



Human Resource Association
of the Midlands



2021 Wage/Salary & Benefits Survey - Job Titles

Job Family	Job Title	FLSA Status
Accounting/Banking/Finance/Insurance	Accountant I	Typically Exempt
Accounting/Banking/Finance/Insurance	Accountant II	Typically Exempt
Accounting/Banking/Finance/Insurance	Accountant III	Typically Exempt
Accounting/Banking/Finance/Insurance	Accounting Clerk I	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Accounting Clerk II	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Accounting Clerk III / Bookkeeper	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Accounting Supervisor	Typically Exempt
Accounting/Banking/Finance/Insurance	Accounts Receivable/Payable Clerk	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Audit Project Manager	Typically Exempt
Accounting/Banking/Finance/Insurance	Billing Clerk	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Claims Examiner	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Collections Supervisor	Typically Exempt
Accounting/Banking/Finance/Insurance	Collector I / Bill Collector I / Account Collector I	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Collector II / Bill Collector II / Account Collector II	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Compliance Officer	Typically Exempt
Accounting/Banking/Finance/Insurance	Controller – Large Company	Typically Exempt
Accounting/Banking/Finance/Insurance	Controller – Small Company	Typically Exempt
Accounting/Banking/Finance/Insurance	Credit Clerk	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Credit Manager	Typically Exempt
Accounting/Banking/Finance/Insurance	Financial Analyst	Typically Exempt
Accounting/Banking/Finance/Insurance	General Accounting Manager	Typically Exempt
Accounting/Banking/Finance/Insurance	Internal Auditor I	Typically Exempt
Accounting/Banking/Finance/Insurance	Internal Auditor II	Typically Exempt
Accounting/Banking/Finance/Insurance	Payroll Specialist	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Payroll Supervisor	Typically Exempt
Accounting/Banking/Finance/Insurance	Senior Accounts Receivable/Payable Clerk	Typically Non-Exempt
Accounting/Banking/Finance/Insurance	Senior Financial Analyst	Typically Exempt
Accounting/Banking/Finance/Insurance	Senior Payroll Specialist	Typically Non-Exempt

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Job Family	Job Title	FLSA Status
Clerical/Secretarial/Administrative	Administrative Assistant I	Typically Non-Exempt
Clerical/Secretarial/Administrative	Administrative Assistant II	Typically Non-Exempt
Clerical/Secretarial/Administrative	Administrative Assistant III	Typically Non-Exempt
Clerical/Secretarial/Administrative	Assistant to Chief Executive Officer	Typically Exempt
Clerical/Secretarial/Administrative	Cashier	Typically Non-Exempt
Clerical/Secretarial/Administrative	Clerk Typist	Typically Non-Exempt
Clerical/Secretarial/Administrative	Contract Administrator	Typically Exempt
Clerical/Secretarial/Administrative	Copy / Scan Clerk	Typically Non-Exempt
Clerical/Secretarial/Administrative	Executive Assistant	Typically Non-Exempt
Clerical/Secretarial/Administrative	File Clerk	Typically Non-Exempt
Clerical/Secretarial/Administrative	Graphic Artist	Typically Non-Exempt
Clerical/Secretarial/Administrative	Greeter/Information Desk Clerk	Typically Non-Exempt
Clerical/Secretarial/Administrative	Inventory Clerk	Typically Non-Exempt
Clerical/Secretarial/Administrative	Mail Clerk	Typically Non-Exempt
Clerical/Secretarial/Administrative	Mailroom Coordinator	Typically Non-Exempt
Clerical/Secretarial/Administrative	Manager, Office Services	Typically Exempt
Clerical/Secretarial/Administrative	Office/Operations Manager	Typically Exempt
Clerical/Secretarial/Administrative	Order Filler	Typically Non-Exempt
Clerical/Secretarial/Administrative	Paralegal	Typically Non-Exempt
Clerical/Secretarial/Administrative	Project Manager	Typically Exempt
Clerical/Secretarial/Administrative	Receptionist/PBX Operator	Typically Non-Exempt

Job Family	Job Title	FLSA Status
Data Processing and Systems	Applications - Systems Analysis & Programming Mngr	Typically Exempt
Data Processing and Systems	Applications Programmer - Intermediate	Typically Exempt
Data Processing and Systems	Applications Programmer - Senior	Typically Exempt
Data Processing and Systems	Business Analyst	Typically Exempt
Data Processing and Systems	Business Process Consultant	Typically Exempt
Data Processing and Systems	Computer Operator	Typically Non-Exempt
Data Processing and Systems	Data Center Manager	Typically Exempt
Data Processing and Systems	Data Entry Operator	Typically Non-Exempt
Data Processing and Systems	Data Security Analyst	Typically Exempt
Data Processing and Systems	Database Administrator	Typically Exempt
Data Processing and Systems	Database Manager	Typically Exempt
Data Processing and Systems	Director, IT	Typically Exempt
Data Processing and Systems	Help Desk Support Specialist	Typically Non-Exempt
Data Processing and Systems	IT Project Manager	Typically Exempt

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Job Family	Job Title	FLSA Status
Data Processing and Systems	Network Administrator	Typically Exempt
Data Processing and Systems	PC Network Specialist	Typically Exempt
Data Processing and Systems	Programmer/Analyst - Intermediate	Typically Exempt
Data Processing and Systems	Programmer/Analyst - Senior	Typically Exempt
Data Processing and Systems	Quality Assurance Analyst	Typically Exempt
Data Processing and Systems	Senior Website Designer/Programmer	Typically Exempt
Data Processing and Systems	Software Engineer	Typically Exempt
Data Processing and Systems	Systems Analyst - Intermediate	Typically Exempt
Data Processing and Systems	Systems Analyst - Senior	Typically Exempt
Data Processing and Systems	Systems Architect	Typically Exempt
Data Processing and Systems	Team Leader - Systems	Typically Exempt
Data Processing and Systems	Telecommunications Analyst	Typically Exempt
Data Processing and Systems	Telecommunications Manager	Typically Exempt
Data Processing and Systems	Telecommunications Technician	Typically Non-Exempt
Data Processing and Systems	Web Content Editor/Specialist	Typically Exempt
Data Processing and Systems	Website Designer/Programmer	Typically Exempt

Job Family	Job Title	FLSA Status
Health Care	Certified Nursing Assistant	Typically Non-Exempt
Health Care	Healthcare / Medical Social Worker	Typically Exempt
Health Care	Licensed Practical Nurse	Typically Non-Exempt
Health Care	Medical Assistant	Typically Non-Exempt
Health Care	Medical Laboratory Technician	Typically Non-Exempt
Health Care	Medication Aide	Typically Non-Exempt
Health Care	Nurse Practitioner / APRN	Typically Exempt
Health Care	Occupational Health Nurse	Typically Exempt
Health Care	Occupational Therapist	Typically Exempt
Health Care	Pharmacist	Typically Exempt
Health Care	Pharmacy Manager	Typically Exempt
Health Care	Pharmacy Technician	Typically Non-Exempt
Health Care	Physical Therapist	Typically Exempt
Health Care	Radiology Technologist	Typically Non-Exempt
Health Care	Registered Nurse - Bedside	Typically Non-Exempt
Health Care	Registered Nurse - Non-Bedside	Typically Non-Exempt
Health Care	Surgical Technician	Typically Non-Exempt

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Job Family	Job Title	FLSA Status
Human Resources	Benefits Administrator	Typically Exempt
Human Resources	Benefits Clerk / Specialist	Typically Non-Exempt
Human Resources	Benefits Manager	Typically Exempt
Human Resources	Compensation Analyst	Typically Exempt
Human Resources	Compensation and Benefits Manager	Typically Exempt
Human Resources	Compensation Manager	Typically Exempt
Human Resources	Director of Human Resources	Typically Exempt
Human Resources	Employee Relations Manager	Typically Exempt
Human Resources	Employment and Recruiting Manager	Typically Exempt
Human Resources	HR Specialist	Typically Non-Exempt
Human Resources	HRIS Analyst	Typically Exempt
Human Resources	Human Resources Assistant	Typically Non-Exempt
Human Resources	Human Resources Generalist	Typically Exempt
Human Resources	Human Resources Manager	Typically Exempt
Human Resources	Recruiter	Typically Exempt
Human Resources	Senior Compensation Analyst	Typically Exempt
Human Resources	Technical Trainer	Typically Exempt
Human Resources	Training Manager	Typically Exempt
Human Resources	Training Specialist	Typically Exempt
Human Resources	Wellness Coordinator / Administrator	Typically Exempt

Job Family	Job Title	FLSA Status
Labor/Craft/Facilities	Armed Security Guard	Typically Non-Exempt
Labor/Craft/Facilities	Assembly Worker / Assembler	Typically Non-Exempt
Labor/Craft/Facilities	Building Maintenance Worker / Handyman	Typically Non-Exempt
Labor/Craft/Facilities	Building/Facilities Manager	Typically Exempt
Labor/Craft/Facilities	Custodial/Maintenance Supervisor	Typically Exempt
Labor/Craft/Facilities	Custodian	Typically Non-Exempt
Labor/Craft/Facilities	Drafter	Typically Non-Exempt
Labor/Craft/Facilities	Electronics Technician	Typically Non-Exempt
Labor/Craft/Facilities	Fleet Coordinator	Typically Non-Exempt
Labor/Craft/Facilities	Forklift Operator/Material Handler	Typically Non-Exempt
Labor/Craft/Facilities	General Warehouse Person	Typically Non-Exempt
Labor/Craft/Facilities	Groundskeeper	Typically Non-Exempt
Labor/Craft/Facilities	HVAC Mechanic	Typically Non-Exempt
Labor/Craft/Facilities	Inventory Control Manager	Typically Exempt
Labor/Craft/Facilities	Local Truck Driver	Typically Non-Exempt

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Labor/Craft/Facilities	Maintenance - Carpenter	Typically Non-Exempt
Labor/Craft/Facilities	Maintenance - Electrician	Typically Non-Exempt
Labor/Craft/Facilities	Maintenance - Mechanic	Typically Non-Exempt
Labor/Craft/Facilities	Maintenance - Plumber	Typically Non-Exempt
Labor/Craft/Facilities	Plant/Operations Supervisor	Typically Exempt
Labor/Craft/Facilities	Press/Machine Operator	Typically Non-Exempt
Labor/Craft/Facilities	Production Dispatcher/Scheduler	Typically Exempt
Labor/Craft/Facilities	Production Supervisor	Typically Exempt
Labor/Craft/Facilities	Quality Control Inspector	Typically Non-Exempt
Labor/Craft/Facilities	Risk Management or Worker's Compensation Specialist	Typically Exempt
Labor/Craft/Facilities	Safety Director	Typically Exempt
Labor/Craft/Facilities	Safety Inspector	Typically Non-Exempt
Labor/Craft/Facilities	Security Manager	Typically Exempt
Labor/Craft/Facilities	Security Supervisor	Typically Exempt
Labor/Craft/Facilities	Senior Drafter	Typically Non-Exempt
Labor/Craft/Facilities	Senior Maintenance Mechanic	Typically Non-Exempt
Labor/Craft/Facilities	Shipping/Receiving Clerk	Typically Non-Exempt
Labor/Craft/Facilities	Staff Engineer	Typically Exempt
Labor/Craft/Facilities	Supply/Inventory Clerk	Typically Non-Exempt
Labor/Craft/Facilities	Third Grade Stationary Engineer	Typically Non-Exempt
Labor/Craft/Facilities	Unarmed Security Guard	Typically Non-Exempt
Labor/Craft/Facilities	Warehouse Supervisor	Typically Exempt
Labor/Craft/Facilities	Welder	Typically Non-Exempt

Job Family	Job Title	FLSA Status
Miscellaneous	Architect	Typically Exempt
Miscellaneous	Dishwasher	Typically Non-Exempt
Miscellaneous	Equipment Operator	Typically Non-Exempt
Miscellaneous	Food Service Manager	Typically Exempt
Miscellaneous	Food Service Worker	Typically Non-Exempt
Miscellaneous	General Construction Laborer	Typically Non-Exempt
Miscellaneous	Head Cook	Typically Non-Exempt
Miscellaneous	Interior Designer	Typically Exempt
Miscellaneous	Intern, College Level	Typically Non-Exempt
Miscellaneous	Merchandise Buyer	Typically Exempt
Miscellaneous	Social Worker	Typically Exempt

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Public Relations	Manager of Public Relations	Typically Exempt
Public Relations	Public Relations Associate / Coordinator / Specialist	Typically Exempt
Purchasing	Product Sourcing Specialist	Typically Exempt
Purchasing	Purchasing Agent/Buyer	Typically Exempt
Purchasing	Purchasing Assistant	Typically Non-Exempt
Purchasing	Purchasing Manager	Typically Exempt
Purchasing	Transportation Coordinator	Typically Non-Exempt
Purchasing	Transportation/Logistics Manager	Typically Exempt

Job Family	Job Title	FLSA Status
Sales, Marketing & Customer Service	Account Representative/Manager	Typically Exempt
Sales, Marketing & Customer Service	Advertising Coordinator	Typically Exempt
Sales, Marketing & Customer Service	Client Services Manager	Typically Exempt
Sales, Marketing & Customer Service	Copywriter	Typically Exempt
Sales, Marketing & Customer Service	Customer Account/Service Representative	Typically Non-Exempt
Sales, Marketing & Customer Service	Customer Service Manager	Typically Exempt
Sales, Marketing & Customer Service	Customer Service Representative - Escalations	Typically Non-Exempt
Sales, Marketing & Customer Service	District Sales Manager	Typically Exempt
Sales, Marketing & Customer Service	E-commerce Marketing Specialist	Typically Exempt
Sales, Marketing & Customer Service	E-commerce New Business Development Manager	Typically Exempt
Sales, Marketing & Customer Service	Marketing Analyst	Typically Exempt
Sales, Marketing & Customer Service	Marketing Coordinator/Specialist	Typically Exempt
Sales, Marketing & Customer Service	Marketing Event Coordinator	Typically Exempt
Sales, Marketing & Customer Service	Marketing Manager	Typically Exempt
Sales, Marketing & Customer Service	Retail Sales Associate	Typically Non-Exempt
Sales, Marketing & Customer Service	Sales Representative	Typically Non - Exempt
Sales, Marketing & Customer Service	Social Media Specialist	Typically Exempt

Job Family	Job Title	FLSA Status
Telemarketing & Reservation Services	Call Center Customer Service Representative	Typically Non-Exempt
Telemarketing & Reservation Services	Call Center Director	Typically Exempt
Telemarketing & Reservation Services	Call Center Team/Group Manager	Typically Exempt
Telemarketing & Reservation Services	Call Center Team/Group Supervisor	Typically Exempt
Telemarketing & Reservation Services	Inbound Telemarketing Representative	Typically Non-Exempt
Telemarketing & Reservation Services	Outbound Telemarketing Representative	Typically Non-Exempt
Telemarketing & Reservation Services	Quality Assurance Analyst	Typically Non-Exempt
Telemarketing & Reservation Services	Sales Specialist	Typically Non-Exempt
Telemarketing & Reservation Services	Traffic & Scheduling Analyst	Typically Non-Exempt