

Oregon Regional Pay Survey

Job Title Index

NOTE: The following listings include survey jobs by functional job family (e.g., Finance, Accounting) and “typical” pay groups (e.g., Non-Exempt, Exempt, and Executive).

**The terms “Non-Exempt” and “Exempt” are not intended to imply appropriate classification under the Fair Labor Standards Act or any state wage and hour law. Regardless of job title, exemption status is dependent upon actual job duties and compensation practices. Executive jobs would generally be classified as Exempt.*

Job Family	Non-Exempt* Group	Exempt* Group	Executive Group
A Finance, Accounting, Billing, Credit, Payroll	Accountant-Bookkeeper Accounting Clerk I Accounting Clerk II Accounting Clerk III Accounts Payable Clerk Accounts Payable/Receivable Clerk Accounts Receivable Clerk Assistant Credit Manager Billing Clerk II Billing Clerk III Bookkeeper Cashier Cost Accounting Clerk Credit Analyst I Credit Analyst II Credit Analyst III Credit and/or Collections Clerk Credit/Collections Specialist Payroll Clerk I Payroll Clerk II	Accountant I Accountant II Accountant III Budget Manager Cost Accountant I Cost Accountant II Cost Accountant III Cost Accounting Manager Credit and/or Collection Manager II Credit and/or Collection Manager III Financial/Business/Budget Analyst General Accounting Manager General Accounting Supervisor Internal Audit Manager Internal Auditor Invoicing Supervisor Payroll Supervisor/Administrator Payroll Supervisor/Manager	Chief Audit Executive Chief Financial Officer Chief Tax Executive Controller Corporate Treasurer Finance Director

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Job Family	Non-Exempt* Group	Exempt* Group	Executive Group
B Executive, Administrative, Legal Staff, General Office	Administrative Assistant I Administrative Assistant II Corporate Travel Agent Executive Secretary File Clerk General Clerk I General Clerk II General Clerk III Legal Assistant Legal Secretary Mail Clerk Messenger Office Generalist Office Administrator II Paralegal Receptionist Secretary I Secretary II Secretary III Stock Room Clerk (Office) Telephone Operator/Receptionist Typist Clerk Word Processor	Administrative Assistant III Administrative Asst to Chief Executive Officer Attorney Events Coordinator General Manager Office Administrator III Office Services Supervisor Project Manager Publications Editor Risk Manager Senior Project Manager	Chief Executive Multi-Function Responsibility Chief Executive (Not-For-Profit) Chief Executive Officer Chief Operating Officer Chief Government Relations Executive Chief Operations Executive Non-Manufacturing Chief Staff Legal Counsel Development Director Program Director

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Job Family	Non-Exempt* Group	Exempt* Group	Executive Group
C Information Systems, Data Processing, Systems Analysis, Software, Programming	Computer Operator II Computer Operator III Data Entry Operator I Data Entry Operator II PC Support Technician Personal Computer Specialist Programmer I Programmer II Programmer III Telecommunications Specialist Webmaster Assistant	Applications Programming Supervisor Computer Operations Manager Computer Operations Supervisor Data Processing Supervisor Database Administrator Database Analyst Database Analyst – Senior Help Desk Analyst Information Systems Director II Information Systems Director III Information Systems Manager LAN Administrator Network Administrator Network Operations Technician Network Systems Manager PC Systems Manager Programmer/Analyst I Programmer/Analyst II Programmer/Analyst III Software Engineer II Software Engineer III Systems & Programming Manager Systems Analyst Systems Project Leader Web Site Manager Webmaster	Chief Information Officer

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D Human Resources, Recruiting, Compensation, Safety, Security	Benefits Assistant Human Resources Assistant II Human Resources Clerk Security Guard (Unarmed)	Benefits Administrator Benefits Manager Compensation Analyst Compensation Manager Employee Relations Specialist Employment Interviewer II Employment Interviewer III Employment Manager HRIS Specialist Human Resources Administrator Human Resources Assistant III Human Resources Generalist Human Resources Generalist, Senior Human Resources Manager Safety Specialist Safety Manager Security Supervisor Technical/Professional Recruiter Training Manager Training Specialist I Training Specialist II Workers' Compensation Administrator	Compensation and Benefits Manager Human Resources Director Human Resources VP/SVP

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Job Family	Non-Exempt* Group	Exempt* Group	Executive Group
E Sales, Marketing, Public Relations, Customer Service, Estimating	Customer Service Clerk Customer Service Representative I Customer Service Representative II Customer Service Representative III Inside Sales Representative Order Clerk Sales Correspondent II Sales Correspondent III Sales/Marketing Assistant Sales Order Analyst II Sales Order Analyst III Salesperson – Parts Telemarketing Sales Representative Trade Show Coordinator	Cost Estimator Supervisor Customer Service Manager Customer Service Supervisor Estimator Field Sales Supervisor General Sales Manager Market Research Analyst Marketing Generalist I Marketing Generalist II Marketing Generalist III Order Processing Supervisor Outside Sales Representative I Outside Sales Representative II Outside Sales Representative III Product Manager Public Relations Manager Route Sales Representative Service/Repair Manager	Chief Business Development Executive Chief International Executive Chief Marketing Executive (Excludes Sales) Chief Sales Executive/Domestic Markets (Excluding Marketing) Chief Sales-Marketing Executive Customer Service Director Director of Communications District Sales Manager Product Manager Regional Sales Manager Top International Marketing & Sales Executive Top Sales Executive Domestic-Foreign
F Engineering, Scientific, Chemical, R&D, Technical, Design, Drafting	C.A.D. Drafter I C.A.D. Drafter II C.A.D. Drafter III Designer – Tool Drafter – Layout Draftperson II Draftperson III Engineering Clerk Engineering Cost Estimator Engineering Technician II Engineering Technician III Continued...	Chemical Engineer Chemist I Chemist II Chemist III Chemist – Supervising Civil Engineer II Civil Engineer III Design Engineer I Design Engineer II Design Engineer III Design Engineer IV	Director of Engineering Head Product/Development Engineer Head Research Engineer Industrial Engineering Head Vice President of Engineering

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F Engineering, Scientific, Chemical, R&D, Technical, Design, Drafting	...Continued Environmental Specialist Field Service Technician I Field Service Technician II Field Service Technician III Lab Technician I Lab Technician II Lab Technician III Mechanical Engineering Technician Method & Process Technician I Method & Process Technician II Method & Process Technician III Technical Writer (Non-MIS)	Design Engineer V Design Engineering Manager II Design Engineering Manager III Design Engineering Supervisor Design Supervisor (Chief Designer) Designer – Product Drafting Supervisor Drafting and Documentation Manager Engineer – Environmental Engineer – Industrial Engineer – Manufacturing Engineer (Electrical/Electronic/Mechanical) I Engineer (Electrical/Electronic/Mechanical) II Engineer (Electrical/Electronic/Mechanical) III Food/R&D Technologist Manufacturing Engineering Supervisor Metallurgist Scientist I Scientist II Scientist III Scientist/Department Head Scientist/Project Leader	

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G Maintenance, Repair, Installation, Cleaning (Facilities, Equipment)	Building/Grounds Maintenance Mechanic I Building/Grounds Maintenance Mechanic II Carpenter – Maintenance Electrician – Maintenance Electronic – Maintenance Facilities Maintenance – Specialist Facilities Maintenance Worker II Facilities Maintenance Worker III Grounds Maintenance Worker Helper – Maintenance Machine Maintenance Mechanic I Machine Maintenance Mechanic II Machine Maintenance Mechanic III Machine Repairer – Millwright Machinist – Maintenance Mechanic – Auto-Bus-Truck Mechanic – Body Shop Mechanic – Heavy Equipment Mechanic – Helper Methods & Process Technician I Methods & Process Technician II Methods & Process Technician III Office Janitor Oiler – Maintenance Oil-Lubrication Specialist Painter – Maintenance Parts Clerk Pipefitter/Plumber – Maintenance <p style="text-align: right;">Continued...</p>	Engineer – Facility Maintenance I Engineer – Facility Maintenance II Engineer – Facility Maintenance III Facilities Manager (Multi-Location) Facilities Supervisor (Single Location) Field Service Manager Janitorial Services Supervisor Maintenance Supervisor (Equipment) Maintenance Supervisor (Facilities) Trade Supervisor – Production Support	Facility Engineer

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G Maintenance, Repair, Installation, Cleaning (Facilities, Equipment)	...Continued Plant Janitor/Sanitation Repairer – Electronic Tire Repairer/Changer Vehicle/Equipment Cleaner Welder – Maintenance		
H Purchasing, Material Sourcing and Planning, Inventory Control	Buyer I Buyer II Inventory Control Clerk/Cycle Counter Material Records Clerk Purchasing Clerk Purchasing Expediter	Buyer III Inventory Control Manager Inventory Control Supervisor Purchasing Supervisor	Materials Manager Purchasing Manager Top Supply Chain Executive
I Material Handling, Shipping, Receiving, Warehousing	Boxer/Crater Crane Operator/Mobile Crane Operator/Overhead Forklift Driver Forklift Truck Operator Material Handler Order Filler – General Packer Receiving Clerk Shipping and/or Receiving Clerk Shipping Clerk Shipping-Receiving Checker Stock Clerk (Plant)	Shipping/Receiving Supervisor Warehouse Manager Warehouse Supervisor	

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J Transportation, Distribution, Delivery	Bus Driver – School Collection Driver – General Collection Driver – Recycle Driver I Driver II Driver III (Local) Driver IV (Over the Road) Driver/Sales Route Dump Truck Driver Import/Export Clerk Low-Boy Driver Traffic Clerk Traffic Dispatcher Truck Driver – Heavy (Short Haul)	Fleet Supervisor/Manager Traffic Manager	
K Production Planning, Inspection, Quality Control	Expediter Inspector – Electrical II Inspector – Floor Inspector – Mechanical II Inspector – Mechanical III Production Control Clerk Production Planner/Scheduler I Production Planner/Scheduler II Production Process Technician Quality Control Technician Quality Inspector/Auditor I Quality Inspector/Auditor II Quality Inspector/Auditor III Regulatory Compliance Assistant	Engineer – Quality Control Production Planner/Scheduler III Production Control Manager Production Control Supervisor Production Planner/Scheduler Quality Control Manager – Food Industry Quality Control Supervisor (Chief Inspector) Trades Supervisor – Production Support	Quality Manager

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L Assembly, Finishing, Processing	Assembler – Electronics I Assembler – Electronics II Assembler – Electronics III Assembler – General Assembler – Mechanical I Assembler – Mechanical II Assembler – Mechanical III Assembler – Precision Cannery Worker Food Batchmaker Furnace Operator/Heat Treat General Heavy Production Labor General Light Production Labor Grader/Sorter – Agricultural Inspector – CMM Operator Light Assembler I Light Assembler II Light Assembler III Line Operator Painter – Production II Painter – Production III Patternmaker Process Operator Production Supervisor I Production Supervisor II Roasting/Drying Machine Operator Technician I Technician II Technician III Technician IV	Area Superintendent Assembly Supervisor – Complex Assembly Supervisor – Non Complex Production Manager Production Supervisor III	Chief Manufacturing Executive Manufacturing Director (Multi-Facility) Manufacturing Manager (Single Facility) Plant Manager Top International Manufacturing Executive

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M Machine Operation, Tooling	CNC Machining Center Operator I CNC Machining Center Operator II CNC Machining Center Operator III Drill Press Operator – Radial Drill Press Operator – Single or Multi Spindle Extruding/Drawing Machine Operator Fabricating Machine Operator (CNC) Fabricating Machine Operator (Sheet Metal) Laser Beam Machine Operator (Cutter/Welder) Lathe Operator – Bench Machine Operator – General Machine Operator – Set up Machine Tool Operator I Machine Tool Operator II Machine Tool Operator III Machinist I Machinist II Machinist III Machinist –Tool Room Machinist Helper Machinist Specialist Machinist, Pre-Production Milling Machine Operator NC/CNC Milling/Drilling Machine Operator NC/CNC Programmer NC/CNC Turning Machine Operator Tool and Cutter Grinder Tool and Die Maker I Tool and Die Maker II Tool and Die Maker III Tool Crib Attendant	Machine Shop Supervisor - Job Shop & Tool Room Machine Shop Supervisor - Production Tool and Die Supervisor	

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N Fabrication, Welding	Burning (Cutting) Machine Operator Extruder Operator Finisher Grinder – Scrap Grinding Machine Operator Helper – Fabrication Injection Molding Machine Operator Metal Pourer/Caster Molding/Casting Machine Operator Plater Press Brake Operator Production Operator Punch Press Operator Rolling Machine Operator Sandblast Operator Sawing Machine Operator Shear Operator Welder I Welder II Welder III Welder – Fitter Welding Machine Operator	Metal Fabrication Supervisor Welding Supervisor	

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O Banking, Financial Services	Account Representative/Customer Service Bankcard Specialist Branch Auditor Collector Loan Officer (Commercial) I Loan Officer (Consumer) Loan Officer (Mortgage) Loan Processing Specialist (Commercial) II Loan Processing Specialist (Commercial) III Loan Processor (Consumer) Loan Processor (Mortgage) II Loan Processor (Mortgage) III Loan Servicing Representative I Loan Servicing Representative II Operations Support Specialist Teller I Teller II Teller III	Branch Manager (Commercial Lending) Branch Manager I Branch Manager II Branch Supervisor I Branch Supervisor II Business Development Officer Compliance Officer Loan Center Manager (Residential) Loan Manager (Consumer) Loan Officer (Commercial) II Operations Officer Operations Support Manager	
P Timber, Wood Working, Wood Products	Assembler – Wood Cabinetmaker and Bench Carpenter Precision Woodworker Resaw Operator – Cut Stock Sander – Woodworking Sawing Machine Operator/Tender Woodworking Machine Operator III	N/A	

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Q Construction (Buildings, Roads)	Dispatcher – Construction Electrician I Electrician II Electrician III Heavy Equipment Operator HVAC Technician, Journey Laborer – General Operating Engineer HVAC Pipelayer	N/A	
R Printing, Graphics, Publishing	Bindery Machine Operator Desktop Publishing Specialist Graphic Artist Offset Lithographic Press Operator Printer Production Artist/Graphics Specialist	N/A	
S Restaurant, Food Preparation, Hotel, Related Services	Baker – Bread/Pastry Cook – Cafeteria Cook – Restaurant Dining Room/Cafeteria Worker Dish Washer Food Preparation Worker Front Desk Clerk Host/Hostess Laundry Worker Maid/Housekeeping Cleaner Waiter/Waitress	Housekeeping Supervisor Laundry Supervisor Restaurant Supervisor	

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T Medical, Nursing, Child Care, and Related Services	Certified Medical Assistant Certified Nursing Assistant Certified Surgical First Assistant Child Care Worker Clinical Ward Clerk/MOA Computed Tomography Tech Health Unit Coordinator ICD-9/CPT Coding Specialist Licensed Practical Nurse (LPN) Medical Claims Processor Medical Office Assistant Medical Records Clerk Medical Records Transcriber Medical Technologist (ASCP) Member Service Representative Nuclear Medicine Technologist Nurse – Occupational Health Nursing Aide/Orderly/Attendant Patient Financial Representative (Collections) Pharmacy Assistant Pharmacy Technician Physical/Corrective Therapy Assistant Physician's Assistant Radiological Technologists (RRT) Radiology Support Clerk/Dark Room Tech Referral Coordinator Registered Dietitian Registered Occupational Therapist Registered Respiratory Care Practitioner Scheduler/Patient Registration Transcriptionist Ultrasonographer	Assistant Program Manager Nurse Practitioner Pharmacist Pharmacy Manager Physical Therapist Program Manager Registered Nurse (RN)	

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U Utility Related Occupations	Cable Splicer Line Installer/Repairer Wastewater Treatment Plant Operator Water Plant Operator	N/A	
V Retail Occupations	Cashier - Checker Salesperson – General Stock Clerk, Sales Floor	Assistant Store Manager Department Manager District/Regional Manager Store Manager	