



New England Salary Survey Survey Job List

Executive

X100 President/Chief Executive Officer
X110 Executive Vice President/Chief Operating Officer
X120 Division Head
X130 Chief Financial Officer
X140 Controller (if not top finance executive)
X150 Top Administrative Assistant
X160 Top Information Systems Executive
X170 Top Sales & Marketing Executive (if combined)
X180 Top Sales Executive (without marketing)
X190 Top Marketing Executive (without sales)
X200 Top Manufacturing/Production Executive
X210 Top Engineering Executive
X220 Top Human Resources Executive
X230 Top Research & Development Executive
X240 Top Materials/Purchasing Executive
X250 Top Quality Management Executive
X260 Top Development or Fundraising Executive

Administrative Services/Office Clerical

A105 Clerk, Associate
A110 Clerk
A115 Clerk, Senior
A120 Mail Clerk
A125 Data Entry Operator, Associate
A130 Data Entry Operator
A140 Microfilm Clerk
A145 Switchboard Operator
A150 Switchboard Operator/Receptionist
A155 Word Processing Operator, Associate
A160 Word Processing Operator, Senior
A165 Secretary/Administrative Assistant, Associate
A170 Secretary/Administrative Assistant
A175 Secretary/Administrative Assistant, Senior
A180 Secretary to CEO, President, or Chair
A185 Secretary/Administrative Assistant, Legal
A190 Office Supervisor/Administrator
A195 Paralegal
A200 Staff Attorney

Information Systems

B105 Applications Systems Analyst/Programmer, Associate
B110 Applications Systems Analyst/Programmer

B115 Applications Systems Analyst/Programmer, Senior
B120 Applications Systems Analyst/Programmer, Lead
B125 Applications Systems Analyst/Programming Supervisor
B127 Project Manager - Information Systems
B130 Applications Systems Analysis and Programming Manager
B135 Systems Analysis and Programming Director
B140 Operating Systems Programmer
B145 Operating Systems Analyst, Associate
B150 Operating Systems Analyst
B155 Operating Systems Analyst, Senior
B160 Operating Systems Analyst, Lead
B165 Operating Systems Analyst/Programming Manager
B170 Computer Operator, Associate
B175 Computer Operator
B180 Computer Operator, Senior
B185 Computer Operator, Lead
B190 Computer Operations Shift Supervisor
B195 Computer Operations Manager
B200 Data Control Clerk
B205 Data Control Clerk, Senior
B208 Database Analyst/Programmer, Associate
B210 Database Analyst Programmer
B215 Database Analyst/Programmer, Senior
B220 Database Manager
B225 Information Center Consultant, Senior
B230 Information Center Manager
B235 Information Systems Training Consultant
B240 Information Systems Training Consultant, Senior
B245 Information Security Analyst
B250 Information Security Manager
B255 Help Desk Specialist
B260 Help Desk Specialist, Senior
B265 Help Desk Manager
B270 Telecommunications Analyst/Technician, Associate
B275 Telecommunications Analyst/Technician
B280 Telecommunications Analyst/Technician, Senior
B285 Telecommunications Manager
B290 Website Administrator
B295 Web Designer
B300 Network Technician, Associate
B305 Network Technician, Senior



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B310 Network Administrator
B315 PC Maintenance Technician
B320 PC/LAN/WAN Support Technician
B325 Personal Computer Products Analyst
B330 Personal Computer/Microcomputer Analyst
B335 Systems Architect
B340 Personal Computer/Microcomputer Manager

Engineering

C105 Electrical Engineer, Associate
C110 Electrical Engineer
C115 Electrical Engineer, Senior
C120 Tool Designer
C125 Tool Design Engineer
C130 Drafter, Entry
C135 Drafter, Intermediate
C140 Design Drafter
C145 Designer
C150 Senior Designer
C155 Design Engineer, Associate
C160 Design Engineer
C165 Design Engineer, Senior
C167 Design Engineer, Principal
C168 Design Engineer, Senior Principal
C169 Project Manager - Engineering
C170 Design Engineering Supervisor
C175 Design Engineering Manager/Chief Design Engineer
C180 Manufacturing Engineer, Associate
C185 Manufacturing Engineer
C190 Manufacturing Engineer, Senior
C195 Manufacturing Engineering Supervisor
C200 Manufacturing Engineering Manager

Accounting/Finance

D105 Accountant, Associate
D110 Accountant
D115 Accountant, Senior
D120 General Accounting Manager
D125 Business Unit Controller
D130 Division Controller
D135 Corporate Controller
D140 Financial Analyst
D145 Financial Analyst, Senior
D150 Cost Accountant, Associate
D155 Cost Accountant

D160 Cost Accountant, Senior
D165 Cost Accounting Manager
D170 Credit/Collections Clerk
D175 Credit Analyst, Associate
D180 Credit Analyst
D185 Credit Analyst, Senior
D190 Credit Manager
D195 Internal Auditor
D200 Internal Auditor, Senior
D205 Accounting Clerk, Associate
D210 Accounting Clerk
D215 Accounting Clerk, Senior
D220 Payroll Clerk
D225 Payroll Supervisor

Human Resources

E105 Human Resources Assistant
E110 Human Resources Assistant, Senior
E115 Human Resources Generalist, Associate
E120 Human Resources Generalist
E125 Human Resources Generalist, Senior
E130 Business Unit Human Resources Manager
E132 Director of Human Resources
E135 Recruiter
E145 Employment Manager
E150 Compensation/Benefits Administrator
E155 Compensation Analyst
E160 Compensation Analyst, Senior
E165 Benefits Analyst
E170 Benefits Analyst, Senior
E175 Diversity/Worklife Specialist
E180 HRIS Specialist/Coordinator
E185 Training Specialist
E190 Industrial Nurse RN
E195 Industrial Hygiene/Safety Coordinator
E200 Safety Manager
E205 Labor Relations Representative
E210 Labor Relations Manager

Marketing/Sales/Service

F105 Graphic Artist C
F110 Graphic Artist B
F115 Graphic Artist A
F120 Market Research Analyst
F125 Customer Service Representative C
F130 Customer Service Representative B



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F135 Customer Service Representative A
F140 Customer Service Supervisor
F145 Customer Service Manager
F150 Outbound Telemarketing Representative
F155 Product Manager
F160 Product Manager, Senior
F165 Technical Training Specialist

Materials/Purchasing

G105 Purchasing Clerk
G110 Purchasing Expediter
G112 Buyer, Associate
G115 Buyer
G120 Buyer, Senior
G125 Purchasing Supervisor
G130 Purchasing Manager
G135 Traffic Supervisor
G140 Traffic Manager
G145 Production Scheduler
G150 Production/Materials Analyst, Associate
G155 Production/Materials Analyst
G160 Production/Materials Analyst, Senior
G165 Master Scheduler
G170 Production Scheduling Supervisor
G175 Production Planning Manager
G180 Inventory Control Supervisor
G185 Material Handling Supervisor
G190 Materials Manager
G200 Director of Materials

Production/Manufacturing/Maintenance

H105 Technician C
H110 Technician B
H115 Technician A
H120 Lead Technician
H125 Carpenter A
H130 Electrician A (Journey level)
H135 Maintenance/Electronics Specialist
H138 HVAC Technician
H140 Building Maintenance Mechanic
H145 Building Maintenance Mechanic A (Journey level)
H150 Machine Maintenance Mechanic
H155 Machine Maintenance Mechanic A (Journey level)
H160 Custodian/Janitor

H165 Groundskeeper
H170 Welder/Spot Welder
H175 Welder B
H180 Welder A
H185 Machinist C
H190 Machinist B
H195 Machinist A
H200 Tool and Die Grinder
H205 Tool and Die Maker
H208 Millwright
H209 CNC Programmer
H210 Production Machine Metal Fabricator Operator C
H215 Production Machine Metal Fabricator Operator B
H220 Production Machine Metal Fabricator Operator A
H225 Production Machine Metal Removal Operator C
H230 Production Machine Metal Removal Operator B
H235 Production Machine Metal Removal Operator A
H240 General Labor/Assembly Operator C
H245 General Labor/Assembly Operator B
H250 General Labor/Assembly Operator A
H255 Spray Painter B
H260 Spray Painter A
H265 Security Guard
H270 Storekeeper
H275 Material Handler
H280 Shipper/Receiver
H285 Power Lift Truck Operator
H290 Order Filler
H295 Light Duty Truck/Van Driver
H300 Production Supervisor
H305 Production Manager (Plant Superintendent)
H310 Manufacturing Manager
H315 Quality Control (Inspection) Supervisor
H320 Facilities Manager
H325 Sheet Metal/Fabrication Supervisor
H330 Machine Shop Supervisor
H335 Tool Room Supervisor
H340 Plant Maintenance Supervisor
H345 Director of Manufacturing

Quality Assurance

I105 Quality Assurance Technician B
I110 Quality Assurance Technician A
I120 Quality Control (Inspection) Manager
I125 Associate Quality Engineer
I130 Quality Engineer



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I135 Senior Quality Engineer
I140 Quality Assurance Manager
I145 Director Quality Assurance

Other

J105 Claims Assistant
J110 Claims Examiner, Associate
J115 Claims Examiner
J120 Claims Examiner, Senior
J125 Dishwasher
J130 Food Service Worker
J135 Office Cleaner

Hospitality Industry

K105 Secretary/Administrative Assistant, Legal
K110 Public Area
K115 Laundry Attendant
K120 Maintenance Engineer
K125 Landscaping and Groundskeeping Worker
K130 Host
K135 Bartender
K140 Waitstaff
K145 Busers
K150 Banquet Set Up Staff
K155 Banquet Server
K160 Restaurant Cook
K165 Chef or Head Cook
K170 Dishwasher
K175 Food and/or Beverage Manager
K180 Front Desk Manager
K185 General Manager
K190 Director of Sales-Lodging Establishment
K195 Ski Lift Operator

Banking Industry

L105 Senior Commercial Loan Officer
L110 Commercial Loan Officer
L115 Consumer Loan Officer
L120 Mortgage Loan Officer
L125 Credit Analyst
L130 Collections Supervisor/Lead Collector
L135 Underwriter
L145 Manager/Supervisor, Proof Operations
L150 Proof Operator/Clerk
L155 Supervisor, Check Processing

L160 Supervisor, Operations (Reconciliation)
L165 Branch Manager
L170 Personal/Private Banker
L175 Teller Supervisor
L180 Head Teller
L185 Teller
L190 Supervisor, Call Center
L195 Call Center Representative
L200 Personal Trust Officer

Insurance Industry

M105 Claims Clerk
M110 Claims Adjuster I
M115 Claims Adjuster II
M120 Property Claims Supervisor
M125 Underwriter I
M130 Underwriter II
M135 Policy Processor I
M140 Policy Processor II
M145 Marketing Representative I
M150 Marketing Representative II
M155 Underwriting Manager

Medical Industry

N105 Physical Therapist
N110 Speech/Language Pathologist
N115 Medical Records Coder
N120 Staff Radiologic Technologist
N125 Ultrasound Technologist
N130 Certified Nuclear Technologist
N135 Certified CT Technologist I
N140 Mammography Technologist I
N145 Nursing Assistant
N150 Registered Nurse
N155 Licensed Practical Nurse
N160 Psychiatric Nurse II
N165 Pediatric Nurse
N170 Nurse Practitioner; Associated Class: Child Development
N175 Public Health Nurse III
N180 Public Health Nurse Surveyor
N185 Gerontological Nurse
N190 Assistant Nursing Administrator
N195 Corrections Nursing Services Chief
N200 Corrections Mental Health Nurse
N205 Psychiatric Nursing Administrator



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N210 State Hospital Nursing Service Supervisor
N215 Veterans' Home Nursing Supervisor
N220 Veterans' Home Nursing Education Specialist
N225 Veterans' Home MDS Specialist
N230 Public Health Physician Associated Class:
 Developmental Pediatrics
N235 Pharmacy Director
N240 State Epidemiologist
N245 Deputy Chief Medical Examiner
N250 Chief Medical Examiner
N255 State Director of Public Health Nursing
N260 Insurance Examiner III
N265 Insurance Examiner II
N270 Insurance Examiner I
N275 Insurance Examinations Director
N280 Insurance Examiner-in-Charge
N285 Insurance Regulations Director
N290 Senior Insurance Examiner

P190 Landscape Architect I
P195 Landscape Architect II
P200 Landscape Architect III
P210 Resident Inspector
P215 Resident Inspector II
P220 Chief Resident Inspector
P230 IT Systems/CAD Manager I
P235 IT Systems/CAD Manager II
P240 Technician/Designer I
P245 Technician/Designer II
P250 Technician/Designer III
P255 Technician/Designer IV
P260 Technician/Designer V

Human Services

O105 Medical Records Clerk
O110 Direct Care (non-degree)
O115 Direct Care/Para-professional (Bachelors)
O120 Counselors - Bachelors
O125 Case Manager
O130 Social Worker - Bachelor's Degree
O135 Social Worker - Master's Degree
O140 Psychologist
O145 Psychiatrist
O150 Medical Records Specialist/Supervisor
O155 Clinical Director
O160 Program Manager
O165 Medical Director
O170 Clinician - Master's

Civil Engineering

P105 Engineer I
P110 Engineer II
P115 Engineer III
P120 Engineer IV
P125 Engineer V
P130 CAD/GIS I & II
P140 CAD/GIS III & IV
P150 Survey Technician I & II
P155 Survey Technician III
P160 Chief of Survey