problem children.

Counter Salesperson/Cashier

41-2011 Cashiers

Receive and disburse money in establishments other than financial institutions. Usually involves use of electronic scanners, cash registers, or related equipment. Often involved in processing credit or debit card transactions and validating checks.

Credit Manager

43-4041 Credit Authorizers, Checkers, and Clerks

Authorize credit charges against customers' accounts. Investigate history and credit standing of individuals or business establishments applying for credit. May interview applicants to obtain personal and financial data; determine credit worthiness; process applications; and notify customers of acceptance or rejection of credit.

Customer Service Representative

43-4051 Customer Service Representatives

Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individuals whose duties are primarily sales or repair.

Data Entry Operator

43-9021 Data Entry Keyers

Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Exclude "Word Processors and Typists" (43-9022).

Data Processing Manager

15-1081 Network Systems and Data Communications Analysts

Analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. Perform network modeling, analysis, and planning. Research and recommend network and data communications hardware and software. Include telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

Database Administrator

15-1061 Database Administrators

Coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

Designer

17-3012 Electrical and Electronics Drafters

Prepare wiring diagrams, circuit board assembly diagrams, and layout drawings used for manufacture, installation, and repair of electrical equipment in factories, power plants, and buildings.

Dishwasher**35-9021 Dishwashers**

Clean dishes, kitchen, food preparation equipment, or utensils.

Driver**53-3021 Bus Drivers, Transit and Intercity**

Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.

Electrical Engineers**17-2071 Electrical Engineers**

Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Exclude "Computer Hardware Engineers" (17-2061).

Electrician**47-2111 Electricians**

Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Exclude "Security and Fire Alarm Systems Installers" (49-2098).

Electronic Technician**17-3023 Electrical and Electronic Engineering Technicians**

Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, calibrate, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Exclude "Broadcast Technicians" (27-4012).

Engineering Manager (Chief Engineer)**11-9041 Engineering Managers**

Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Exclude "Natural Sciences Managers" (11-9121).

Estimators**13-1051 Cost Estimators**

Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.

Executive Secretary/Administrative Assistant**43-6011 Executive Secretaries and Administrative Assistants**

Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Exclude "Secretaries" (43-6012 through 43-6014).

Facilities Manager**11-3011 Administrative Services Managers**

Plan, direct, or coordinate supportive services of an organization, such as recordkeeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee

facilities planning and maintenance and custodial operations. Exclude "Purchasing Managers" (11-3061).

Financial Manager/Controller

11-3031 Financial Managers

Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Food Server

35-3031 Waiters and Waitresses

Take orders and serve food and beverages to patrons at tables in dining establishment. Exclude "Counter Attendants, Cafeteria, Food Concession, and Coffee Shop" (35-3022).

Foreman/Line Supervisor

53-1021 First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand

Supervise and coordinate the activities of helpers, laborers, or material movers.

Forge Operator

51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material.

General Clerks

43-9061 Office Clerks, General

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring limited knowledge of office management systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

General Laborer

53-7062 Laborers and Freight, Stock, and Material Movers, Hand

Manually move freight, stock, or other materials or perform other unskilled general labor. Include all unskilled manual laborers not elsewhere classified. Exclude "Material Moving Workers" (53-7011 through 53-7199) who use power equipment. Exclude "Construction Laborers" (47-2061) and "Construction Trades Helpers" (47-3011 through 47-3019).

General Manager

11-1021 General and Operations Managers

Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Include owners and managers who head small business establishments whose duties are primarily managerial. Exclude "First-Line Supervisors/Managers of Retail Sales Workers" (41-1011) and workers in other small establishments.

Graphic Artist**27-1024 Graphic Designers**

Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

Heavy Equipment Operator**47-2073 Operating Engineers and Other Construction Equipment Operators**

Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Exclude "Crane and Tower Operators" (53-7021) and equipment operators who work in extraction or other non-construction industries.

45-4022 Logging Equipment Operators

Drive logging tractor or wheeled vehicle equipped with one or more accessories, such as bulldozer blade, frontal shear, grapple, logging arch, cable winches, hoisting rack, or crane boom, to fell tree; to skid, load, unload, or stack logs; or to pull stumps or clear brush.

Housekeeper/Cleaner**37-2012 Maids and Housekeeping Cleaners**

Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels, restaurants, and hospitals, in a clean and orderly manner. Duties include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.

Inside Trucker/Forklift Operator**53-7051 Industrial Truck and Tractor Operators**

Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Exclude "Logging Equipment Operators" (45-4022).

Janitor**37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners**

Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

Legal Assistant (Paralegal)**23-2011 Paralegals and Legal Assistants**

Assist lawyers by researching legal precedent, investigating facts, or preparing legal documents. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

Licensed Practical Nurse**29-2061 Licensed Practical and Licensed Vocational Nurses**

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Machine Operator**51-4081 Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic**

Set up, operate, or tend more than one type of cutting or forming machine tool or robot.

Maintenance Mechanic**49-9041 Industrial Machinery Mechanics**

Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. Exclude "Millwrights" (49-9044), "Mobile Heavy Equipment Mechanics, Except Engines" (49-3042), and "Maintenance Workers, Machinery" (49-9043) who perform only routine tasks.

Maintenance Worker**49-9042 Maintenance and Repair Workers, General**

Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Exclude "Maintenance Workers, Machinery" (49-9043).

Manufacturing Engineer**17-2112 Industrial Engineers**

Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. Exclude "Health and Safety Engineers, Except Mining Safety Engineers and Inspectors" (17-2111).

Marketing Representative**19-3021 Market Research Analysts**

Research market conditions in local, regional, or national areas to determine potential sales of a product or service. May gather information on competitors, prices, sales, and methods of marketing and distribution. May use survey results to create a marketing campaign based on regional preferences and buying habits.

Marketing/Public Relations/Advertising Manager**11-2021 Marketing Managers**

Determine the demand for products and services offered by a firm and its competitors and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.

Material Handler**53-7062 Laborers and Freight, Stock, and Material Movers, Hand**

Manually move freight, stock, or other materials or perform other unskilled general labor. Include all unskilled manual laborers not elsewhere classified. Exclude "Material Moving Workers" (53-7011 through 53-7199) who use power equipment. Exclude "Construction Laborers" (47-2061) and "Construction Trades Helpers" (47-3011 through 47-3019).

Materials Manager**11-3071 Transportation, Storage, and Distribution Managers**

Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with governmental policies and regulations. Include logistics managers.

Mechanical Engineer**17-2141 Mechanical Engineers**

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

Medical Assistant/Nursing Aid**31-9092 Medical Assistants**

Perform administrative and certain clinical duties under the direction of physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Exclude "Physician Assistants" (29-1071).

Medical Case Management Nurse

N/A

Medical Records**29-2071 Medical Records and Health Information Technicians**

Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards.

Medical Technician**29-2012 Medical and Clinical Laboratory Technicians**

Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Network and Computer Systems Administrator**15-1071 Network and Computer Systems Administrators**

Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Exclude "Computer Support Specialists" (15-1041).

Network Systems and Data Communications Analyst**15-1081 Network Systems and Data Communications Analysts**

Analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. Perform network modeling, analysis, and planning. Research and recommend network and data communications hardware and software. Include telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

Office Manager**43-1011 First-Line Supervisors/Managers of Office and Administrative Support Workers**

Supervise and coordinate the activities of clerical and administrative support workers.

Operations Research Analyst

15-2031 Operations Research Analysts

Formulate and apply mathematical modeling and other optimizing methods using a computer to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May develop related software, service, or products. Frequently concentrates on collecting and analyzing data and developing decision support software. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.

Order Clerk

43-4151 Order Clerks

Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints. Exclude "Dispatchers, Except Police, Fire, and Ambulance" (43-5032) who both dispatch and take orders for services.

Payroll Clerk

43-3051 Payroll and Timekeeping Clerks

Compile and post employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions. May prepare paychecks.

Personnel Assistant

43-4161 Human Resources Assistants, Except Payroll and Timekeeping

Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files and furnish information to authorized persons.

Personnel/Human Resources Manager

11-3040 Human Resources Managers

This broad occupation includes the following three detailed occupations:

11-3041 Compensation and Benefits Managers

Plan, direct, or coordinate compensation and benefits activities and staff of an organization. Include job analysis and position description managers.

11-3042 Training and Development Managers

Plan, direct, or coordinate the training and development activities and staff of an organization.

11-3049 Human Resources Managers, All Other

All Human Resources Managers not listed separately.

Pharmacist

29-1051 Pharmacists

Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.

Pharmacist Tech

29-2052 Pharmacy Technicians

Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications.

Physicians Assistant**29-1071 Physician Assistants**

Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Exclude "Emergency Medical Technicians and Paramedics" (29-2041), "Medical Assistants" (31-9092), and "Registered Nurses" (29-1111).

Plant Manager**11-3051 Industrial Production Managers**

Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

Plastics Technician**51-4081 Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic**

Set up, operate, or tend more than one type of cutting or forming machine tool or robot

Prep Cook/Line Cook**35-2014 Cooks, Restaurant**

Prepare, season, and cook soups, meats, vegetables, desserts, or other foodstuffs in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.

Production Scheduler**43-5061 Production, Planning, and Expediting Clerks**

Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Exclude "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111).

Production Supervisor**51-1011 First-Line Supervisors/Managers of Production and Operating Workers**

Supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Exclude team or work leaders.

Production Worker

N/A

Programmer**15-1031 Computer Software Engineers, Applications**

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. Exclude "Computer Hardware Engineers" (17-2061).

Purchasing Manager**11-3061 Purchasing Managers**

Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Include wholesale or retail trade merchandising managers and procurement managers.

Quality Control Inspector**51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers**

Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Quality Control Technician**51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers**

Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Quality Tester**51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers**

Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Receptionist**43-4171 Receptionists and Information Clerks**

Answer inquiries and obtain information for general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization. Exclude "Switchboard Operators, Including Answering Service" (43-2011).

Registered Nurse**29-1111 Registered Nurses**

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

Retail Sales Clerk**41-2031 Retail Salespersons**

Sell merchandise, such as furniture, motor vehicles, appliances, or apparel in a retail establishment. Exclude "Cashiers" (41-2011).

Sales Manager**11-2022 Sales Managers**

Direct the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training

programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.

Sales Representative

41-4012 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

Secretary

43-6014 Secretaries, Except Legal, Medical, and Executive

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Exclude legal, medical, or executive secretaries and administrative assistants (43-6011 through 43-6013).

Shift Managers

11-9051 Food Service Managers

Plan, direct, or coordinate activities of an organization or department that serves food and beverages.

Shipping/Receiving Clerk

43-5071 Shipping, Receiving, and Traffic Clerks

Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products. Exclude "Stock Clerks and Order Fillers" (43-5081) and "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111).

System Analyst

15-1051 Computer Systems Analysts

Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. Exclude persons working primarily as "Engineers" (17-2011 through 17-2199), "Mathematicians" (15-2021), or "Scientists" (19-1011 through 19-3099). May supervise computer programmers.

Tellers

43-3071 Tellers

Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution's various transactions.

Tool and Die/Mold Maker

51-4071 Foundry Mold and Coremakers

Make or form wax or sand cores or molds used in the production of metal castings in foundries.

Training Director

13-1073 Training and Development Specialists

Conduct training and development programs for employees.

Truck Driver**53-3032 Truck Drivers, Heavy and Tractor-Trailer**

Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

Warehouse Supervisor**53-1021 First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand**

Supervise and coordinate the activities of helpers, laborers, or material movers

Welder**51-4121 Welders, Cutters, Solderers, and Brazers**

Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Writer, Technical Publications**27-3042 Technical Writers**

Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.

Appendix 3

Occupational Wage Comparisons: National, State and Wage & Benefit Survey

Occupation	U.S. Annual Mean	Montana Annual Mean	Survey Annual Mean
Account Payable/ Receivable Clerk	\$29,250	\$23,837	\$22,010
Accountant	\$56,110	\$43,742	\$39,024
Accounting Clerk	\$29,250	\$23,837	\$26,994
Assembler	\$25,890	\$21,674	\$21,855
Assistant Managers	\$27,100	\$22,443	\$24,000
Auditor	\$56,110	\$43,742	\$39,024
Auto Mechanic	\$33,680	\$30,576	\$33,572
Benefits Specialist	\$49,480	\$41,392	\$39,020
Biological Technician	\$35,360	\$30,763	\$20,000
Buyer Purchasing Agent	\$50,610	\$41,059	\$31,347
CAD Operator/Draftsman	\$39,630	\$32,614	\$31,856
Chemical Technicians	\$39,130	\$25,459	\$27,000
Claims Examiners	\$46,890	\$52,520	\$32,751
Clerk Typist	\$28,860	\$23,379	\$18,064
CNC Operator	\$34,440	\$30,763	\$36,635
Computer and Information Systems Manager	\$95,960	\$63,648	\$54,508
Computer Operator Supervisor	\$43,140	\$31,512	
Computer Programmer	\$65,170	\$52,374	\$46,348
Computer Software Engineer, Systems Software	\$79,790	\$77,397	\$45,950
Computer Support Specialist	\$43,140	\$31,512	\$37,505
Computer Systems Analyst	\$67,040	\$54,870	\$63,128
Counselor/Social Service Worker	\$37,190	\$34,632	\$27,171
Counter Salesperson/Cashier	\$17,070	\$16,723	\$15,339
Credit Manager	\$29,940	\$22,464	\$31,398
Customer Service Representative	\$28,720	\$22,277	\$21,218
Data Entry Operator	\$23,780	\$20,592	\$18,867
Data Processing Manager	\$62,220	\$42,515	\$55,976
Database Administrator	\$62,100	\$38,750	\$65,429
Designer	\$46,120	\$42,037	\$41,247
Dishwasher	\$15,550	\$13,707	\$14,560
Driver	\$30,730	\$27,373	\$19,220
Electrical Engineers	\$73,370	\$53,082	\$58,597
Electrician	\$44,290	\$45,926	\$51,084
Electronic Technician	\$46,190	\$50,939	\$41,716
Engineering Manager (Chief Engineer)	\$100,490	\$72,218	\$65,794

Estimators	\$52,900	\$40,310	\$40,241
Executive Secretary/Administrative Assistant	\$36,080	\$27,747	\$25,181
Facilities Manager	\$64,710	\$45,760	\$42,206
Financial Manager/Controller	\$88,470	\$53,602	\$45,960
Food Server	\$15,870	\$13,458	\$14,114
Foreman/Line Supervisor	\$40,400	\$33,280	\$38,745
Forge Operator	\$26,620	\$22,131	
General Clerks	\$23,800	\$19,240	\$18,057
General Laborer	\$21,740	\$20,675	\$20,420
General Manager	\$89,310	\$52,853	\$42,342
Graphic Artist	\$41,620	\$30,722	\$26,500
Heavy Equipment Operator/Construction Equipment	\$38,410	\$36,525	\$30,920
Heavy Equipment Operator/Logging Equipment	\$28,970	\$32,906	\$30,920
Housekeeper/ Cleaner	\$17,740	\$15,870	\$14,707
Inside Trucker/Forklift Operator	\$28,080	\$26,520	\$23,285
Janitor	\$20,480	\$19,032	\$15,941
Legal Assistant (Paralegal)	\$41,130	\$35,610	\$32,228
Licensed Practical Nurse	\$33,930	\$27,976	\$28,285
Machine Operator	\$30,600	\$27,851	\$30,638
Maintenance Mechanic	\$39,850	\$38,730	\$27,165
Maintenance Worker	\$31,620	\$27,456	\$24,219
Manufacturing Engineer	\$65,530	\$55,203	\$39,000
Marketing Representative	\$62,130	\$53,498	\$30,461
Marketing/Public Relations/Advertising Manager	\$93,930	\$61,714	\$56,612
Material Handler	\$21,740	\$20,675	\$24,453
Materials Manager	\$70,830	\$59,634	\$69,122
Mechanical Engineer	\$67,430	\$53,768	\$48,880
Medical Assistant/Nursing Aid	\$25,130	\$22,526	\$23,765
Medical Records	\$26,990	\$21,715	\$22,880
Medical Technician	\$31,420	\$29,890	\$39,480
Network and Computer Systems Administrator	\$60,100	\$42,286	\$34,042
Network Systems and Data Communications Analyst	\$62,220	\$42,515	\$60,962
Office Manager	\$42,960	\$32,926	\$26,111
Operations Research Analyst	\$62,220	\$47,112	\$75,000
Order Clerk	\$26,670	\$22,318	\$20,316
Payroll Clerk	\$30,820	\$25,314	\$31,259

Personnel Assistant	\$32,370	\$28,226	\$24,892
Personnel/Human Resources Manager	\$76,620		\$53,913
Pharmacist	\$81,180	\$70,678	
Pharmacist Tech	\$24,540	\$24,357	
Physicians Assistant	\$66,600	\$61,464	\$56,160
Plant Manager	\$77,750	\$63,544	\$53,926
Plastics Technician	\$30,600	\$27,851	\$24,000
Prep Cook/Line Cook	\$20,140	\$17,077	\$17,160
Production Scheduler	\$36,610	\$33,114	\$40,454
Production Supervisor	\$47,120	\$41,538	\$39,795
Production Worker			\$21,367
Programmer	\$76,260	\$53,227	\$47,368
Purchasing Manager	\$73,470	\$55,931	\$40,528
Quality Control Inspector	\$31,010	\$30,680	\$39,714
Quality Control Technician	\$31,010	\$30,680	
Quality Tester	\$31,010	\$30,680	\$30,766
Receptionist	\$22,280	\$18,554	\$19,635
Registered Nurse	\$52,810	\$43,118	\$45,656
Retail Sales Clerk	\$22,540	\$20,051	\$19,135
Sales Manager	\$92,610	\$61,090	\$39,952
Sales Representative	\$53,020	\$38,230	\$35,067
Secretary	\$26,640	\$21,403	\$19,407
Shift Managers	\$77,750	\$28,018	\$16,500
Shipping/Receiving Clerk	\$25,490	\$21,424	\$22,130
System Analyst	\$67,040	\$54,870	\$42,121
Tellers	\$21,100	\$19,178	\$17,679
Tool and Die/Mold Maker	\$29,010	\$19,906	
Training Director	\$47,530	\$34,486	\$37,481
Truck Driver	\$34,290	\$31,928	\$29,781
Warehouse Supervisor	\$40,400	\$33,280	\$28,903
Welder	\$31,530	\$29,245	\$30,240
Writer, Technical Publications	\$55,250	\$34,258	\$32,150