

2020

COMPENSATION REPORT

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Respecting People. Impacting Business.™

Your source for insight into current workforce compensation trends for Light Industrial, Office Services, Skilled Trades, and Professional jobs.

INDEX

A Message from the CEO	2
2020 Job Insights	3
Grey Collar: A Growing Segment	5
2020 Wage and Compensation Guide	7
• Light Industrial	7
• Office Services	9
• Skilled Trades	11
• Professional	16
Employer Resources	19
About Express Employment Professionals	21



WE'RE IN A NEW NORMAL...

For the first time in many years, we've experienced an extended period where there are more jobs available than there are talented workers to fill them. And, all signs point toward this trend continuing in 2020, at least in the near-term.

Near the end of 2019, the unemployment rate fell to a 50-year low—in fact, it stayed below 4% throughout the year. Although more available jobs than workers is generally a good problem economically speaking, for businesses, it creates some major hurdles to overcome, specifically, recruiting and retaining top talent will continue to be a significant challenge for the foreseeable future.

In a strong employment market that favors job seekers, effective recruiting and retention practices are key differentiators for businesses. Company leaders must be prepared to reassess hiring and employee retention practices to ensure they attract and maintain a strong, productive workforce. The most qualified candidates are in a position to be more selective about the jobs they accept because they know there are plenty of opportunities available. It has never been easier for workers to hop between jobs.

Business leaders must be active participants in creating work environments that increase loyalty and engagement. Competitive compensation, employee benefits, and smart perks—like ongoing training and development opportunities—are essential to building a culture that attracts and retains the best talent.

COMPETITIVE COMPENSATION

Competition for the best and brightest workers is at a fever pitch, and the most straightforward tactic to attract top talent is offering competitive compensation. Highly-qualified workers know their value, so businesses must be willing to keep up with market demands for pay.

CREATIVE BENEFITS PACKAGES

Salary itself isn't the only factor. A well-rounded benefits package is essential to becoming an employer of choice. In addition to traditional health and medical benefits, additional perks like flexible scheduling, gym membership discounts or access to personal trainers, or paid time off to volunteer can differentiate a company from others competing for the same talent pool.

INVESTMENT IN TRAINING AND DEVELOPMENT

Employees want to know their career is on an upward trajectory within the company, so showing a long-term commitment to their growth by providing meaningful and targeted training and development opportunities is a key strategy for building retention and engagement.

As a North American employment industry leader, Express Employment Professionals serves more than 83,000 clients each year by providing strategic staffing solutions across a wide variety of business segments, including Light Industrial, Office Services, Skilled Trades, and Professional.



BILL STOLLER
CEO and Co-Founder
Express Employment
Professionals

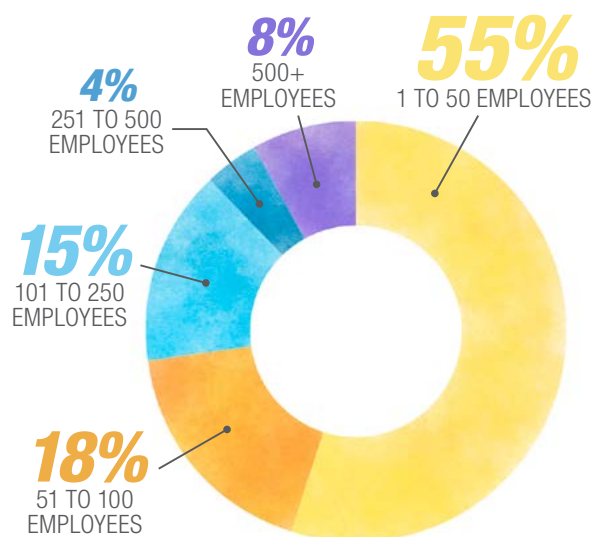
JOB INSIGHTS FOR 2020

To provide accurate and timely employment forecasts for business leaders, Express Employment Professionals International Headquarters conducts an ongoing Job Insights survey to track hiring trends across a wide range of industries. Express surveyed business owners, decision makers, and human resource professionals about the overall hiring trends in their markets and how those trends impact their hiring decisions. The majority of respondents (89%) make hiring decisions for their companies and represent small- to medium-sized workforces.

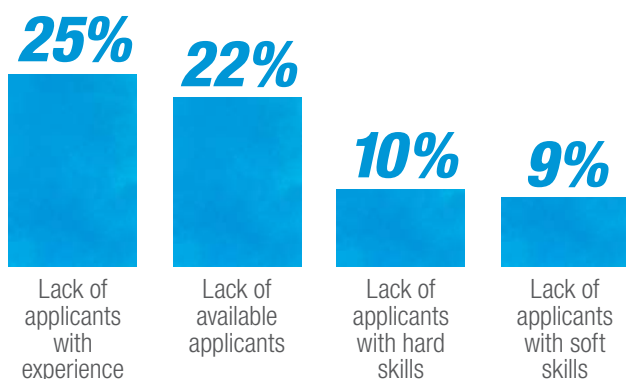
INSIGHT: The competition to attract and retain the best talent continues in 2020.

Recruiting and retaining top talent today requires a more strategic approach than ever before. Skilled, experienced workers hold all the cards and businesses must be willing to meet or exceed what the competition is offering to not only attract the best employees, but also keep them. In fact, according to the survey results, 78% of respondents say it will be somewhat or very difficult to fill open positions in their companies.

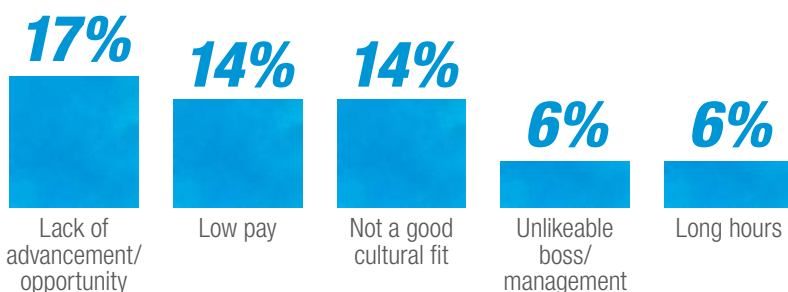
MAJORITY REPRESENT SMALL- TO MEDIUM-SIZED WORKFORCES:



THE TOP REASONS OPEN JOBS ARE NOT FILLED:



THE TOP REASONS EMPLOYEES LEAVE THEIR CURRENT JOBS:



ONLY 16% OF RESPONDENTS SAID THEY HAVE ALL THEIR POSITIONS FILLED.

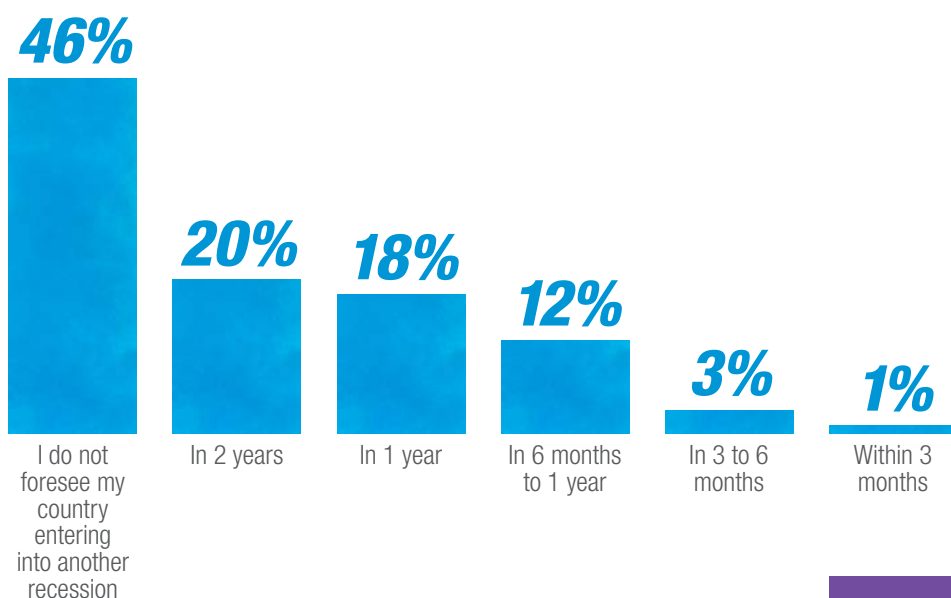
Bridging the Gap: According to research [conducted by Harris Poll on behalf of Express](#), 7 in 10 Baby Boomers said they would like to “semi-retire” with flexible schedules. Are businesses overlooking the opportunity to utilize this generation to not only bridge the gaps in their workforce, but also pass along valuable knowledge and experience to the next generation of workers?

According to research from Gallup, only one-third of the workforce is “engaged” at work. The remaining two-thirds are either “not engaged” or “actively disengaged” and are 56% and 73% more likely to job hop, respectively.

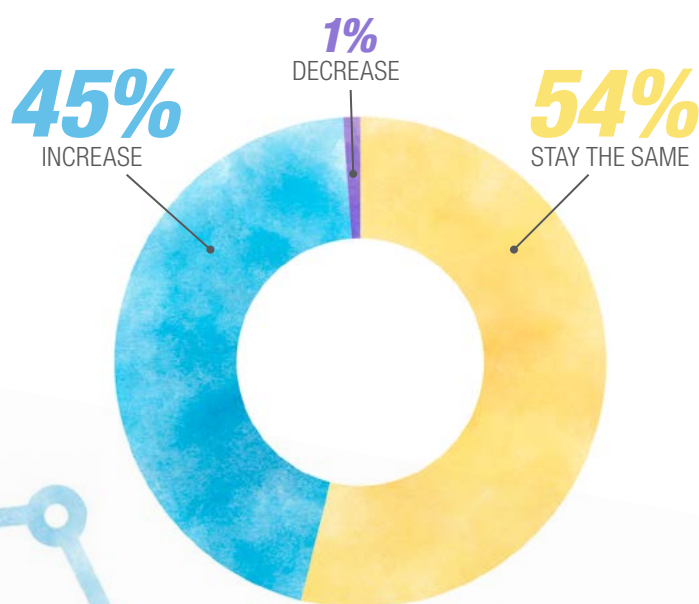
INSIGHT: Businesses remain overall optimistic for the economy going into 2020.

Eighty-six percent (86%) of survey respondents said their employment markets are either “trending up” (42%) or “staying the same” (44%) going into 2020. Only 13% forecast a downward trend in employment activity. Additionally, most survey respondents remain generally optimistic about the strength of the economy and do not predict the country entering into recession in the short-term.

DO YOU FORESEE YOUR COUNTRY ENTERING INTO ANOTHER RECESSION?



OVER THE NEXT SIX MONTHS, WAGES WILL

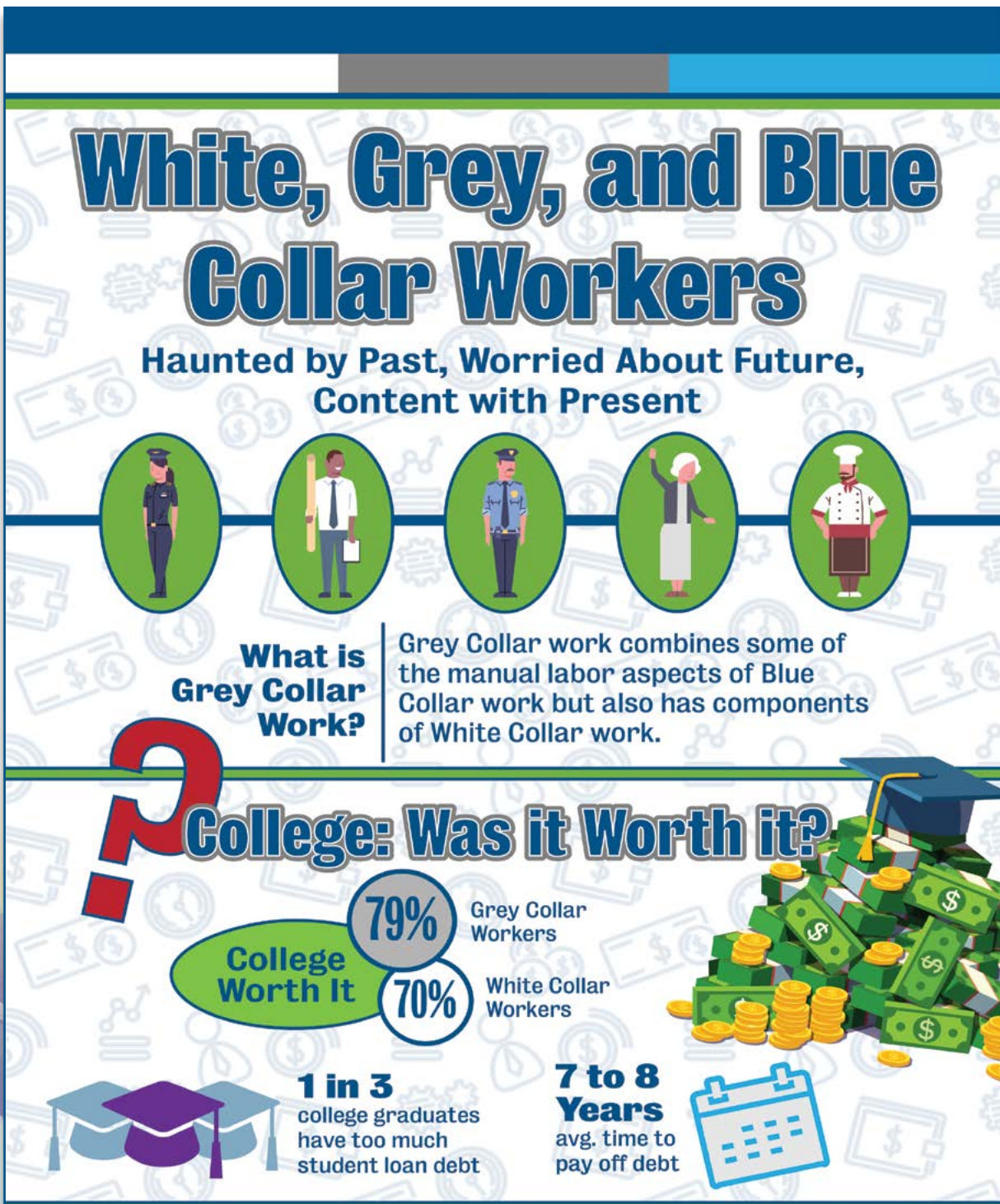


ONLY 1% OF RESPONDENTS EXPECT WAGES TO DECREASE OVER THE NEXT SIX MONTHS.

GREY COLLAR WORKERS: A GROWING SEGMENT

The rapid advancement of technology and applications in areas like automation or artificial intelligence has given rise to a growing section of the workforce that blurs the lines between blue- and white-collar jobs. “Grey collar” work combines some of the manual labor aspects of blue-collar jobs with managerial, administrative, and educational requirements of white-collar jobs.

Express Employment Professionals partnered with The Harris Poll to learn more about this growing segment of the workforce.



Content in the Present

Satisfied with Jobs

88% Grey Collar Workers

86% Blue and White Collar Workers

Blue
Collar
Workers

80%

Grey
Collar
Workers

77%

White
Collar
Workers

81%

Job Provides a Good Living

Retirement: Saving for the Future



73%

Blue
Collar
Workers

62%

Grey
Collar
Workers

59%

White
Collar
Workers

Worried about saving for retirement

Currently setting aside money for retirement

Grey Collar
Workers

53%

Blue
Collar
Workers

42%

White Collar
Workers

58%

Hopeful for Their Profession



of workers see a good career
path in their profession

High Demand for Job in Future:

45%

Grey
Collar
Workers

32%

Blue
Collar
Workers

31%

White
Collar
Workers



Want to learn more?

Take a deeper dive into the Express Employment Professionals/The Harris Poll Survey of Grey Collar workers by downloading our white paper: [Between Blue and White: The Grey Collar Workforce](#).

2020 COMPENSATION REPORT

The following data represents national averages and is divided into four key segments: Light Industrial, Office Services, Skilled Trades, and Professional. For more detailed information about your local compensation trends, contact your Express representative. All data within this report was provided via Emsi, a third-party, labor market data and analytics research company. More information about Emsi and their research methodology is available at [EconomicModeling.com](https://www.economicmodeling.com).

LIGHT INDUSTRIAL

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
GENERAL LABOR						
	Cement Masons and Concrete Finishers	47-2051	\$33,176	\$40,643	\$53,352	\$72,904
	Assemblers and Fabricators, All Other, Including Team Assembly	51-2098	\$24,357	\$30,680	\$39,146	\$50,731
	Farmworkers and Laborers, Crop, Nursery and Greenhouse	45-2092	\$21,382	\$23,379	\$25,938	\$33,259
	Installation, Maintenance, and Repair Occupations	49-0000	\$32,936	\$44,565	\$59,888	\$74,906
	First Line Supervisor of Production and Operating Workers	51-1011	\$44,907	\$58,885	\$76,357	\$97,386
	Laborers and Freight, Stock and Material Movers, plus Hard Skill Lumber	53-7062	\$22,888	\$28,120	\$37,464	\$50,008
	Laborers and Freight, Stock and Material Movers, Hand	53-7062	\$22,443	\$27,040	\$34,736	\$44,034
	Butcher and Meat Cutters	51-3021	\$23,941	\$30,888	\$39,312	\$48,547
	Meter Reader, Utilities	43-5041	\$29,141	\$39,229	\$53,394	\$68,058
	Coating, Painting and Spraying Machine Setters, Operators and Tenders	51-9121	\$27,352	\$33,821	\$41,995	\$51,397
HOSPITALITY						
	Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$18,949	\$21,174	\$24,502	\$30,992
	Hosts and Hostesses Restaurant Lounge and Coffee Shop	35-9031	\$18,741	\$20,925	\$24,294	\$29,453
	Food Servers, Non-restaurant	35-3041	\$19,282	\$22,318	\$26,374	\$34,112
	Bartenders	35-3011	\$18,970	\$21,694	\$29,432	\$41,621
	Waiters and Waitresses	35-3031	\$18,678	\$20,821	\$27,664	\$40,206
	Maids and Housekeeping Cleaners	37-2012	\$19,573	\$22,859	\$27,477	\$35,090
JANITORIAL						
	Cleaners of Vehicles and Equipment	53-7061	\$20,155	\$23,358	\$28,787	\$37,170
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	\$20,925	\$25,002	\$32,282	\$41,829

LIGHT INDUSTRIAL *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
LANDSCAPING						
	Landscaping and Groundskeeping Workers	37-3011	\$22,838	\$27,685	\$34,341	\$42,869
	Grounds Maintenance Workers, All Other	37-3019	\$23,379	\$30,056	\$42,474	\$62,109
	First Line Supervisors of Landscaping, Lawn Service and Groundskeeping Workers	37-1012	\$36,338	\$47,029	\$60,528	\$76,440
WAREHOUSE						
	Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$22,443	\$27,040	\$34,736	\$44,034
	Laborers and Material Movers	53-7060	\$21,672	\$25,941	\$33,204	\$42,104
	Production Workers, All Others	51-9199	\$22,776	\$28,891	\$39,333	\$52,520
	Shipping, Receiving and Traffic Clerks	43-5071	\$25,854	\$31,803	\$39,478	\$49,234
	Packers and Packagers, Hand	53-7064	\$20,197	\$23,442	\$28,662	\$36,462
	Stock Clerks and Order Fillers	43-5081	\$21,154	\$24,482	\$31,429	\$40,352

OFFICE SERVICES

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
ADMINISTRATION						
	Executive Assistant	43-6011	\$44,970	\$57,408	\$72,072	\$85,280
	Legal	43-6012	\$33,800	\$44,741	\$60,403	\$76,502
	Admin (Other)	43-6014	\$27,976	\$35,589	\$44,949	\$54,371
	Support	43-9199	\$26,354	\$35,589	\$45,219	\$56,659
	Data Entry	43-9021	\$25,875	\$30,930	\$37,835	\$46,259
	Mail Clerk	43-9050	\$23,379	\$29,619	\$37,502	\$46,114
	Dispatch	43-5030	\$30,607	\$39,096	\$50,519	\$64,089
	Stock Clerk	43-5081	\$21,154	\$24,482	\$31,429	\$40,352
	Admin Services Manager	11-3011	\$69,597	\$94,016	\$125,320	\$163,488
	Switchboard Operator	43-2011	\$23,733	\$28,704	\$35,381	\$43,514
	Receptionist and Info Clerk	43-4170	\$23,296	\$28,392	\$34,819	\$40,872
	Admin - Personal Care	43-6014	\$23,720	\$29,128	\$38,008	\$49,944
	Admin - Project Management	43-6014	\$38,008	\$47,128	\$60,024	\$83,256
	Receptionist - File Clerk	43-4171	\$23,928	\$28,088	\$33,304	\$40,024
ATTENDANT						
	Garage Attendant	53-6021	\$20,155	\$22,818	\$26,270	\$32,427
	Laundry Worker	51-6011	\$19,552	\$22,360	\$25,938	\$31,845
	Recreational Attendant	39-3091	\$18,824	\$21,070	\$24,461	\$30,493
	Attendant (Other)	35-3022/ 39-3093	\$19,029	\$21,325	\$24,581	\$30,019
CUSTOMER SERVICE						
	Customer Service Representative	43-4050	\$25,979	\$32,885	\$42,037	\$54,330
	Greeter	43-4051	\$22,888	\$28,088	\$35,384	\$45,016
	Customer Service Manager	43-4051	\$29,128	\$36,024	\$47,512	\$60,024
	Help Desk	43-4051	\$30,168	\$38,008	\$50,008	\$65,016
	Guest Services	43-4051	\$34,008	\$42,008	\$50,008	\$65,016
HEALTHCARE						
	Medical - Records Associate	29-2170	\$30,992	\$39,166	\$51,355	\$64,605
	Medical - Assistant	31-9092	\$27,581	\$32,469	\$38,334	\$45,906
	Medical Transcriptionists	31-9094	\$26,957	\$35,256	\$43,618	\$51,418
	Medical Secretary	43-6013	\$28,496	\$34,611	\$41,475	\$50,336
	Medical Office Manager	11-9110	\$75,338	\$98,363	\$128,960	\$176,134
	Pharmacy Technicians	29-2052	\$25,896	\$31,741	\$38,542	\$46,966
	Cashier	41-2011	\$18,658	\$21,029	\$23,941	\$29,016
	Medical Billing and Coding	43-6013	\$29,128	\$35,064	\$41,624	\$50,008
	Medical Hospital Admissions	43-6013	\$30,008	\$35,384	\$42,008	\$48,024

OFFICE SERVICES *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
HUMAN RESOURCES						
	HR Assistant	43-4160	\$32,843	\$39,478	\$47,923	\$57,013
	Benefits Admin	43-4160	\$38,008	\$45,016	\$54,008	\$68,280
	Payroll and Timekeeping Clerk	43-3050	\$35,152	\$43,888	\$53,352	\$63,190
	Sourcing / Recruitment	43-4160	\$38,192	\$45,008	\$56,176	\$76,016
MANAGEMENT						
	Sales Manager	11-9199	\$65,016	\$90,040	\$130,040	\$166,520
	Call Center Manager	11-9199	\$54,008	\$70,008	\$100,024	\$142,072
	Account Manager	11-9199	\$78,008	\$110,008	\$135,032	\$165,112
MARKETING						
	E-Commerce Manager	11-2021	\$105,016	\$148,088	\$190,072	\$250,104
	Marketing Manager	11-2021	\$94,120	\$132,226	\$180,066	\$276,584
	Digital Asset Manager	11-2021	\$110,816	\$144,096	\$200,032	\$260,064
	Demonstrator	41-9011	\$22,422	\$27,061	\$37,835	\$49,338
	Store Manager	11-9199	\$60,024	\$90,040	\$130,040	\$158,968
	Retail Sales Workers	41-2000	\$19,381	\$22,305	\$27,531	\$35,346
	Sales (All Other)	41-3099	\$35,235	\$52,499	\$76,856	\$113,298
SUPPORT						
	Telemarketer	41-9041	\$20,717	\$24,461	\$30,680	\$40,269

SKILLED TRADES

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
AUTOMOTIVE						
	Automotive Service Technicians and Mechanics	49-3023	\$29,370	\$39,562	\$53,602	\$65,437
	Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$36,899	\$46,363	\$58,115	\$69,867
	Motorcycle Mechanics	49-3052	\$28,434	\$35,672	\$46,280	\$58,261
CONSTRUCTION						
	Landscaping and Groundskeeping Workers	37-3011	\$22,838	\$27,685	\$34,341	\$42,869
	HVAC	49-9021	\$36,150	\$47,091	\$60,278	\$75,338
	Carpentry	47-2031	\$34,736	\$45,157	\$60,174	\$80,350
	Construction Managers	11-9021	\$69,472	\$91,374	\$121,576	\$159,557
	Construction Laborers	47-2061	\$27,414	\$34,528	\$46,259	\$63,398
	Cement Masons and Concrete Finishers	47-2051	\$33,176	\$40,643	\$53,352	\$72,904
	Plaster and Stucco Masons	47-2161	\$33,550	\$40,747	\$53,435	\$71,032
	Helpers – Painters, Paperhangers, Plasters, Stucco Masons	47-3041	\$23,795	\$28,766	\$35,630	\$44,054
	Plumbers, Pipefitters, Steamfitters	47-2152	\$39,458	\$52,582	\$69,722	\$91,811
	Helpers – Extraction Workers	47-5081	\$29,390	\$35,714	\$43,867	\$51,064
	Drywall Installers, Ceiling Tile Installers, and Tapers	47-2080	\$34,654	\$43,924	\$59,823	\$85,558
	Highway Maintenance Workers	47-4051	\$31,158	\$38,709	\$48,256	\$57,990
	Pipe Layers	47-2151	\$30,867	\$38,397	\$52,666	\$69,181
	Sheet Metal Workers	47-2210	\$35,069	\$47,986	\$64,022	\$87,110
	First Line Supervisor of Construction Trades and Extraction Workers	47-1011	\$51,418	\$64,064	\$82,618	\$104,166
	Installation, Maintenance, and Repair Workers (All Other)	49-9099	\$29,619	\$38,792	\$52,520	\$64,979
	Landscaping and Groundskeeping Workers	37-3011	\$22,838	\$27,685	\$34,341	\$42,869

SKILLED TRADES *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
FABRICATION						
	Assemblers and Fabricators	51-2000	\$25,188	\$31,889	\$40,879	\$52,754
	Welders, Cutters, Solderers, Brazers	51-4121	\$33,259	\$40,248	\$50,440	\$63,170
	Grinding, Lapping, Polishing and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$26,915	\$33,488	\$42,120	\$51,272
	Cutting and Slicing Machine Setters, Operators and Tenders	51-9032	\$27,061	\$33,613	\$41,101	\$49,171
	Cutting, Punching and Press Machine Setters. Operators and Tenders, Metal and Plastic	51-4031	\$26,707	\$33,072	\$40,643	\$50,669
	Structural Metal Fabrication and Fitters	51-2040/ 51-2041	\$31,366	\$38,459	\$47,882	\$59,030
	Fiberglass Laminators and Fabricators	51-2091	\$26,603	\$32,282	\$39,250	\$50,648
	Molding, Core Making, and Casting Machine Setters Operators, Tenders, and Metal and Plastic	51-4072	\$25,126	\$31,096	\$39,562	\$49,920
LOGISTICS AND TRANSPORT						
	Dispatchers	45-5030	\$30,607	\$39,096	\$50,519	\$64,089
	Logisticians, plus Six Sigma Methodology Hard Skill	13-1080	\$68,016	\$80,048	\$100,016	\$120,048
	Logisticians	13-1080	\$57,491	\$74,589	\$96,304	\$120,120
	Transportation, Storage and Distribution Managers	11-3071	\$70,387	\$92,456	\$121,077	\$156,707
MACHINISTS AND OPERATORS						
	Machinist, plus CNC Hard Skill	51-4041	\$37,016	\$45,016	\$56,184	\$64,504
	Machinist, plus CNC and Mills Hard Skill	51-4041	\$36,408	\$44,856	\$54,104	\$65,016
	Machinist, plus CNC and Plasma Cutting Hard Skill	51-4041	\$36,408	\$45,016	\$56,184	\$64,504
	Machinists, plus CNC and CNC Router Hard Skill	51-4041	\$37,016	\$45,016	\$56,184	\$64,504
	Foundry Mold and Coremakers	51-4071	\$28,558	\$35,152	\$43,514	\$50,856
	Machinists, plus BobCAD Hard Skill	51-4041	\$41,616	\$47,856	\$60,016	\$72,816
	Machinists, plus Bandsaws Hard Skill	51-4041	\$31,208	\$40,024	\$50,008	\$60,024
	Operating Engineers and Other Construction Equipment Operators	47-2073	\$36,504	\$47,029	\$62,733	\$82,285

SKILLED TRADES *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
MACHINISTS AND OPERATORS						
	Industrial Truck and Tractor Operators plus Forklift Truck Hard Skill	53-7051	\$27,048	\$33,304	\$40,024	\$50,008
	Power Distributors and Dispatchers	51-8012	\$68,058	\$82,514	\$97,843	\$111,238
	Paper Goods Machine Setters, Operators and Tenders	51-9196	\$28,725	\$37,898	\$48,880	\$60,798
	Crane Operator	53-7021	\$38,834	\$52,208	\$68,162	\$84,302
	Furnace, Kiln, Oven, Drier, and Kettle Operator	51-9051	\$29,994	\$37,586	\$47,861	\$57,928
	Machine Feeders and Offbearers	53-7063	\$23,150	\$28,496	\$36,816	\$45,802
	Excavating and Loading Machine and Dragline Operators	53-7032	\$34,466	\$42,494	\$55,058	\$71,864
	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$27,290	\$33,675	\$42,203	\$51,085
	Packaging and Filling Machine Operators and Tenders	51-9111	\$23,525	\$29,349	\$38,085	\$48,547
	Minding and Blending Machine Setters, Operators and Tenders	51-9023	\$28,891	\$36,587	\$46,550	\$57,554
	Conveyor Operators and Tenders	53-7011	\$27,123	\$32,302	\$39,894	\$50,336
	Industrial Truck and Tractor Operators	53-7051	\$27,768	\$33,634	\$40,955	\$50,003
	Welding, Soldering, and Brazen Machine Setters, Operators and Tenders	51-4122	\$30,243	\$37,190	\$46,218	\$56,014
	Lathe and Turning Machine Tool Setters, Operators, Tenders, Metal and Plastic	51-4034	\$31,221	\$38,584	\$48,256	\$58,635
	Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	\$23,774	\$29,078	\$36,317	\$44,179
	Rolling Machine Setters, Operators, Tenders, Metal and Plastic	51-4023	\$30,202	\$37,856	\$48,526	\$58,718
	Operating Engineering and Other Equipment Operators plus Abrasive Blasting Hard Skill	47-2073	\$37,456	\$47,856	\$62,416	\$73,072
	Weighers, Measurers, Checkers, and Samplers, Recordkeepers	43-5111	\$23,795	\$30,181	\$38,542	\$48,277
	Sewing Machine Operators	51-6031	\$21,216	\$24,315	\$29,994	\$37,086
	Crane and Tower Operator	53-7021	\$38,834	\$52,208	\$68,162	\$84,302

SKILLED TRADES *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
MAINTENANCE						
	Automotive Service Technicians and Mechanics	49-3023	\$29,370	\$39,562	\$53,602	\$65,437
	Electrician	47-2111	\$40,310	\$54,101	\$71,427	\$92,685
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	\$36,150	\$47,091	\$60,278	\$75,338
	Inspectors, Testers, Sorters, Samplers and Weighers	51-9061	\$28,371	\$37,336	\$49,816	\$64,459
	Janitors and Cleaners, except Maids and Housekeeping	37-2011	\$20,925	\$25,002	\$32,282	\$41,829
	Plant and System Operators	51-8099	\$42,931	\$56,326	\$69,014	\$80,683
	Grounds Maintenance Workers, All Others	37-3019	\$23,379	\$30,056	\$42,474	\$62,109
	Grounds Maintenance Workers	37-3000	\$23,068	\$28,143	\$35,155	\$43,981
	Supervisor of Building and Grounds Cleaning and Maintenance Workers	37-1000	\$32,268	\$42,141	\$55,156	\$68,621
	Painters, Construction and Maintenance	47-2141	\$30,784	\$37,960	\$49,920	\$63,627
	Helpers – Installation, Maintenance, and Repair Workers	49-9098	\$22,818	\$28,496	\$36,088	\$45,386
	Maintenance and Repair Workers, General	49-9071	\$28,933	\$37,669	\$49,400	\$61,714
	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	49-2090	\$38,649	\$52,405	\$67,748	\$83,114
WELDER						
	Welders, Cutters, Solderers, and Brazers plus Planned Maintenance Hard Skill	51-4121	\$35,376	\$45,776	\$54,608	\$72,816
	Welders, Cutters, Solderers, and Brazers	51-4121	\$33,259	\$40,248	\$50,440	\$63,170
	Welders, Cutters, Solderers, and Brazers plus Fabrication Hard Skill	51-4121	\$34,328	\$41,624	\$52,024	\$65,016
	Welders, Cutters, Solderers, Brazers plus Fabrication and Flux Hard Skill	51-4121	\$34,328	\$41,624	\$52,024	\$62,424

SKILLED TRADES *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
WELDER						
	Welders, Cutters, Solderers, Brazers plus Fabrication and MIG Hard Skill	51-4121	\$33,304	\$41,624	\$50,008	\$62,424
	Welders, Cutters, Solderers, Brazers plus Fabrication and Arc Hard Skill	51-4121	\$33,304	\$41,624	\$52,024	\$65,016
	Welders, Cutters, Solderers, Brazers plus Fabrication and Gas Tungsten Arc Welding Hard Skill	51-4121	\$34,328	\$41,624	\$52,024	\$65,016
TECHNICIANS						
	Aircraft Mechanics and Service Technicians plus Calibration Hard Skill	49-3011	\$52,016	\$65,008	\$80,048	\$92,016
	Grinding and Polishing Workers	51-9022	\$23,754	\$28,829	\$36,088	\$44,762
	Millwright	49-9044	\$41,662	\$53,976	\$67,829	\$80,101
	Mechanical Door Repairs plus Garage Door Hard Skill	49-9011	\$34,328	\$39,544	\$48,024	\$52,024
	Forestry and Conservation Technician	19-4093	\$29,370	\$36,130	\$47,486	\$56,140
	Aircraft Mechanics and Service Technicians	49-3011	\$48,693	\$61,027	\$75,878	\$92,082

PROFESSIONAL

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
ACCOUNTING AND FINANCE						
	Accountants and Auditors - Accrual	13-2011	\$58,008	\$70,008	\$90,040	\$125,048
	Accountants and Auditors	13-2011	\$54,246	\$69,347	\$91,770	\$122,221
	Bill and Account Collectors	43-3011	\$28,600	\$35,339	\$44,138	\$55,016
	Financial Manager	11-3031	\$89,669	\$125,091	\$173,930	\$272,633
	Cost Estimator	13-1051	\$48,714	\$63,107	\$82,326	\$106,018
	Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$31,408	\$39,250	\$49,358	\$60,674
	Accountants and Auditors - Receivables and Accounts Payable	13-2011	\$52,024	\$65,016	\$83,256	\$110,008
	Tax Preparers	13-2082	\$25,792	\$38,730	\$60,070	\$81,744
	Operations Research Analysts	15-2031	\$59,779	\$81,390	\$107,723	\$134,472
	Financial Analyst	13-2051	\$64,397	\$84,302	\$114,982	\$165,568
	Statisticians	15-2041	\$64,230	\$84,053	\$108,493	\$133,723
	Payroll and Timekeeping Clerks	43-3051	\$35,152	\$43,888	\$53,352	\$63,190
	Loan Officers	13-2072	\$45,656	\$64,667	\$94,162	\$135,595
	Loan Officers - Underwriting	13-2072	\$50,008	\$65,016	\$90,040	\$135,032
ENGINEERING						
	Drafters, Engineering Technicians, and Mapping Technicians	17-3000	\$42,645	\$55,757	\$70,965	\$87,123
	Aerospace Engineer	17-2011	\$88,234	\$113,027	\$140,421	\$162,115
	Civil Engineer	17-2051	\$66,269	\$84,760	\$109,928	\$138,112
	Electrical Engineer	17-2071	\$74,402	\$95,056	\$121,056	\$150,342
	Engineering Technicians, Except Drafters	17-3020	\$44,291	\$58,071	\$73,420	\$89,804
	Architectural and Engineering Managers	11-9041	\$110,323	\$137,717	\$169,624	\$241,617
	Mechanical Engineers	17-2141	\$68,266	\$85,883	\$108,576	\$133,890
	Petroleum Engineer	17-2171	\$99,902	\$132,288	\$190,590	\$237,651
	Industrial Engineer	17-2112	\$68,557	\$85,883	\$106,974	\$130,936
	Surveyor and Mapping Technicians	17-3031	\$33,592	\$43,347	\$56,992	\$71,427
	Engineers - Manufacturing	17-2199	\$72,048	\$90,032	\$118,576	\$160,112
	Engineers - Project Management	17-2199	\$85,040	\$114,416	\$137,328	\$166,512

PROFESSIONAL *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
HUMAN RESOURCES						
	Chief Executives - Human Resource	11-1011	\$108,024	\$160,120	\$225,016	\$300,024
	Human Resource Managers	11-3121	\$83,242	\$110,115	\$149,323	\$197,725
	Human Resource Specialists	13-1071	\$45,906	\$60,341	\$79,851	\$103,584
	Training and Development Specialists	13-1151	\$44,138	\$60,362	\$80,392	\$102,336
	Compensation, Benefits, and Job Analysis Specialists	13-1141	\$48,485	\$62,691	\$80,080	\$101,795
	Payroll and Timekeeping Clerks	43-3051	\$35,152	\$43,888	\$53,352	\$63,190
INFORMATION TECHNOLOGY						
	Database Administrator	15-1141	\$63,856	\$87,027	\$112,694	\$132,413
	Software Developers, Systems Software - .NET Framework	15-1133	\$85,048	\$108,024	\$140,408	\$187,256
	Software Developers, Applications - C++	15-1132	\$81,144	\$104,056	\$129,016	\$162,296
	Software Developers and Programmers	15-1130	\$73,078	\$97,671	\$125,840	\$155,282
	Software Developers, Applications - Java	15-1132	\$85,048	\$114,424	\$135,288	\$166,520
	Web Developers	15-1134	\$49,379	\$67,995	\$93,662	\$122,325
	Computer and information Systems Manager	11-3021	\$107,744	\$139,214	\$175,885	\$284,406
	Computer User Support Specialist	15-1151	\$38,688	\$50,211	\$64,584	\$82,909
	Computer Occupations – All Other Computer Systems	15-1199	\$35,512	\$52,024	\$65,016	\$87,544
	Software Developer, Systems Software - SQL	15-1133	\$85,048	\$109,496	\$135,288	\$166,520
LEGAL						
	Lawyer	23-1011	\$78,125	\$119,246	\$178,485	\$274,889
	Paralegals and Legal Assistants	23-2011	\$38,626	\$50,419	\$64,688	\$81,182
	Legal Secretaries	43-6012	\$33,800	\$44,741	\$60,403	\$76,502
	Court Reporters	23-2091	\$37,294	\$55,120	\$77,771	\$100,277

PROFESSIONAL *Continued*

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
MARKETING, ADVERTISING, AND CREATIVE						
	Chief Executive - Marketing	11-1011	\$125,048	\$200,056	\$250,104	\$500,216
	Public Relations Specialist	27-3031	\$43,555	\$59,301	\$80,954	\$112,258
	Advertising and Promotions Manager	11-2011	\$71,698	\$106,142	\$155,771	\$235,300
	Graphic Designer	27-1024	\$36,317	\$48,693	\$64,438	\$83,138
	Art Director	27-1011	\$67,122	\$92,498	\$126,381	\$170,227
	Business Operations Specialists - E-Commerce	13-1199	\$60,024	\$83,000	\$110,008	\$140,024
	Marketing Manager	11-2021	\$94,120	\$132,226	\$180,066	\$276,584
SALES						
	Chief Executive - Sales and Operations Planning	11-1011	\$95,032	\$200,056	\$260,088	\$400,120
	Sales Management	11-2022	\$82,493	\$121,056	\$170,789	\$261,453
	Sales Management - Business Development	11-2022	\$95,032	\$130,040	\$180,088	\$307,960
	Sales Management - Account Management	11-2022	\$90,040	\$125,048	\$175,096	\$275,192
	Sales Management - Call Center	11-2022	\$70,008	\$100,024	\$156,024	\$250,104
	Sales Management - Procurement	11-2022	\$91,568	\$125,040	\$180,080	\$280,048
	Sales Management - Purchasing	11-2022	\$80,048	\$100,016	\$135,024	\$185,072
	Sales Management - Technical Sales	11-2022	\$90,040	\$125,048	\$165,112	\$220,024
	Buyer Purchasing Agent	13-1028	\$47,070	\$62,130	\$81,827	\$103,480
	Meeting, Convention, and Event Planners - Travel Planning	13-1121	\$43,704	\$52,024	\$68,024	\$82,040
	Market Research Analysts and Marketing Specialists	13-1161	\$46,467	\$63,232	\$89,211	\$122,782
	Merchandise Displayers and Window Trimmers	27-1026	\$22,506	\$27,685	\$35,880	\$47,445
	Sales Representative, Services - Medical	41-3099	\$54,992	\$70,000	\$90,032	\$130,032
	Sales Representative, Services - Sales Order	41-3099	\$46,992	\$166,512	\$166,512	\$187,248
	Sales Representative, Services - Business Development	41-3099	\$52,024	\$70,008	\$100,024	\$130,040
	Sales Representative, Services, All Other	41-3099	\$35,235	\$52,499	\$76,856	\$113,298

EMPLOYER RESOURCES AVAILABLE FROM EXPRESS

Training and Development Programs

Express has an extensive library of training tools and programs that address a range of workplace issues like turnover, company culture, and employee development. For more information on any of these programs, contact your local Express Employment Professionals representative.



COMPANY CULTURE

A company's culture is comprised of the values, practices, and personalities shared by the employer and employees. With so many possible cultures, it's important for each company to ensure cultural fit during the hiring process. This program helps shed light on how a strong culture positively affects every aspect of a business.



EMPLOYEE DEVELOPMENT

Most business leaders agree that employee training and development is vital to success. However, knowing where to start can be tricky. This program is designed to help pinpoint employee development challenges and offer solutions for building a stronger workforce.



ENGAGE TO RETAIN: BUILDING EMPLOYEE RETENTION THROUGH ONBOARDING AND DEVELOPMENT

The process of building a productive workforce doesn't end after a hiring decision is made. The [Engage to Retain](#) program highlights best practices supervisors can implement to help set up new employees for success and show commitment to their career development.



MONDAY MORNING LEADERSHIP

An employee's relationship with his/her supervisor is the number one factor affecting retention. Based on David Cottrell's bestselling book, "Monday Morning Leadership," this tool offers inspiration and an action plan for making those relationships stronger.



FACES OF CHANGE: UNDERSTANDING AND MANAGING GENERATIONS IN THE WORKPLACE

With the greatly varying beliefs, influences, and traits of the various [generations in the workplace](#) today, there's bound to be some conflict. This program focuses on each generation's unique contributions and areas for growth, as well as key motivation and retention tips.

EMPLOYER RESOURCES AVAILABLE FROM EXPRESS *Continued*

The logo for ExpressTalks, featuring the word "EXPRESSTALKS" in white, bold, sans-serif capital letters on a dark blue rectangular background with horizontal lines.

EXPRESSTALKS

ExpressTalks

Featuring an array of employment industry subject-matter experts, ExpressTalks is a series of video webinar presentations covering the latest employment regulations and leadership trends. To register for an upcoming ExpressTalks event or to view our library of on-demand recordings, visit ExpressPros.com/ExpressTalks

The logo for Refresh Leadership, featuring the words "Refresh Leadership" in a blue, cursive script font, with "— BLOG —" in a smaller, blue, sans-serif font below it.

Refresh Leadership — BLOG —

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Refresh Leadership, Express' blog for employers and business leaders, features timely information on a variety of leadership, management, and human resource topics. Learn how to lead your team, handle HR issues, and stay up to date on the latest management tips at RefreshLeadership.com.

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Express Employment Professionals puts people to work. It employed more than 552,000 people in 2019 with more than 83,000 clients across North America. Its long-term goal is to put a million people to work annually. For more information, visit ExpressPros.com.

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