# Electrical Equipment Manufacturing Salary Survey

RETURN TO:
ERI Salary Surveys
ATTN: Survey Department
8575 164th Ave NE, Suite 100
Redmond, WA 98052
USA
Telephone: (877) 210-6563, Fax: (877) 239-2457

(RETURN BY April 14, 2013)

**General Instructions**
Participation between October 1 and December 31 earns a 75% discount. After that a 50% discount will be in effect. Discounts apply to any one survey order. Required inputs exist only for the wage/salary and variable pay/incentives to be earned in this year. Data collected before April 14, 2013, will be included in the 2013 survey. ENTER DATA ONLY FOR JOBS THAT EXIST WITHIN YOUR ORGANIZATION.

Please make sure your contact information is correct, including the industry sector, location, and the organizational size dimension and measure. We will call you to go over submitted input.

- Again, fill in data for only those jobs in which your organization has incumbents. -

Should you wish, you may enter your data directly online
or download a questionnaire at:

http://salary-surveys.erieri.com/onlinesurvey

## ORGANIZATION INFORMATION

* Indicates required field

* Data Effective Date: _____

*Industry Sector (Default SIC 3600) (If known please circle one NTEE _____/SIC_____/NAIC_____)

*Organization: _____

*Total Employees: _____

*Revenue: _____

Assets: _____

*First Name: _____

*Last Name: _____

*Email: _____

*Phone: _____

*Fax: _____

*Address: _____

*City: _____

*State/Province: _____

*Zip Code: _____

*Country: _____

## INDUSTRY BENCHMARK JOBS

INSTRUCTIONS: For each job, all values refer to "averages" of the incumbents. If you wish to detail the information for the incumbents or they work in a different postal code, please use the Job Overflow page at the end of this section to do so. To enter the correct education level for a job, please use a value from the list below:

**EDUCATION LEVELS**

1 - Illiterate - non-English speaking
2 - Limited English speaking
3 - Eighth grade or equivalent
4 - High School - non skilled
5 - High School - skilled
6 - 1 year trade, technical or JC
7 - 2 year JC or apprenticeship
8 - 4 year college - non-technical
9 - 4 year college - technical
10 - Graduate degree
11 - Doctorate

### Top Management Positions

1. **CHIEF EXECUTIVE OFFICER**

Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1 | | | | | | | |

2. **CHIEF FINANCIAL OFFICER**

Directs and coordinates company's financial affairs according to financial principles and government regulations. Establishes major economic objectives and policies for the company. Develop Develops, directs and prepares financial analyses of operations for guidance of management. Recommends changes and ideas to top management or Board of Directors in regard to policies and programs.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 6 | | | | | | | |

3. **CHIEF HUMAN RESOURCES OFFICER**

Directs, plans, develops, establishes, implements, and administers the personnel and human resources management function in accordance with objectives of organization. Directs human resource functions including staffing, employee orientation, education, and training, management development, employee and labor relations, affirmative action compliance, policies and procedures, workers compensation administration, wage and salary administration, benefits administration, organization development, and employee assistance. Directs staff personnel who assist in identifying, evaluating, and resolving human relations and work performance problems within establishment to facilitate communication and improve employee human relations skills and work performance.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5 | | | | | | | |

4. **CHIEF MANUFACTURING OFFICER**

Plans, develops, and establishes the policies, practices, and personnel related to all the manufacturing activities of an organization and as required to facilitate manufacturing processes. Direc Directsand controls manufacturing production and services

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 372 | | | | | | | |

5. **CHIEF MARKETING & SALES OFFICER**

Directs and oversees all marketing and sales functions. Plans, develops, and implements objectives, policies, and programs for marketing and sales activities of the organization.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4 | | | | | | | |

6. **CHIEF OPERATING OFFICER**

Heads, plans, oversees, and coordinates the entire operation of an organization toward the achievement of established operating objectives. Collaborates in the planning and formulation of organization policies and practices. Oversees the design, operation, and improvement of the system that creates and delivers the organization's products or services. Oversees and adjusts organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. This position is nearly always the second highest paid position in the organization.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 2 | | | | | | | |

7. **TOP ENGINEERING OFFICER**

Directs, plans, develops, and coordinates all planning and implementation of practices, policies, programs, procedures, and personnel activities of an organization's engineering efforts. Oversee Oversees the design, modification, and improvement of company products and/or services; design testing and maintenance of production processes, machinery, and/or equipment; design and maintenance of facilities, equipment, and physical layout; reliability improvements; cost engineering; construction and engineering project management; and other related activities. Directs engineering management in formulating plans, designs, cost estimates, and specifications.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1060 | | | | | | | |

## Middle Management Positions

8. **ACCOUNTING MANAGER**

Manages professional level accounting functions and the preparation of reports including earnings, profits/losses, cash balances, and cost accounting. Confirms accuracy of operating and financial reports.Advises upper management regarding matters, such as effective use of resources and methods, for preventing capital being frozen. Interprets accounts and records to upper management. Includes managers whose staffs may consist of a mix of professional, paraprofessional, and/or clerical accounting personnel; excludes managers whose staffs consist of 100 percent nonexempt accounting personnel.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1305 | | | | | | | |

9. **AREA SALES MANAGER**

Manages sales activities of establishment. Directs staffing, training, and performance evaluations to develop and control sales program of area or establishment. Coordinates sales distribution by establishing sales territories, quotas, and goals. Assigns sales territory to sales personnel. Advises dealers, distributors, and clients concerning sales and advertising techniques. Analyzes sales statistics to formulate policy and to assist dealers in promoting sales. Reviews market analyses to determine customer needs, volume potential, price schedules, and discount rates, and develops sales campaigns.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4077 | | | | | | | |

10. **BUILDING & FACILITIES MANAGER**

Manages, plans, and coordinates, through staff of skilled, semiskilled, and unskilled trade personnel, activities concerned with the operation, repair, maintenance, and construction of facilities, equipment, buildings, and grounds to minimize interruption and improve efficiency. Plans andoversees such matters as design and development of plant facilities, formulation of operating rules, regulations, and procedures. Develops procedures for use in event of accidents, fires, or other emergencies. Inspects plant facilities or reviews inspection reports, to determine repairs, replacement, or improvements required. Hires, trains, and supervises building service personnel. Assigns workers to duties such as maintenance, repair, or renovation and may obtain bids for additional work from outside contractors.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1627 | | | | | | | |

11. **CUSTOMER SERVICE MANAGER**

Manages by directing and coordinating subordinate customer service staff in connection with any product or service offered. Manages workers who investigate complaints, such as those concerning rates or service. Analyzes reports of findings and recommends response to complaints, considering nature and complexity of complaints, requirements, and actions of subordinates to ensure settlements are made correctly. Studies schedules and estimates time, cost, and labor estimates for services, and/or completion of job assignments.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 91 | | | | | | | |

12. **DESIGN ENGINEERING SUPERVISOR**

Supervises employees engaged in design engineering. Oversees activities related to design engineering, including staffing, scheduling, coordinating, and planning. Analyzes and resolves work problems, or aids employees in solving work problems. Supervises professional and paraprofessional engineering personnel.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1177 | | | | | | | |

13. **DISTRIBUTION MANAGER**

Manages and coordinates the ordering and distribution of products, parts, and accessories. Establishes policies and procedures that result in the maximization of sales through timely deliveries.Assigns supervisor's specific duties, such as verification of incoming and outgoing shipments, handling and disposition of merchandise, and keeping of warehouse inventory.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5549 | | | | | | | |

14. **LABOR RELATIONS MANAGER**

Manages labor-management relations program of organization. Analyzes collective bargaining agreement to develop interpretation of intent, spirit, and terms of contract. Advises management and labor/union officials in development, application, and interpretation of labor relations policies and practices, according to policy formulated by upper management.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1841 | | | | | | | |

15. **MANUFACTURING ENGINEERING MANAGER**

Manages work assignments in staffing, scheduling, coordinating, and planning of personnel engaged in manufacturing engineering activities. Organizes and coordinates sections of the engineering department. Plans and establishes engineering schedules and follows up performance against estimates. Supervises assembly of cost control and statistical data. Supervises development of material selection standards. This position is distinguished by the complexity of work that requires a degree in engineering.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1018 | | | | | | | |

16. **MANUFACTURING MANAGER**

Manages and coordinates work of various departments to coordinate the manufacturing for an organization. Coordinates production at a single facility or in some cases production of several smaller facilities. Assigns duties and coordinate activities of supervisors and/or employees engaged in production.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 426 | | | | | | | |

17. **MATERIALS SUPERVISOR**

Supervises, coordinates, and expedites flow of materials, parts, and assemblies within or between departments in accordance with production and shipping schedules or department priorities.Reviews production schedules and determines material required or overdue and locates material. Develops work schedules and assigns work to subordinates.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1044 | | | | | | | |

18. **PACKAGING MANAGER**

Manages and oversees packaging activities of department engaged in meeting specific marketing, production, shipping, and cost requirements. Reviews production orders to ascertain type and quantity of product, containers to be used, and other packaging requirements.Determines appropriate materials and containers to be used for packaging. Decides specific equipment or machinery to use for operation of specific packaging. Oversees inspection of products prior to packaging and return of rejected products to production departments. Observes packaging operations and inspects containers to verify conformance to specifications

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 991 | | | | | | | |

19. **PLANT ENGINEER**

Plans, oversees, and coordinates activities concerned with development, design, construction, modification, and maintenance of equipment, machinery, and facilities. Establishes standards and policies for pollution control, installation, modification, quality control, testing, operating procedure, inspection, and maintenance of equipment, according to engineering principles and safety regulations. Excludes paraprofessionals and supervisory positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 2413 | | | | | | | |

20. **PLANT MANAGER (EXPERIENCE)**

Manages production and distribution for branch plant or assigned territory of industrial organization. Coordinates production, distribution, warehousing, and cost accounting in accordance with company policies, principles, and procedures. NOTE

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 78 | | | | | | | |

21. **PRODUCT OR BRAND SALES MANAGER**

Manages, plans, designs, develops, and implements organization's marketing plan for assigned product by establishing effective selling strategies. Provides territory analysis of competition and potential to Sales and Marketing management.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 266 | | | | | | | |

22. **PRODUCTION PLANNING & CONTROL MANAGER**

Manages work assignments in staffing, scheduling, coordinating, and planning. Organizes and coordinates various sections of manufacturing. Plans and establishes production schedules and follows up performance against estimates.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1039 | | | | | | | |

23. **PRODUCTION SUPERINTENDENT**

Directs and coordinates, through subordinate supervisory personnel, activities concerned with production of company product(s), utilizing knowledge of product technology, production methods and procedures, and capabilities of machines and equipment. Confers with management personnel to establish production and quality control standards, develop budget and cost controls, and to obtain data regarding types, quantities, specifications, and delivery dates of products ordered.Plans and oversees production activities and establishes production priorities for products in keeping with effective operations and cost factors.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 374 | | | | | | | |

24. **PURCHASING MANAGER**

Manages and coordinates activities of buyers and support staff engaged in purchasing and distributing raw materials, equipment, machinery, and supplies in industrial plant, public utility, or other organization.Establishes purchasing policies and procedures and directs purchasing programs accordingly. Establishes procedures to accomplish procurement of a variety of materials in a cost-effective manner. Prepares and assigns purchase orders and change notices to purchasing agents.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4074 | | | | | | | |

25. **QUALITY CONTROL MANAGER**

Manages, plans, coordinates, and heads the quality control program designed to ensure continuous production/service consistent with established standards. Oversees the development and analysis of statistical data and specifications to determine present standards and establish proposed quality and reliability expectancy.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1194 | | | | | | | |

26. **REGULATORY AFFAIRS MANAGER**

Manages and coordinates staff in various phases of government relations, and plans and organizes campaigns under the direction of Top Governmental Affairs Officer or Director toward attaining company goals. Advises on, and coordinates the formation of, organization's position on proposals. Ensures compliance of all programs regulated by the government.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 81681 | | | | | | | |

27. **RESEARCH & DEVELOPMENT MANAGER (TECHNICAL)**

Manages, coordinates, and provides strategic planning of activities concerned with research and development of new or improved concepts, ideas, basic data on, and applications for organization's products, services, or ideologies including engineering research and development programs. Oversees the research, identification, evaluation, and initial development of new products or services.Plans and formulates aspects of research and development proposals, such as objective or purpose of projects, applications that can be utilized from findings, cost of projects, and equipment and manpower requirements.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1248 | | | | | | | |

28. **SAFETY MANAGER**

Manages, plans, and implements programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization. Manages and coordinates safety activities, through subordinate supervisory personnel, to ensure implementation of safety activities throughout organization.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1729 | | | | | | | |

29. **WAREHOUSE MANAGER**

Manages and coordinates storage and distribution activities of the company to ensure maximum utilization of facilities. Administers operational procedures for activities, such as verification of incoming and outgoing shipments, handling and disposition of materials, and keeping warehouse inventory current. Assures products, parts, or supplies are shipped, distributed, or received in an efficient manner. Evaluates physical condition of warehouse and equipment and prepares work order for repairs and requisitions for replacement of equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 227 | | | | | | | |

## Supervisory Positions

30. **ASSEMBLY LINE FOREMAN**

Assists supervisor in coordinating activities of workers engaged in product assembly, applying knowledge of assembly techniques, specifications, and production scheduling. Discusses with supervisor and checks production schedules, specifications, and priorities to plan departmental work assignments. Designates duties of assembly workers and leads department activities.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 631 | | | | | | | |
| 631 | | | | | | | |

31. **ASSEMBLY SUPERVISOR**

Supervises workers who use hand tools, jigs, and various power tools and equipment at floor or bench stations to assemble small, large, or precision subassemblies or finished products. Studies schedules and estimates time, cost, and labor estimates for products, services, and/or completion of job assignments.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 628 | | | | | | | |

32. **MAINTENANCE SUPERVISOR**

Supervises and coordinates activities of skilled trades workers engaged in maintaining and repairing equipment, structures, utility systems, buildings, and grounds. Develops work schedules and gives work assignments to subordinates.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 7612 | | | | | | | |

33. **PAYROLL SUPERVISOR**

Supervises and coordinates activities of workers engaged the payroll function of recording hours of work, processing time records, compiling payroll statistics, maintaining payroll control records, and calculating payrolls. Oversees computation of pay according to company policy and in accordance with government regulations and tax codes.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1332 | | | | | | | |

34. **PREVENTIVE MAINTENANCE COORDINATOR**

Coordinates and plans schedule of preventive maintenance for equipment, machinery, tools, or buildings. Reviews manufacturers' service manuals, own establishment's usage schedules, and records of maintenance problems to determine optimum frequency of preventive maintenance. Studies production and operation schedules and confers with other staff and with maintenance supervisors to determine when planned maintenance will least interfere with operation of establishment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1616 | | | | | | | |

35. **SHIPPING & RECEIVING SUPERVISOR**

Supervises and coordinates activities of employees engaged in shipping and receiving of products, components, and/or replacement parts and in verifying and keeping records on incoming and outgoing shipments, and preparing items for shipment.Oversees incoming and outgoing shipping activities to ensure accuracy, completeness, and condition of shipments. Studie Studiesshipping notices, bills of lading, invoices, orders, and other records to determine shipping priorities, work assignments, and shipping methods required to meet shipping and receiving schedules, utilizing knowledge of shipping procedures, routes, and rates. Plans work schedules, assigns duties, and evaluates work for accuracy and conformance to policies. Works with management to establish and modify department operational methods and procedures.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 239 | | | | | | | |

36. **WELDING SUPERVISOR**

Supervises and coordinates activities of workers engaged in welding and cutting of products and structures.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 806 | | | | | | | |
| 806 | | | | | | | |

## Health Care Positions

37. **OCCUPATIONAL NURSE**

Provides professional nursing service and first aid to employees or persons who become ill or injured on premises of business, industrial plant, or other establishment. Takes patient's vital signs, treats wounds, evaluates physical condition of patient, and contacts physician and hospital to arrange for further medical treatment, when needed. Ensures that an effective program for employee health is maintained and monitored.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 3021 | | | | | | | |

## Professional Positions

38. **ACCOUNTANT**

Readies and maintains financial and business transactions, applying accounting principles, that include work that is analytical, evaluative, and advisory in nature and that requires an understanding of both accounting theory and practice.Utilizes knowledge of the fundamental doctrines, theories, principles, and terminology of accountancy, and often entails some understanding of such related fields as business law, statistics, and general management.Analyzes the effects of transactions upon account relationships. Evaluates alternative means of treating transactions. Plans the manner in which account structures should be developed or modified. Ensures the adequacy of the accounting system as the basis for reporting to management. Considers the need for new or changed controls. Projects accounting data to show the effects of proposed plans on capital investments, income, cash position, and overall financial condition. Interprets the meaning of accounting records, reports, and statements. Advises operating officials on accounting matters Excludes paraprofessional accountants.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4001 | | | | | | | |
| 4001 | | | | | | | |

39. **BUYER/PURCHASING AGENT**

Procures materials or other goods and/or coordinates activities involved with purchasing products and services, such as raw materials, equipment, tools, parts, supplies, and advertising, for establishment. Receives and reviews requisitions requesting goods or services. Communicates with vendors to obtain product or service information, such as price, availability, and delivery schedule. Selects products for purchase by testing, observing, or examining items. Expedites orders and requests as needed. Responsibilities are those of a professional level and excluded are paraprofessional buyers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4012 | | | | | | | |

40. **COMPUTER PROGRAMMER**

Programs computers. Develops, runs tests, and maintains current computer programs that provide instructions computers must follow to perform their function. Develops, designs, and tests logical structure for solving problems by computers. Writes programs according to specifications, which may be provided by Software Engineers, Systems Analysts, or other computer scientists. Updates, repairs, modifies, and expands existing computer programs. This position is distinguished from Programmer Analyst as this position may not include or involves a lesser degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4020 | | | | | | | |

41. **COST ESTIMATOR**

Analyzes blueprints, specifications, proposals, and other documentation to prepare time, material, equipment, and labor estimates involved in assigned products, projects, or services, applying knowledge of specialized methodologies, techniques, principles, or processes. Provides preliminary estimates for planning purposes and detailed itemized estimates based on final plans and specifications. Reviews data to determine material and labor requirements and develops itemized lists.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4023 | | | | | | | |

42. **ELECTRICAL ENGINEER**

Researches, develops, designs, tests, and evaluates electrical components, equipment, and systems, applying principles and techniques of electrical engineering. Designs electrical equipment, facilities, components, products, and systems for commercial, industrial, and domestic purposes. Designs, and may direct engineering personnel in, fabrication of test control apparatus and equipment, and determines methods, procedures, and conditions for testing products. Excludes paraprofessionals.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4029 | | | | | | | |

43. **ELECTRICAL TEST ENGINEER**

Plans and conducts environmental, operational, or performance tests on electrical, electromechanical, experimental products, controls, and systems. Directs and coordinates engineering activities concerned with development, procurement, installation, and calibration of instruments, equipment, and control devices required to test, telemeter, record, and reduce test data. Designs and directs engineering and technical personnel in fabrication of testing and test-control apparatus and equipment. Requires a degree in electrical test engineering. Excludes supervisory and paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5008 | | | | | | | |

44. **ELECTRONICS ENGINEER**

Researches, develops, designs, tests, and analyzes electronic components, products, and systems for commercial, industrial, medical, military, and scientific applications, applying principles and techniques of electronic engineering. Designs electronic circuits, components and integrated systems, utilizing ferroelectric, nonlinear, dielectric, phosphorescent, photo-conductive, and thermoelectric properties of materials. Designs test control apparatus and equipment, determines procedures for testing products, and oversees engineering personnel in fabrication of test control apparatus and equipment. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1142 | | | | | | | |

45. **ENGINEERING SUPERVISOR**

Supervises activities of engineers and oversees their assignments. Provides coordination for all technical activities while achieving optimum use of workers, machines, materials, and facilities. Supervises professional and paraprofessional engineering personnel. Typically reports to engineering manager level in the organization and is a first line supervisor.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1063 | | | | | | | |

46. **ENVIRONMENTAL ENGINEER**

Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and waste disposal units to solve environmental problems. Researches and determines sources and methods of controlling pollutants in air, water, and soil, utilizing knowledge of agriculture, chemistry, meteorology, and engineering principles and applied technologies.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1191 | | | | | | | |

47. **FACILITIES ENGINEER**

Plans and administers research and development activities concerned with design, construction, and production of facilities and systems. Determines feasibility of designing new plant equipment or modifying existing facilities considering costs, available space, time limitations, company planning, and other technical and economic factors, utilizing professional engineering theory and practices. Designs, modifies, or develops machines, equipment, or processes used in processing or production of goods and services. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1626 | | | | | | | |

48. **INDUSTRIAL ENGINEER**

Determines the most effective means for an organization to use capital, equipment, energy, facilities, information, material, people, and other assets to make a product or service. Plans utilization of facilities, equipment, materials, and personnel to improve efficiency of operations. Studies product or service and its requirements, using mathematical methods such as operations research, to meet those requirements and design manufacturing and information systems. Designs management control systems to aid in financial planning and cost analysis. Rev Reviewsfunctional statements, organization charts, and project information to determine functions and responsibilities of workers and work units and to identify areas of duplication. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1737 | | | | | | | |

49. **LOGISTICS COORDINATOR**

Coordinates the organization's daily logistical operations, including inventory control, order fulfillment, and distribution. Organizes warehousing for goods. Reviews inventory to ensure that product adjustments are properly applied. Plans and schedules inbound and outbound shipments to internal or external customers based on needs.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1744 | | | | | | | |

50. **MANUFACTURING ENGINEER**

Plans and coordinates manufacturing processes. Develops, evaluates, and enhances manufacturing methods, utilizing knowledge of product design, materials and parts, fabrication processes, tooling and production equipment capabilities, assembly methods, and quality control standards. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1210 | | | | | | | |

51. **POLLUTION CONTROL ENGINEER**

Plans and heads engineering studies to analyze and evaluate pollution problems, methods of pollution control, and methods of testing pollution sources to determine physiochemical nature and concentration of contaminants.Reviews data collected from pollution emission sources. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 2685 | | | | | | | |

52. **PRODUCT DESIGN ENGINEER**

Designs, develops, or modifies products, applying engineering principles. Determines feasibility of designs considering costs, time limitations, planning, and other technical and economic factors. Conducts engineering studies on design for products, associated and subsystems components, and structures. Analyzes engineering proposals, process requirements, and related technical data pertaining to design. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1160 | | | | | | | |

53. **PRODUCT DEVELOPMENT ENGINEER**

Designs, develops, tests, and evaluates new products, applying knowledge of engineering. Determines nature of technical problems and possible solutions, such as product redesign, substitution of material or parts, or rearrangement of parts or subassemblies. Reviews and evaluates designs for improving performance or other factors, or to obtain data for development. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1250 | | | | | | | |

54. **PRODUCTION PLANNER**

Prepares production schedules for business unit or organization. Draws up master schedule to establish sequence and lead time of each operation to meet completion dates according to sales forecasts or customer orders.Arranges orders into a sequential work schedule. Examines production specifications and capacity data, and performs mathematical calculations to determine production processes, tools, and human resource requirements.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1041 | | | | | | | |

55. **RELIABILITY ENGINEER**

Develops reliability engineering designs and programs to achieve reliability objectives and support proposed changes in design. Analyzes engineering-design concepts to recommend design or test methods for attaining or improving specified operational reliability, using knowledge of reliability engineering and other technologies. Typically requires a bachelor's degree in field of specialty. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Excludes paraprofessional positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1196 | | | | | | | |

56. **SYSTEMS ANALYST**

Analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes.Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4084 | | | | | | | |

57. **VENDOR QUALITY SUPERVISOR**

Supervises and coordinates quality inspection of parts, components, materials, software, and other items provided by subcontractors and vendors, and surveillance of subcontractors' processes.Directs sampling inspection, and testing of received parts, components, and materials to determine conformance to standards.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5028 | | | | | | | |

58. **WORKERS' COMPENSATION ADMINISTRATOR**

Administrates and enforces company's workers' compensation and occupational health programs. Administers claims and audits, compiles statistics, and prepares reports. Understands laws and regulations, concludes appropriate courses of action, and submits solutions to resolve claims.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 7615 | | | | | | | |

## Sales Positions

59. **ELECTRICAL EQUIPMENT SALES REPRESENTATIVE**

Sells electrical equipment, such as lighting fixtures, motors, generators, transformers, electrical outlets, fuse boxes, and household appliances, to new or existing wholesale customers in assigned area or territory. Creates prospect list and gets new accounts. Contacts and interacts directly with new and existing wholesale customers to explain features and merits of products offered, utilizing persuasive sales techniques.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5736 | | | | | | | |

60. **MANUFACTURER'S SALES REPRESENTATIVE**

Sells single, allied, diversified, or multi-line products to wholesalers or other customers for one or more manufacturers on commission basis. Interacts with manufacturers and arranges to sell their products. Calls on regular or prospective customers to solicit orders.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1209 | | | | | | | |

61. **TV & RADIO SALES REPRESENTATIVE**

Sells radio and television equipment to new or existing wholesale customers in assigned area or territory. Creates prospect list and gets new accounts. Contacts and interacts directly with new and existing wholesale customers or clients to explain features and merits of products offered, utilizing persuasive sales techniques.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5755 | | | | | | | |

## Technicians, Para-Professional & Skilled Craft Positions

62. **ADMINISTRATIVE ASSISTANT**

Supports an organization or department by performing administrative services. Assists management with administrative tasks such as tracking and compiling information of interest. Prepares Preparesvarious reports detailing the administrative information handled by the position. Reviews and answers correspondence. May handle confidential information. NOTE

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4003 | | | | | | | |

63. **CAD/CAM DESIGN DRAFTER**

Drafts designs utilizing computer-aided drafting systems to prepare drawings and designs. Converses with engineers and other subject matter experts to interpret design concepts, determine nature and type of required detailed working drawings, and coordinate work with others. Uses required drafting and mechanical drawing skills, and knowledge of computer-assisted drafting (CAD) equipment and software.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1066 | | | | | | | |

64. **CAD/CAM/CAE TECHNICIAN**

Operates specialized mini computers in the use of specialized engineering, architectural, and land or product development programs. This position is distinguished from a design drafter position as the work is more highly specialized and has greater involvement with the software programs involved with computer-aided drafting.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1174 | | | | | | | |

65. **CALIBRATION TECHNICIAN**

Calibrates and tests controlling, indicating, and measuring instruments and devices, such as monochromators, pressure regulators, tachometers, temperature controls, and thermometers, to ensure specified operating performance, using hand tools, testing and calibrating instruments and equipment, and precision measuring instruments.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 43737 | | | | | | | |
| 43737 | | | | | | | |

66. **CONTROLS DESIGNER**

Designs systems of electrical, hydraulic, and pneumatic controls for machines and equipment, utilizing knowledge of computer-aided design and applying knowledge of electricity, electronics, hydraulics, and pneumatics. Utilizes knowledge of electrical engineering and drafting to design and draft components of electrical, electronic, hydraulic, pneumatic, and lubrication devices, and other related equipment. Confers with supervisor and engineering department to review functions of machines and equipment. Requires knowledge of computer-aided design and its use as a design tool.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 944 | | | | | | | |

67. **DRAFTER (MODERATE)**

Drafts and prepares detail drawings including various views, sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Uses most of conventional drafting techniques and a working knowledge of terms and procedures of occupation.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1088 | | | | | | | |

68. **DRAFTING SUPERVISOR**

Supervises personnel engaged in the design and/or drafting of detailed drawings for assigned area of responsibility. Interprets job requests to employees and assigns duties. Determines and directs material to be used, and other information necessary to make detailed drawing and/or design clear and complete.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1073 | | | | | | | |

69. **DRAWINGS CHECKER ENGINEERING**

Examines engineering drawings to detect errors in documents. Detects inaccuracies of detail and function, utilizing knowledge of engineering principles. Assesses overall design for functionality, conformance to drawing standards, and design specifications. Uses well-developed drafting and mechanical drawing skills and prior experience to verify the accuracy of others.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5017 | | | | | | | |

70. **ELECTRICAL DRAFTER**

Drafts electrical working drawings, wiring diagrams, and layout diagrams. Prepares working plans and detail drawings from rough or detailed sketches and notes for engineering or production purposes according to dimensional specifications.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1086 | | | | | | | |

71. **ELECTRICAL ENGINEERING TECHNICIAN**

Constructs, tests, and changes related electric components, equipment, products, and services, applying electrical theory and related knowledge. Uses principles and theories of science, engineering, and mathematics to solve technical problems. Work is more limited in scope and more practically oriented than that of scientists and engineers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1109 | | | | | | | |

72. **ELECTRICAL REPAIRER**

Repairs electrical components and subassemblies, such as relays, solenoids, and wiring and cable harnesses, using hand tools. Disassembles unit and removes defective parts, using hand tools and soldering iron. Inserts new part in unit and solders connections.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1108 | | | | | | | |
| 1108 | | | | | | | |

73. **ELECTRONICS TECHNICIAN**

Fixes technical problems by applying principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing, and physics. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components, parts, equipment, systems, and related products and services. Work is more limited in scope and more practically oriented than that of scientists and engineers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4032 | | | | | | | |

74. **ENGINEERING TECHNICIAN**

Assists Mechanical Engineers with designs, and creates, tests, and manufactures machinery, consumer products, and other equipment. Applies knowledge of mechanical engineering technology under direction of engineering and scientific staff. Work is more limited in scope and more practically oriented than that of scientists and engineers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4109 | | | | | | | |

75. **INTEGRATED CIRCUIT DESIGNER**

75. **INTEGRATED CIRCUIT DESIGNER**

Designs layout for integrated circuits (IC), according to engineering specifications, using computer-assisted design (CAD) equipment and software, and utilizing knowledge of electronics, drafting, and IC design rules (standard IC manufacturing process requirements). Reviews and analyzes engineering design schematics and supporting documents, such as logic diagrams and design rules, to plan layout of IC. Confers with engineering staff to resolve design details or problems. Excludes supervisory positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 896 | | | | | | | |

76. **LASER TECHNICIAN**

Constructs and tests laser devices, applying theory and principles of laser engineering and electronic circuits. Uses principles and theories of science, engineering, and mathematics to solve technical problems. Work is more limited in scope and more practically oriented than that of scientists and engineers. Companies prefer at least a two-year associate's degree in engineering technology with college courses in science, engineering, mathematics, and courses in field of specialty; however, some companies may accept equivalent education and experience combined.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5042 | | | | | | | |

77. **MAINTENANCE ELECTRICIAN**

Repairs and installs electrical systems, apparatus, and electrical and electronic components of machinery and equipment. Follows electrical code, manuals, schematic diagrams, blueprints, and other specifications, using hand tools, power tools, and electrical and electronic test equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1120 | | | | | | | |

78. **MAINTENANCE MECHANIC**

Repairs and maintains, in accordance with diagrams, sketches, operation manuals, and manufacturer's specifications, machinery and mechanical equipment, such as engines, motors, pneumatic tools, conveyor systems, and production machines and equipment, using hand tools, power tools, and precision measuring and testing instruments. Observes mechanical devices in operation and listens to their sounds to locate causes of trouble.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 867 | | | | | | | |

79. **MICROELECTRONICS TECHNICIAN**

Assists engineering staff in development and fabrication of prototype, custom-designed, electronic circuitry chips in research laboratory, using a variety of semiconductor processing, testing, and assembly equipment, and utilizing knowledge of microelectronic processing equipment, procedures, and specifications. Operates equipment to convert integrated circuit layout designs into working photo masks; clean, coat, bake, align, expose, develop, and cure photoresist on wafers; grow layers of dielectric, metal, and semiconductor material on masked areas of wafers; clean, etch, or remove materials on areas not covered by photoresist; and implant chemicals to selective areas of wafer substrate to alter substrate electrical characteristics.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1703 | | | | | | | |
| 1703 | | | | | | | |

80. **NUMERICAL CONTROL PROGRAMMER**

Plans numerical control program to control contour-path machining of parts on automatic machine tools. Computer Numerical Control (CNC) machines include, but are not limited to, machining tools such as lathes, multi-axis spindles, and milling machines, but the functions formerly performed by human operators are performed by a computer-control module. CNC machines cut away material from a solid block of metal, plastic, glass, or other materials to form a finished part. Applies knowledge of the working properties of materials with CNC programming knowledge to design and carry out the operations needed to make machined products that meet precise specifications. Most companies require previous experience as a machinist or machine setter, operator, and tender along with apprenticeship programs, informally on the job, or training in secondary, vocational, or technical college. Requires knowledge of computers and electronics, computer numerical control, basics of programming, and computer-aided manufacturing.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5016 | | | | | | | |

81. **PRINTED CIRCUIT DESIGNER**

Designs layout for printed circuit boards according to engineering specifications, utilizing knowledge of electronics, drafting, and printed circuit board (PCB) design. Reviews and analyzes engineering design schematics and supporting documents to plan layout of PCB components and printed circuitry. Confers with engineering staff to resolve design details and problems. Excludes supervisory positions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 897 | | | | | | | |

82. **PRODUCTION ELECTRONICS TECHNICIAN**

Cleans and maintains wafer processing machines and equipment and mixes chemical solutions, following production specifications.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 528 | | | | | | | |

83. **PROGRAMMER NUMERICAL CONTROL**

Plans numerical control program to control contour-path machining of parts on automatic machine tools. Computer Numerical Control (CNC) machines include, but are not limited to, machining tools such as lathes, multi-axis spindles, and milling machines, but the functions formerly performed by human operators are performed by a computer-control module. CNC machines cut away material from a solid block of metal, plastic, glass, or other materials to form a finished part. Applies knowledge of the working properties of materials with CNC programming knowledge to design and carry out the operations needed to make machined products that meet precise specifications. Most companies require previous experience as a machinist or machine setter, operator, and tender along with apprenticeship programs, informally on the job, or training in secondary, vocational, or technical college. Requires knowledge of computers and electronics, computer numerical control, basics of programming, and computer-aided manufacturing.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 69896 | | | | | | | |

84. **QUALITY CONTROL TECHNICIAN**

Tests and conducts routine and non-routine analysis of raw materials, in-process, and finished product, using variety of testing devices and procedures to maintain product quality. Collects Collects, measures, and weighs samples of materials. Performs analytical tests on samples, using instrumentation and equipment such as ovens and molds, and performs calculations to measure such factors as purity, particle size, and hardness, applying arithmetic formula.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1201 | | | | | | | |

## Field, Shop, Services & Clerical Positions

85. **ACCOUNTING CLERK**

Prepares and keeps financial and business transaction data up-to-date, applying accepted procedures, and prepares reports to ensure accurate accounting records. Performs complex clerical and entry-level accounting activities. Compiles and checks source documents, such as vouchers, invoices, purchase orders, and cash receipts, for completeness and accuracy, and prepares reports. Verifies and posts details of business transactions to appropriate ledgers and journals, and totals accounts.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4002 | | | | | | | |

86. **CERAMIC CAPACITOR PROCESSOR**

Processes substrate, electrode, and termination materials to form monolithic ceramic capacitors. Reviews work orders and production schedules to determine processing specifications. Depo Depositslayer of dielectric ceramic material on thermoplastic sheets, using tape casting equipment. Cuts cast sheets into ceramic wafers. Verifies and sorts wafers according to thickness and quality, using thickness gauge and magnifying device.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 904 | | | | | | | |
| 904 | | | | | | | |

87. **CUSTOMER SERVICE REPRESENTATIVE (GENERAL CALLS)**

Interacts with customers; gives information in response to inquires about accounts, products, and services. Takes care of and settles customer complaints, special orders, or returns in-store or via phone or mail. Answers customers' questions regarding product or service and operation or maintenance. Receives and processes orders, provides information concerning pricing, changes in service, discontinuance, and shipping. Nature of products and services is at a level of complexity that usually involves up to two years of directly related study, training, and/or experience to acquire job know-how. For Financial Representative, see Customer Service Representative Financial.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 101 | | | | | | | |

88. **CUSTOMER SERVICE REPRESENTATIVE (SPECIALIZED CALLS)**

Interacts with customers by phone or in person to provide information; ensures the best technical service possible. Answers customers' technical or scientific questions regarding product or service and operation or maintenance. Converses with customers to obtain information, identify problem, and provides technical assistance. Liaises between development, engineering, sales, distributors and customers. For less complex or lower level technical or scientific questions see Customer Service Representative (General Calls).

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 7600 | | | | | | | |

89. **ELECTRICAL INSPECTOR**

Inspects and tests electrical equipment, components, and parts related to transmission, control or converting electrical powers, signaling and detection equipment, medical equipment, home and business electronic equipment, and related products, for conformance to specifications.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1105 | | | | | | | |
| 1105 | | | | | | | |

90. **ELECTRICAL INSTRUMENT REPAIRER**

Repairs, calibrates, and tests instruments, such as voltmeters, ammeters, resistance bridges, galvanometers, temperature bridges, and temperature controlling and recording gauges and instruments, using jewelers' tools, electricians' tools, hand tools, and measuring instruments.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1114 | | | | | | | |
| 1114 | | | | | | | |

91. **ELECTRONIC COIL WINDER**

Winds coils to be used in electrical equipment and instruments, or as electronic components, according to wiring diagrams, sample coil, or work order, using coil-winding machines and hand tools. Reviews wiring diagrams and work order, or examines sample coil to ascertain type and size of wire specified and type, size, length, circumference, and primary and secondary windings of coil to be woundPicks coil-forming device for specified coil to be wound, and fastens it onto machine arbor, mandrel, or spindle or fastens it in between chuck and tail stock.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1131 | | | | | | | |
| 1131 | | | | | | | |

92. **ELECTRONICS ASSEMBLER**

Assembles electronic components, subassemblies, products, or systems of a level less than Precision Assemblers Electronic. Reads work orders, follows production drawings and sample assemblies, orreceives verbal instructions regarding duties to be performed. The distinction between the two positions is as follows

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4031 | | | | | | | |

93. **ELECTRONICS INSPECTOR**

Inspects items, such as electronic assemblies, subassemblies, parts, integrated circuit (IC) assemblies, semiconductor wafers, IC dies and components, following samples, production illustrations, comparators or microscope for defects, and conformance to company standards.Examines unit for physical defects, such as broken or missing leads, broken circuit lines, bridged circuits, misalignments, symbol errors, excess or missing solder, holes in sealing material, coating and plating blemishes, oil leaks, faulty welds, scratches, cracks, and chips.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1143 | | | | | | | |

94. **ELECTRONICS MECHANIC**

Repairs electronic equipment, such as computers, industrial controls, audio and video systems, radar systems, telemetering and missile control systems, transmitters, antennas, and servomechanisms, following blueprints and manufacturers' specifications, and using hand tools and test instruments.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4108 | | | | | | | |

95. **ELECTRONICS TESTER**

Tests a variety of electronic, mechanical, and electromechanical components on electronic systems, subassemblies, and parts to ensure unit functions according to specifications or to determine cause of unit failure, using electronic test instruments.Reads test schedule, work orders, test manuals, performance specifications, wiring diagrams, and schematics to determine testing procedure and equipment to be used.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1145 | | | | | | | |
| 1145 | | | | | | | |

96. **ELECTRONICS WORKER**

Cleans, trims, or prepares electronics-related components or parts for assembly by other workers. Receives verbal or written instructions from supervisor regarding work assignment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
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| 1147 | | | | | | | |
| 1147 | | | | | | | |

97. **EXPEDITER**

Contacts vendors and shippers to check status of orders and ensure that merchandise, supplies, and equipment are forwarded on specified shipping dates. Contacts vendors by mail, e-mail, phone, or visit to verify or confirm shipment of goods on specified dates. Communicates with transportation company to preclude delays in transit, puts tracers on shipment in cases of en route delays, and may arrange for distribution of materials upon arrival.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 240 | | | | | | | |

98. **FORKLIFT OPERATOR**

Operates and drives gasoline-, liquefied gas-, or electric-powered industrial truck equipped with lifting devices, such as forklift, boom, scoop, lift beam and swivel-hook, fork-grapple, clamps, elevating platform, or trailer hitch, to push, pull, lift, stack, tier, or move products, equipment, or materials in warehouse, storage yard, or factory. Moves levers and presses pedals to drive truck and control movement of lifting apparatus. Positions forks, lifting platform, or other lifting device under, over, or around loaded pallets, skids, boxes, products, or materials, or hooks tow trucks to trailer hitch, and transports load to designated area.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4037 | | | | | | | |

99. **INDUCTION BRAZER**

Brazes metal components together according to blueprint, work order, or layout specifications, operating induction heating equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
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| 756 | | | | | | | |
| 756 | | | | | | | |

100. **INTEGRATED CIRCUIT FABRICATOR**

Fabricates integrated circuits on semiconductor wafers according to written specifications, and performs variety of other related tasks. Loads semiconductor wafers into processing containers for processing or into inspection equipment, using tweezers or vacuum wand. Cleans and dries photo masks and semiconductor wafers to remove contaminants, using cleaning and drying equipment.Inspects photo masks and wafers for defects, such as scratches, using microscope, magnifying lens, or computer-aided inspection equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 895 | | | | | | | |
| 895 | | | | | | | |

101. **INVENTORY CLERK**

Compiles and keeps records of quantity, type, and value of material, property, equipment, merchandise, or supplies. Counts material, property, equipment, merchandise, or supplies and posts poststotals to inventory/property records. Verifies record computations against physical count of inventory and adjusts errors in computation or count, or investigates and reports reasons for discrepancies.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 801 | | | | | | | |

102. **ION IMPLANT MACHINE OPERATOR**

Operates ion-implanting machine to implant semiconductor wafers with gases, such as arsenic, boron, or phosphorus, to implant electrical properties in wafers. Turns valves, flips switches, and presses buttons to start and regulate flow of gases into implant machine. Places semiconductor wafers in holders, such as carousel, wheels, or boats, using tweezers. Places loaded holder in machine and secures clamps. Presses buttons to start feeding and implanting process.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 398 | | | | | | | |
| 398 | | | | | | | |

103. **LAYOUT WORKER**

Lays out metal stock or work pieces, such as castings, plates, or machine parts, to indicate location, dimensions, and tolerances necessary for further processing, such as machining, welding, or assembly, analyzing specifications and computing dimensions according to knowledge of product, subsequent processing, shop mathematics, and layout procedures. Assesses Assesses blueprint, sketch, model, or other specifications and creates layout. Examines work piece and verifies such requirements as dimensions and squareness, using rule, square, and straightedge. Lifts and positions work piece in relation to surface plate manually or with hoist, using such work aids as shims, parallel blocks, and angle plates. Verifies position with measuring instruments, such as gauge blocks, height gauges, and dial indicators.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 921 | | | | | | | |
| 921 | | | | | | | |

104. **MACHINE ASSEMBLER**

Assembles products according to customer's needs, following blueprints and other written and verbal specifications. Creates plan for assembly procedures, following specifications and using knowledge gained by experience. This position is viewed as skilled and is distinguished from the Product Assembler (Bench) as it requires more training and experience, generally one to two years, to perform the activities.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
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| 840 | | | | | | | |
| 840 | | | | | | | |

105. **MACHINE OPERATOR**

Operates fabricating machines, such as cutoff saws, shears, rolls, brakes, presses, forming machines, spinning machines, and punch, that cut, shape, and bend metal plates, sheets, tubes, and structures. Reads job specifications to determine machine adjustments and material requirements. Positions stops or guides to specified length as indicated by scale, rule, or template.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 849 | | | | | | | |

106. **MACHINERY MECHANIC**

Repairs savable mechanical parts of machines and construction equipment. Dismantles machinery, equipment, and parts, using hand tools, such as hacksaws, files, reamers, wrenches, and screwdrivers. Inspects parts to determine salvageability or method of repairing or reworking parts.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4048 | | | | | | | |

107. **MAINTENANCE TECHNICIAN**

Repairs and keeps physical structures of commercial and industrial establishments, such as factories, office buildings, apartment houses, and logging and mining constructions, maintained using hand tools and power tools.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 27884 | | | | | | | |

108. **MATERIALS COORDINATOR**

Arranges and accelerates flow of equipment, materials, parts, assemblies, and other materials according to schedules or priorities, and compiles and keeps manual or computerized records. Checks schedules and related information and confers with others to determine requirements to identify overdue materials and to track material.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1047 | | | | | | | |

109. **MATERIALS HANDLER**

Loads, unloads, and moves materials within or near plant, yard, or work site. Reads work order or follows verbal instructions to ascertain materials or containers to be moved.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4054 | | | | | | | |

110. **NUMERICAL CONTROL MACHINE OPERATOR**

Prepares and operates numerical-control drilling machine. Reads setup instructions and specifications. Loads control media containing programmed commands into control console of machine, or enters commands to retrieve programmed control data.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1166 | | | | | | | |

111. **OVERHEAD CRANE OPERATOR**

Operates traveling or stationary overhead crane (cab- or ground-controlled) to lift, move, and position loads, such as machinery, equipment, products, and solid or bulk materials, using hoisting attachments, such as hook, sling, electromagnet, or bucket. Observes load hookup and ascertains safety of load. Manipulates or depresses crane controls, such as pedals, levers, and buttons, to regulate speed and direction of crane and hoist movement according to written, verbal, or signal instructions.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 197 | | | | | | | |

112. **PACKAGING/FILLING OPERATOR**

Operates and tends machine that performs one or more packaging functions, such as filling, marking, labeling, tying, packing, or wrapping containers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1003 | | | | | | | |
| 1003 | | | | | | | |

113. **PAYROLL CLERK**

Compiles payroll data, such as hours worked, sales or piecework, taxes, insurance, union dues to be withheld, and employee identification number, from time sheets and other records. Screens time-worked inputs for calculating, coding, or other errors. Performs action necessary to determine pay and deductions including Federal and State taxes, insurance, retirement, union dues, savings, and other deductions. Monitors computer reports alerting payroll clerk to problems or errors. Prepares computer input forms and enters data into computer files. Reconciles errors and maintain payroll records.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4062 | | | | | | | |

114. **PRECISION GRINDER**

Grinds flat or contoured surfaces of metal work pieces, such as tool, die, and machine parts, usually for limited runs. Assesses specifications and picks tooling according to knowledge of surface grinding procedures. Operates surface grinding machine with horizontal or vertical spindle and reciprocating or rotating table.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 834 | | | | | | | |
| 834 | | | | | | | |

115. **PRINTED CIRCUIT BOARD PLATER**

Electroplates printed circuit board (PCB) panels with metals, such as copper, tin, gold, nickel, or solder, to resist corrosion, improve electrical conductivity, and facilitate solder connections. Dips panels in cleaning solutions or wipes panels with cloth to clean panels. Clamps panels or rack of panels to overhead bar above tanks to complete electrolytic current. Immers Immerses panels in plating solution.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 891 | | | | | | | |

116. **PUNCH PRESS OPERATOR**

Prepares and operates power press to trim, punch, shape, notch, draw, or crimp metal, composite, or plastic stock. Assembles, installs, and aligns dies in press according to specifications, using feelers, shims, templates, bolts, clamps, and wrenches.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 463 | | | | | | | |

117. **QUALITY CONTROL INSPECTOR**

Inspects finished products, products being processed, incoming materials, parts, and assemblies, etc., for conformance to company standards. Checks randomly selected samples, and verifie verifies accuracy of equipment or process. Reports conditions requiring immediate repair. Uses advanced inspection methods to develop and conduct quality programs. Works under general supervision.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1202 | | | | | | | |

118. **SHIPPING & RECEIVING CLERK**

Verifies and keeps records on incoming and outgoing shipments and prepares items for shipment. Compares identifying information and counts, weighs, or measures items of incoming and outgoing shipments to verify information against bills of lading, invoices, orders, or other records. Records receipt of incoming materials and equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 5924 | | | | | | | |

119. **SHIPPING PACKER**

Packs wrapped or packaged products into shipping containers, following shipping specifications. Seals, glues, nails, labels, bands, and/or stencils shipping containers to assure closure and proper protection and identification.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4121 | | | | | | | |

120. **TIME CLERK**

Distributes and collects time-worked reports or inputs. Reviews employee time-worked reports or inputs for accuracy and to assure information is properly recorded and coded. Verifies proper authorization for time worked. Ensures time worked is correctly allocated to proper account. Reviews computer printout alerting employee of potential problems or errors. Communicates procedural changes in payroll policies and regulations.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 1738 | | | | | | | |

121. **TRANSFORMER ASSEMBLER**

Assembles electrical transformers according to specifications. Reads work order to determine assembly procedure specified by customer.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 2677 | | | | | | | |
| 2677 | | | | | | | |

122. **TRANSFORMER REPAIRER**

Repairs and services distribution, streetlight, and instrument transformers.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 2678 | | | | | | | |
| 2678 | | | | | | | |

123. **WELDER**

Welds metal components together; fabricates or repairs products according to layouts, blueprints, or work orders, using brazing and variety of arc and gas welding equipment.

| JOB# | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
|---|---|---|---|---|---|---|---|
| 4133 | | | | | | | |

**If you are ready to submit your data and have a Promotion Code enter it here:**

**Job Title Overflow Addendum**

If you ran out of room and wish to add more positions or you do not see a job title for which you have a position, please enter it here. If you are adding a position that already exists in the pre-printed list, please enter the corresponding job number from that entry.

| JOB# | JOB TITLE | INCUMBENT COUNT | ANNUAL SALARY | VARIABLE PAY | EDUCATION LEVEL | #YRS EXPERIENCE | #EMPLOYEES SUPERVISED | POSTAL CODE |
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