



2009 Annual Milwaukee Area Compensation Survey

ORIENTATION BOOKLET

Data Effective: January 2009

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2009 Annual Milwaukee Area Compensation Survey

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Milwaukee Area Compensation Survey Orientation Booklet

Background

The purpose of this booklet is to guide you in the completion of the Annual Milwaukee Area Compensation Survey questionnaire. The results of this survey, sponsored by MACA and Metro Milwaukee SHRM, will be available in early April 2009.

This orientation booklet is divided into 3 sections:

1. Introduction
2. RSM SurveyWISE Online Submission
3. MS Excel Spreadsheet Submission

Section 1 gives users a general overview of submission dates, survey additions, and general completion instructions. Participants have the option to submit data either using RSM SurveyWISE, our web-based survey tool, or through an MS Excel spreadsheet.

Section 2 gives instructions on how to submit data utilizing RSM SurveyWISE. This is our default data submission method. The website address is www.rsmurveywise.com and we encourage you to review the web-based tool and use it to submit your data for this survey. To access the website, enter the Login ID and Password supplied to you by RSM McGladrey via email. Once logged in, please change your password in the 'Account' menu option.

For those of you who wish to submit data utilizing a data dump from your HRIS program and the MS Excel spreadsheet option, a pre-formatted spreadsheet is available. You may fill out the spreadsheet and email it to Adam Futterer at adam.futterer@rsmi.com. Section 3 of this booklet will provide detailed information on this option.

For those of you who wish to submit data in hard copy, please contact RSM McGladrey at (414) 298-2800. A separate survey package will be mailed to you.

1. INTRODUCTION

Survey Completion Dates

All data should be reported as of **January 1, 2009**. In order to participate in this survey, you will need to submit your completed information **by Friday, February 6, at 5:00 P.M.**

Survey Changes

Based on feedback from the MACA Survey Committee, the following changes were made to the survey. Position changes:

Loan Officer – Retail/Mortgage (11.052) and
Loan Officer – Retail/Mortgage, Sr. (11.053)
into one level:

Loan Officer – Retail Mortgage (11.052)

Loan Officer – Commercial (11.055) and
Loan Officer – Commercial, Sr. (11.056)
into one level:

Loan Officer – Commercial (11.055)

Computer Operator, Associate (13.053) due to
lack of participation. Remaining levels:

**Computer Operator (13.054) and
Computer Operator, Senior (13.055)**

Claims Examiner (38.012) and Claims Examiner,
Senior (38.050) consolidated into one level:

Claims Examiner (38.012)

Database Analyst/Programmer, Associate (13.058) eliminated due to lack of participation. Remaining two levels:
Database Analyst/Programmer (13.059) and Database Analyst/Programmer, Sr. (13.060)

Information Systems Training Consultant (13.062) and Information Systems Training Consultant, Senior (13.063) consolidated into one level:
Information Systems Training Consultant (13.062)

The following position title changes were made to avoid confusion:

Building Maintenance Mechanic (31.039) changed to:
Building Maintenance Technician (31.039)

Machine Maintenance Mechanic (31.040) changed to:
Machine Maintenance Technician (31.040)

Machine Maintenance Mechanic (Journey Level) (31.041) changed to:
Machine Maintenance Technician (Journey Level) (31.041)

Sourcing Specialist (Buyer) (31.012) changed to:
Buyer (Sourcing Specialist) (31.012)

Sourcing Specialist (Buyer), Senior (31.049) changed to:
Buyer (Sourcing Specialist), Senior (31.049)

The following positions were added to this year's survey:

Graphic Designer (45.025)
Marketing Coordinator (50.011)

Results Format

The 2009 Milwaukee Area Compensation Survey Results are available electronically via PDF and Microsoft Excel files. Survey Results can be easily incorporated into data analysis and market

pricing software. A hard copy of the survey results can be purchased by members for an additional \$50. A custom Selective Analysis Report is also available for an additional \$275.

Job Matching Accuracy

Accurate matching of jobs is key to submitting and analyzing survey data. There are 129 jobs surveyed in this year's Compensation Survey. The list of job titles and codes by job family can be found starting on page 10. An alphabetical list of jobs can be found on page 12. It will be important for you to review descriptions carefully to ensure that your facility has a correct "match" with a job and not just a job title. Please refer to the following guidelines.

Matching Jobs

The job descriptions listed with each survey position will help you match survey jobs to similar positions within your organization. Please do not compare titles alone, as they vary among each facility. If you do not have a position as indicated by the job description, please leave that job blank.

When completing your questionnaire, match each job only once. As a general rule, for an accurate match, a job incumbent should perform stated responsibilities for at least 70% of a workday.

For job families in which there are career levels, be careful when matching the job to the correct job description; do not match just by job title. For instance, if your organization has a 'Trainer' and a 'Trainer, Senior', it will be important to read the job description of both positions to ensure that job duties and educational requirements listed in the survey definitions match those of the position in your organization.

Organization Size and Revenues

In order to best represent organization size and value, and ensure comparability among participants, **Gross Revenues** will be used throughout the survey as the primary classification of an organization's size. For some organizations, such as Financial Institutions, assets may be a more accurate indication of size. Please provide the appropriate information to ensure accurate classification of your organization.

Gross Revenues are defined as the total of all sales and operating revenues received in your last complete fiscal year for any goods or services provided.

Assets are defined as the total value, for your last complete fiscal year, of all property having commercial or exchange value owned by a business, corporation, or institution that may be used to discharge its liabilities.

Please be sure to complete the Gross Revenue or Assets field in your organization's Profile page, as that will be used to classify your organization in the results.

Checking Your Data

When completing your questionnaire(s), please be aware of common "pitfalls" and how to avoid them.

The average salary is typically inside the salary range. For example, an organization may report a salary range with a minimum of \$24,000 and a maximum of \$38,000. If the facility then reports average salaries of \$30,000, it will not be questioned. If, on the other hand, average salaries of \$20,000 are reported, there will be questions raised since this figure falls considerably below the salary range.

Some jobs are market-sensitive, which means that supply and demand conditions require an organization to pay a higher rate to attract and

retain an incumbent. In these cases, we can find employees paid above their range maximums.

Also, while verifying your data, please:

- Check the definitions of assistants, supervisors, etc. Match according to job descriptions, not just to job titles.
- Match each job only once.

Review Process

When submitted data is reviewed, we check for data entry errors, averages outside of the ranges, and very high or very low data in comparison to the market. We also compare data to previous year's submissions. When we find data that looks out of place, we will contact your facility, either by phone or e-mail to verify the data. This is done to produce clear and accurate survey results.

Selective Analysis

Your facility may obtain a customized "Selective Analysis Report" as needed to supplement data provided in the main Survey Results. This report will supply you with more detailed data on a select group of participating facilities.

A Selective Analysis order form will be made available once the final list of participants has been compiled. It provides a listing of only those facilities participating in the survey, and eliminates the possibility of selecting non-participants for your report.


A minimum of **five** organizations must be included to preserve confidentiality. We strongly encourage you to select at least **eight** facilities to ensure that your results are comprehensive. To discuss your selection feel free to call our office at (414) 298-2800.

Importance of Your Feedback




RSM McGladrey, Inc. and your Survey Steering Committee will be looking for ways to continuously improve the survey process. We look forward to your suggestions and comments. Should you have any questions about the survey, please contact our office at (414) 298-2800 or email adam.futterer at adam.futterer@rsmi.com

2. RSM SurveyWISE SUBMISSION

This section provides detailed information on how to submit compensation data via our web-based survey tool. To access the survey, please visit www.rsmurveywise.com

- 1. Enter your Login ID and Password in the log-in screen.** Upon logging in, you will first be asked to select the facility for which you are submitting data. You will then be asked to specify a survey. Please select the 'Milwaukee Area Compensation Survey'. You will then be brought to the main screen. **If you do not have a record of your login ID and password, please call RSM McGladrey at (414) 298.2800.**
- 2. Read the Instructions.** If this is your first time using RSM SurveyWISE, click on the **Instructions** link in the menu and review the instructions before proceeding.
- 3. Verify/Update your Account information.** Click on the **Account** option in the menu. You may change your password and update your contact information here at any time. *Please change your password upon your first login.* Click  to save your changes.
- 4. Complete your facility's Profile Page.** Update your organizational profile information by clicking the **Profile** option in the menu. Please completely fill out the Profile page making sure to report your last complete fiscal year's assets or gross revenues before any adjustments. **NOTE:** This information will be used to determine which category your organization will be assigned in the survey results.
- 5. Enter Job Specific Data**
There are 129 jobs covered in this year's Compensation Survey. Click on **Job Descriptions** in the menu to bring up a list of job descriptions that accompany each job title. It will be important for you to review

these descriptions carefully to ensure that your organization has a correct match with a job and not just a job title.

Click on the **Job Data** menu option. Select the job that you wish to update by clicking on the job number. Fill out the requested information for each applicable job in the list. You can navigate between jobs by clicking the  and  buttons on the data entry page. Clicking either of these buttons will cause the data you entered to be saved prior to loading the next (or previous) job. For help in entering the data, click the  help button on the data entry page.

- 6. Select the facility for which you wish to enter data if you are submitting for more than one facility.** Click on the **Select Facility** menu option. Some organizations maybe submitting data for more than one facility. Make sure the correct facility is selected before you begin entering data.
- 7. Select the survey you wish to participate in if you are currently participating in more than one RSM McGladrey survey.** Click the **Select Survey** option in the menu. Some facilities can participate in more than one survey. Make sure the correct survey is selected before you begin entering data.
- 8. Fill out the Order Form.** To order copies of the survey results, click the **Order Form** menu option to download a copy of the order form. You may email your completed form to Adam Futterer at adam.futterer@rsmi.com or fax it to (414) 298-2810. If the Order Form is not currently available on the menu, you will receive an email when it is available.

Definition of Terms

Your Job Title

Please enter the position's job title in your organization.

FLSA Status

Please use the drop down menu to indicate if a job is Exempt or Non-exempt.

Degree of Match

Please indicate if the duties of your job are more, less, or equal to the survey description.

Typical Work Week

The typically scheduled number of hours an employee in this position would work in one week. **Please exclude from this survey any employees that are on a reduced schedule (e.g., part-time employees).**

Number of Employees

This field represents the number of employees in the position that are scheduled to work the typical work week. Note: Please do not report the total number of employees in your organization in this field.

Average Salary

The average annual salary for an employee in this job. If there is more than one employee in the position, report the average annual base salary paid to the employees. The average is calculated by adding the salary of all current employees in the job and dividing this total by the number of current employees in the job. Please note: if the employee for the listed position is paid on an hourly basis, multiply the hourly pay with the total number of hours that employee would work in a given year.

Target Incentive (%)

The percentage of the salary, incumbent is eligible to receive as an incentive, upon meeting his or her performance expectations.

Employees Receiving Incentive

The total number of employees listed in the current job position who received an incentive during the last plan year.

Average Incentive (\$)

The actual dollar amount an incumbent received as an incentive. The average is calculated by adding the total incentive dollars of all current employees in the job who received an incentive and dividing this total by the number of current employees who received incentives.

Minimum Rate

Report the rate of the established salary range that is normally paid to a candidate who satisfies the minimum education and experience requirements for the job.

Midpoint Rate

Report the midpoint of the established salary range, if applicable.


Maximum Rate

Report the highest rate of the established salary range that is normally paid to qualified employees in the job.

Tips on using RSMsurveyWISE

1. **Make sure the correct facility is selected** before you begin entering data or filling out the order form. Some organizations may be submitting data for more than one facility. Click on the **Select Facility** link to choose your facility. Facilities are assigned to your Login ID in the initial invitation email. Please contact RSM McGladrey at (414) 298-2800 if you would like to submit data for additional facilities.
2. **Make sure the correct survey is selected** before you begin entering data or filling out the order form. Some facilities can participate in more than one survey. Click on

the **Select Survey** link to specify your survey.

3. **Save frequently.** Internet servers will time-out after 30 minutes of inactivity. You will then be forced to repeat the login process, and any data-entry since you last saved your work will be lost. If you pause to look up information while completing the survey, or if you wish to resume work at a later time, be sure to save your work by clicking on the  button at the end of each section.

Sample Data Entry Page

Prev. Done Next Cancel

Click to continue and save Exit without saving

Please enter your data as of 1-Jan-09

Last Updated By:
On: 12/10/2008

	Your Job Title	FLSA Status	Degree of Match
Old			
Current	<input type="text"/>	Not Specified	Select One
	Typical Work Week (hrs)	# of Employees	Average Salary (\$)
Old			
Current	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Target Incentive (%)	# Employees Receiving Incentive	Average Incentive (\$)
Old			
Current	<input type="text"/> %	<input type="text"/>	<input type="text"/>
Pay Range			
	Min (\$)	Mid (\$)	Max (\$)
Old			
Current	<input type="text"/>	<input type="text"/>	<input type="text"/>

Prev. Done Next Cancel

Click to continue and save Exit without saving

Internet

3. MS EXCEL SPREADSHEET SUBMISSION

Participants can submit data through an MS Excel spreadsheet file utilizing data supplied from the participants HRIS program. This option lets organizations easily submit data without the extra work of repeated data entry. **To request a pre-formatted spreadsheet, please contact RSM McGladrey at (414) 298-2800.**

Simply include the desired data, make the survey job matches, and email the file to adam.futterer@rsmi.com. The steps below will walk users through the process.

1. Generate HRIS report with desired data.

The following includes fields needed from a participant's HRIS to have a complete survey submission.

Your Job Title

Please enter the position's job title in your organization.

FLSA Status

Please use the drop down menu to indicate if a job is Exempt or Non-exempt.

Degree of Match

Please indicate if the duties of your job are more, less, or equal to the survey description.

Typical Work Week

The typically scheduled number of hours an employee in this position would work in one week. **Please exclude from this survey any employees that are on a reduced schedule (e.g., part-time employees).**

Number of Employees

This field represents the number of employees in the position that are scheduled to work the typical work week. Note: Please do not report the total number of employees in your organization in this field.

Average Salary

The average yearly salary for an employee in this job. If there is more than one employee in the position, report the average annual base salary paid to the employees. The average is calculated by adding the salary pay of all current employees in the job and dividing this total by the number of current employees in the job. Please note: if the employee for the listed position is paid on an hourly basis, multiply the hourly pay with the total number of hours that employee would work in a given year.

Target Incentive (%)

The percentage of the salary, incumbent is eligible to receive as an incentive, upon meeting his or her performance expectations.

Employees Receiving Incentive

The total number of employees listed in the current job position who received an incentive during the last plan year.

Average Incentive (\$)

The actual dollar amount an incumbent received as an incentive. The average is calculated by adding the total incentive dollars of all current employees in the job who received an incentive and dividing this total by the number of current employees who received incentives.

Minimum Rate

Report the rate of the established salary range that is normally paid to a candidate who satisfies the minimum education and experience requirements for the job.

Midpoint Rate

Report the midpoint of the established salary range, if applicable.

Maximum Rate

Report the highest rate of the established salary range that is normally paid to qualified employees in the job.

identify the facility for which you are submitting data. An example would be: ABC Corporation Milwaukee.xls

2. **Format the spreadsheet.** The table below outlines the columns needed and desired order in the spreadsheet. If any fields are not applicable, please leave them blank.
3. **Make the survey job matches.** Column A of your spreadsheet needs to include the survey job code for the respective job match (i.e., Job code 12.034 is matched to your Human Resources Assistant). RSM McGladrey will not accept submissions without appropriate survey job matches. Please only submit data with survey matches.
4. **Save your spreadsheet with a file name identifying your facility.** Your file name will
5. **Submit your completed spreadsheet via email to adam.futterer@rsmi.com.**
6. **Go to RSMSurveyWISE.com to complete the additional steps of the survey.** Section 2 of this booklet outlines the login process, survey completion, and survey ordering. If you have already submitted your data via emailed spreadsheet, please complete Steps 1, 2, 3, 4, and 8 in Section 2 to finalize your participation.

Should you need assistance at any time, please call RSM McGladrey at (414) 298.2800.

Required Spreadsheet Format

Spreadsheet Column	Field Title	Data Format Alpha/Numeric	Comments
A	Survey Job Code	N	RSM won't accept data without survey match
B	Your Job Title	A	The position's Job Title in your organization
C	FLSA Status	A	Exempt or Non-Exempt
D	Degree of Match	A	Less, Equal, or More
E	Typical Work Week	N	Ex: 40
F	Number of Employees	N	Ex: 25
G	Avg. Salary	N	Ex: 35000
H	Target Incentive (%)	N	Ex: 15
I	# EEs Receiving Incentive	N	Ex: 5
J	Average Incentive	N	Ex: 5000
K	Minimum	N	Ex: 28000
L	Midpoint	N	Ex: 36000
M	Maximum	N	Ex: 44000

2009 Milwaukee Area Compensation Survey List of Job Codes and Titles By Job Family

Administrative

15.001 Administrative Assistant, Associate
 15.003 Administrative Assistant, Intermediate
 15.004 Administrative Assistant, Senior
 15.010 Administrative Assistant: to CEO,
 President, or Chair
 15.028 Clerk
 15.009 Data Entry Operator
 15.027 Legal Administrative Assistant
 15.025 Mail Clerk
 15.024 Office Supervisor/Administrator
 15.017 Receptionist
 15.026 Switchboard Operator

Business Services

33.073 Credit/Collections Clerk

Engineering & Design

45.012 CAD Drafter
 45.017 Electrical Engineer
 45.018 Electrical Engineer, Senior
 45.013 Electronics Technician
 45.014 Electronics Technician, Senior
 45.015 Engineering Technician
 45.016 Engineering Technician, Senior
 45.005 Graphic Artist
 45.006 Graphic Artist, Senior
 45.025 Graphic Designer
 45.001 Manufacturing Engineer
 45.002 Manufacturing Engineer, Senior
 45.003 Manufacturing Engineering Supervisor
 45.007 Quality Assurance Technician
 45.008 Quality Assurance Technician, Senior
 45.010 Quality Engineer
 45.011 Quality Engineer, Senior

Facilities/Support Services

31.039 Building Maintenance Technician
 30.003 Carpenter
 31.050 Custodian/Janitor
 31.057 Electrician (Journey Level)
 30.047 Field Service Representative
 31.052 HVAC Technician
 31.040 Machine Maintenance Technician
 31.041 Machine Maintenance Technician
 (Journey Level)

Facilities/Support Services (continued)

30.046 Office Cleaner
 30.051 Plant Maintenance Supervisor
 31.033 Security Guard (Unarmed)

Finance

11.039 Accountant, Associate
 11.040 Accountant, Intermediate
 11.041 Accountant, Senior
 11.045 Accounting Clerk, Associate
 11.046 Accounting Clerk, Intermediate
 11.047 Accounting Clerk, Senior
 11.042 Cost Accountant
 11.043 Cost Accountant, Senior
 11.044 Credit Analyst
 11.037 Financial Analyst
 11.038 Financial Analyst, Senior
 11.021 Internal Auditor
 11.022 Internal Auditor, Senior
 11.055 Loan Officer – Commercial
 11.052 Loan Officer – Retail/Mortgage
 11.048 Payroll Clerk
 11.049 Payroll Supervisor
 11.050 Teller
 11.051 Teller, Senior
 11.054 Teller: Lead (Head Teller)

Food & Nutrition

32.005 Food Service Worker

Human Resources

12.007 Benefits Analyst
 12.008 Benefits Analyst, Senior
 12.004 Compensation Analyst
 12.006 Compensation Analyst, Senior
 12.018 HRIS Specialist/Coordinator
 12.034 Human Resources Assistant
 12.035 Human Resources Assistant, Senior
 12.036 Human Resources Generalist,
 Associate
 12.037 Human Resources Generalist,
 Intermediate
 12.038 Human Resources Generalist, Senior
 12.028 Recruiter
 12.039 Trainer
 12.040 Trainer, Senior

2009 Milwaukee Area Compensation Survey List of Job Codes and Titles By Job Family

Information Technology

13.047 Applications Systems Analyst/Programmer, Associate
 13.048 Applications Systems Analyst/Programmer, Intermediate
 13.049 Applications Systems Analyst/Programmer, Senior
 13.050 Applications Systems Supervisor
 13.054 Computer Operator
 13.055 Computer Operator, Senior
 13.061 Database Administrator
 13.059 Database Analyst/Programmer
 13.060 Database Analyst/Programmer, Senior
 13.008 Help Desk Specialist
 13.009 Help Desk Specialist, Senior
 13.064 Information Security Analyst
 13.062 Information Systems Training Consultant
 13.035 Network Administrator
 13.072 Network or PC Support Technician
 13.073 Network Technician, Senior
 13.051 Operating Systems Analyst
 13.052 Operating Systems Analyst, Senior
 13.070 Project Manager – Information Systems
 13.071 Project Manager – Information Systems, Senior
 13.075 Systems Architect
 13.065 Telecommunications Analyst/Technician
 13.066 Telecommunications Analyst/Technician, Senior
 13.028 Web Designer
 13.067 Website Administrator
 13.069 Web Publisher

Legal

16.022 Paralegal

Managed Care

38.012 Claims Examiner

Marketing, Sales and Public Relations

50.002 Customer Service Representative, Associate
 50.003 Customer Service Representative, Intermediate
 50.004 Customer Service Representative, Senior
 50.005 Customer Service Supervisor
 50.001 Market Research Analyst
 50.011 Marketing Coordinator
 50.006 Product Manager
 50.007 Project Manager, Senior

Material Management

31.012 Buyer (Sourcing Specialist)
 31.049 Buyer (Sourcing Specialist), Senior
 31.043 Light Duty Truck/Van Driver
 31.053 Material Handler
 31.027 Materials Handling Shipping/Receiving Supervisor
 31.044 Order Filler/Picker
 31.056 Production/Materials Analyst, Associate
 31.025 Production/Materials Analyst, Intermediate
 31.026 Production/Materials Analyst, Senior
 31.054 Production Scheduler
 31.048 Production Supervisor
 31.013 Purchasing Assistant
 31.016 Purchasing Supervisor
 31.022 Shipper/Receiver
 31.020 Storekeeper

Patient Care

28.009 Industrial/Occupational Nurse (RN)
 23.027 Staff Nurse (RN)

Technical Services

26.045 Laboratory Technician
 26.046 Laboratory Technician, Senior

**2009 Milwaukee Area Compensation Survey
List of Job Codes and Titles in Alphabetical Order**

Job Code	Job Title	Job Code	Job Title
11.039	Accountant, Associate	50.003	Customer Service Representative, Intermediate
11.040	Accountant, Intermediate		
11.041	Accountant, Senior	50.004	Customer Service Representative, Senior
11.045	Accounting Clerk, Associate	50.005	Customer Service Supervisor
11.046	Accounting Clerk, Intermediate	15.009	Data Entry Operator
11.047	Accounting Clerk, Senior	13.061	Database Administrator
15.001	Administrative Assistant, Associate	13.059	Database Analyst/Programmer
15.003	Administrative Assistant, Intermediate	13.060	Database Analyst/Programmer, Senior
15.004	Administrative Assistant, Senior	45.017	Electrical Engineer
15.010	Administrative Assistant: to CEO, President, or Chair	45.018	Electrical Engineer, Senior
		31.057	Electrician (Journey Level)
13.047	Applications Systems Analyst/Programmer, Associate	45.013	Electronics Technician
		45.014	Electronics Technician, Senior
13.048	Applications Systems Analyst/Programmer, Intermediate	45.015	Engineering Technician
		45.016	Engineering Technician, Senior
13.049	Applications Systems Analyst/Programmer, Senior	30.047	Field Service Representative
		11.037	Financial Analyst
13.050	Applications Systems Supervisor	11.038	Financial Analyst, Senior
12.007	Benefits Analyst	32.005	Food Service Worker
12.008	Benefits Analyst, Senior	45.005	Graphic Artist
31.039	Building Maintenance Technician	45.006	Graphic Artist, Senior
31.012	Buyer (Sourcing Specialist)	45.025	Graphic Designer
31.049	Buyer (Sourcing Specialist), Senior	13.008	Help Desk Specialist
45.012	CAD Drafter	13.009	Help Desk Specialist, Senior
30.003	Carpenter	12.018	HRIS Specialist/Coordinator
38.012	Claims Examiner	12.034	Human Resources Assistant
15.028	Clerk	12.035	Human Resources Assistant, Senior
12.004	Compensation Analyst	12.036	Human Resources Generalist, Associate
12.006	Compensation Analyst, Senior	12.037	Human Resources Generalist, Intermediate
13.054	Computer Operator		
13.055	Computer Operator, Senior	12.038	Human Resources Generalist, Senior
11.042	Cost Accountant	31.052	HVAC Technician
11.043	Cost Accountant, Senior	28.009	Industrial/Occupational Nurse (RN)
11.044	Credit Analyst	13.064	Information Security Analyst
33.073	Credit/Collections Clerk	13.062	Information Systems Training Consultant
31.050	Custodian/Janitor	11.021	Internal Auditor
50.002	Customer Service Representative, Associate	11.022	Internal Auditor, Senior
		26.045	Laboratory Technician
		26.046	Laboratory Technician, Senior

**2009 Milwaukee Area Compensation Survey
List of Job Codes and Titles in Alphabetical Order**

Job Code	Job Title	Job Code	Job Title
15.027	Legal Administrative Assistant	31.013	Purchasing Assistant
31.043	Light Duty Truck/Van Driver	31.016	Purchasing Supervisor
11.055	Loan Officer – Commercial	45.007	Quality Assurance Technician
11.052	Loan Officer – Retail/Mortgage	45.008	Quality Assurance Technician, Senior
31.040	Machine Maintenance Technician	45.010	Quality Engineer
31.041	Machine Maintenance Technician (Journey Level)	45.011	Quality Engineer, Senior
15.025	Mail Clerk	15.017	Receptionist
45.001	Manufacturing Engineer	12.028	Recruiter
45.002	Manufacturing Engineer, Senior	31.033	Security Guard (Unarmed)
45.003	Manufacturing Engineering Supervisor	31.022	Shipper/Receiver
50.001	Market Research Analyst	23.027	Staff Nurse (RN)
50.011	Marketing Coordinator	31.020	Storekeeper
31.053	Material Handler	15.026	Switchboard Operator
31.027	Materials Handling Shipping/Receiving Supervisor	13.075	Systems Architect
13.035	Network Administrator	13.065	Telecommunications Analyst/Technician
13.072	Network or PC Support Technician	13.066	Telecommunications Analyst/Technician, Senior
13.073	Network Technician, Senior	11.050	Teller
30.046	Office Cleaner	11.051	Teller, Senior
15.024	Office Supervisor/Administrator	11.054	Teller: Lead (Head Teller)
13.051	Operating Systems Analyst	12.039	Trainer
13.052	Operating Systems Analyst, Senior	12.040	Trainer, Senior
31.044	Order Filler/Picker	13.028	Web Designer
16.022	Paralegal	13.069	Web Publisher
11.048	Payroll Clerk	13.067	Website Administrator
11.049	Payroll Supervisor		
30.051	Plant Maintenance Supervisor		
50.006	Product Manager		
31.054	Production Scheduler		
31.048	Production Supervisor		
31.056	Production/Materials Analyst, Associate		
31.025	Production/Materials Analyst, Intermediate		
31.026	Production/Materials Analyst, Senior		
13.070	Project Manager – Information Systems		
13.071	Project Manager – Information Systems, Senior		
50.007	Project Manager, Senior		