



QPS[®]
COMPANIES

STAFFING SOLUTIONS AT WORK.[®]

Salary Guide 2009-2010





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QPS Officers (from left to right)

Mark Immekus, Executive Vice President & CSO

Scott A. Mayer, President & CEO

Dan McNulty, Executive Vice President & COO

Mary Remington, Executive Vice President & CAO

Mustafa Yundem, Chief Financial Officer

Doris Mayer, Executive Vice President & Corporate Finance Auditor

Dear Colleague,

We are pleased to present the following salary guide to assist in your decision-making process. We hope this guide strengthens your knowledge and gives you a competitive edge in the marketplace. The information contained within is based on investigative research that has been compiled and analyzed to provide insight into your particular industry and geographical location.

As a member of the Market Research Association (MRA) and the American Marketing Association (AMA), we adhere to their established codes of ethics and research methodology. The following data was collected from credible sources such as the Bureau of Labor Statistics, Wisconsin's Worknet, Illinois' Worknet, Salaryexpert.com, Salary.com and primary salary data obtained by the QPS Market Research Department.

QPS Companies, Inc. has been building alliances and benefiting companies since 1985. We have grown from a two-person operation to a company with a staff of more than 200 employees in 21 office locations. QPS is a diversified employment services company that provides staffing, recruiting, payroll and other consultative services in Wisconsin and Northern Illinois. For more information, please visit our website at www.qpscompanies.com

Sincerely,
QPS Officers

QPS Locations

Wisconsin

Appleton	2600 West College Avenue, Suite 3, Appleton, WI (920) 636-4100
Beaver Dam	1501 North Spring Street, Beaver Dam, WI (920) 887-2205
Beloit	417 East Grand Avenue, Beloit, WI (608) 368-2000
Brookfield	13935 Bishops Drive, Suite 330, Brookfield, WI (262) 754-9000
Elkhorn	18 East Walworth Street, Elkhorn, WI (262) 723-5600
Green Bay	2201 South Oneida Street, Suite 8, Green Bay, WI (920) 351-1000
Janesville	20 East Milwaukee Street, Janesville, WI (608) 741-5000
Kenosha	5022 6 th Avenue, Kenosha, WI (262) 656-7000
Milwaukee	3875 South 27 th Street, Milwaukee, WI (414) 220-8000
Milwaukee	822 West Mitchell Street, Milwaukee, WI (414) 385-8000
Monroe	1115 16 th Avenue, Monroe, WI (608) 325-4690
Racine	616 Lake Avenue, Racine, WI (262) 636-8000
Richland Center	1100 Sextonville Road, Richland Center, WI (608) 647-8840
Waukesha	2727 North Grandview, Suite 205, Waukesha, WI (262) 522-8100
West Allis	1509 South 108 th Street, West Allis, WI (414) 604-8000
West Bend	2320C West Washington Street, West Bend, WI (262) 438-1400

Illinois

Bensenville	729 IL Route 83 (Busse Road), Suite 301, Bensenville, IL (630) 860-9300
Elgin	111 Douglas Avenue, Elgin, IL (847) 429-0500
Gurnee	5101 Washington Street, Suite 31, Gurnee, IL (847) 782-5000
Rockford	4040B East State Street, Rockford, IL (815) 961-6000
Rockford Tech	3422 Colony Bay Drive, Rockford, IL (815) 873-1400

Industrial

Packer/Hand Packaging



Manually packages products or materials. Job duties include folding and putting together boxes and attaching labels to the boxes. Packers may also be responsible for measuring and weighing boxes, as well as visually inspecting them upon completion. May require a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$10.76	\$7.80 to \$12.15
Beaver Dam	\$12.23	\$11.09 to \$13.33
Beloit	\$11.03	\$7.48 to \$12.52
Brookfield	\$10.44	\$7.05 to \$12.69
Elkhorn	\$10.51	\$8.12 to \$12.16
Green Bay	\$9.42	\$6.98 to \$12.02
Janesville	\$10.98	\$7.48 to \$12.52
Kenosha	\$10.00	\$6.65 to \$12.34
Madison	\$13.19	\$12.30 to \$13.65
Milwaukee	\$10.40	\$6.88 to \$12.69
Monroe	\$9.64	\$6.50 to \$11.51
Oshkosh	\$11.06	\$10.66 to \$12.26
Racine	\$9.22	\$6.50 to \$12.34
Reedsburg	\$11.10	\$10.32 to \$11.63
Richland Center	\$10.17	\$9.03 to \$11.55
Waukesha	\$10.44	\$7.05 to \$12.69
West Allis	\$10.40	\$6.88 to \$12.69
West Bend	\$10.03	\$6.50 to \$11.67
Illinois		
Aurora	\$9.90	\$8.70 to \$12.22
Bensenville	\$10.21	\$7.75 to \$13.24
Chicago	\$10.11	\$7.75 to \$13.24
Elgin	\$9.78	\$7.75 to \$11.89
Gurnee	\$10.21	\$7.75 to \$12.34
Rockford	\$10.34	\$7.75 to \$12.37
St. Charles	\$9.90	\$8.70 to \$12.22

General Labor



Assists with a variety of manual labor tasks. Job duties include lifting, moving, loading and unloading products. May require a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$9.80	\$7.55 to \$12.53
Beaver Dam	\$11.29	\$7.60 to \$12.81
Beloit	\$9.57	\$7.63 to \$12.87
Brookfield	\$9.93	\$7.59 to \$13.21
Elkhorn	\$10.08	\$8.26 to \$12.65
Green Bay	\$10.87	\$8.82 to \$13.23
Janesville	\$9.81	\$7.63 to \$12.64
Kenosha	\$9.56	\$6.54 to \$12.84
Madison	\$11.70	\$8.72 to \$12.81
Milwaukee	\$9.46	\$6.50 to \$13.21
Monroe	\$10.14	\$7.84 to \$11.98
Oshkosh	\$12.14	\$9.15 to \$13.32
Racine	\$9.28	\$6.81 to \$12.84
Reedsburg	\$10.57	\$7.73 to \$12.02
Richland Center	\$9.85	\$7.68 to \$12.02
Waukesha	\$9.87	\$7.35 to \$13.21
West Allis	\$9.46	\$6.50 to \$13.21
West Bend	\$9.75	\$7.35 to \$12.15
Illinois		
Aurora	\$9.68	\$7.75 to \$12.72
Bensenville	\$9.67	\$7.75 to \$13.78
Chicago	\$9.54	\$7.75 to \$13.78
Elgin	\$9.30	\$7.75 to \$12.37
Gurnee	\$9.81	\$7.75 to \$12.84
Rockford	\$11.67	\$7.75 to \$16.84
St. Charles	\$9.68	\$7.75 to \$12.72

Assembler



Assembles parts. Job duties include testing and calibrating the parts to meet standards and stipulations. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$13.64	\$11.46 to \$17.00
Beaver Dam	\$12.37	\$11.41 to \$13.04
Beloit	\$12.79	\$9.95 to \$14.69
Brookfield	\$11.86	\$9.71 to \$13.39
Elkhorn	\$11.96	\$10.20 to \$13.72
Green Bay	\$12.91	\$10.76 to \$15.42
Janesville	\$12.80	\$9.95 to \$14.73
Kenosha	\$13.79	\$8.86 to \$18.11
Madison	\$12.29	\$11.01 to \$13.13
Milwaukee	\$11.49	\$8.25 to \$13.39
Monroe	\$11.60	\$10.52 to \$13.09
Oshkosh	\$14.68	\$11.94 to \$16.44
Racine	\$15.11	\$12.01 to \$18.24
Reedsburg	\$12.09	\$11.25 to \$12.85
Richland Center	\$12.91	\$11.25 to \$14.43
Waukesha	\$11.86	\$9.71 to \$13.39
West Allis	\$11.49	\$8.25 to \$13.39
West Bend	\$11.11	\$7.70 to \$13.39
Illinois		
Aurora	\$12.37	\$11.66 to \$13.81
Bensenville	\$12.44	\$9.02 to \$14.70
Chicago	\$12.33	\$8.58 to \$14.70
Elgin	\$12.32	\$9.87 to \$14.70
Gurnee	\$13.45	\$7.75 to \$18.11
Rockford	\$12.04	\$8.73 to \$14.47
St. Charles	\$12.37	\$11.66 to \$13.81

Material Handler



Loads, unloads and moves materials. Other job duties may involve using forklifts, conveyors and other tools to assist in completing the job. Specific jobs may include medium to heavy lifting. Handlers may also be responsible for maintaining an orderly warehouse or storage facility. May require a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$10.26	\$7.04 to \$12.61
Beaver Dam	\$12.75	\$12.27 to \$13.63
Beloit	\$12.30	\$9.72 to \$14.32
Brookfield	\$12.09	\$8.66 to \$14.25
Elkhorn	\$11.50	\$8.46 to \$13.70
Green Bay	\$11.59	\$7.81 to \$14.01
Janesville	\$12.24	\$9.72 to \$14.32
Kenosha	\$11.46	\$8.15 to \$13.24
Madison	\$13.13	\$12.70 to \$14.16
Milwaukee	\$11.98	\$8.24 to \$14.25
Monroe	\$11.06	\$8.32 to \$12.31
Oshkosh	\$14.05	\$12.84 to \$15.93
Racine	\$11.22	\$7.51 to \$13.19
Reedsburg	\$12.25	\$11.69 to \$12.71
Richland Center	\$11.74	\$10.04 to \$12.55
Waukesha	\$12.09	\$8.66 to \$14.25
West Allis	\$11.98	\$8.24 to \$14.25
West Bend	\$11.64	\$7.94 to \$14.25
Illinois		
Aurora	\$12.23	\$11.00 to \$13.50
Bensenville	\$11.58	\$8.10 to \$13.86
Chicago	\$11.44	\$7.75 to \$13.86
Elgin	\$11.00	\$7.75 to \$13.13
Gurnee	\$11.46	\$8.16 to \$13.24
Rockford	\$11.97	\$8.75 to \$13.96
St. Charles	\$12.19	\$11.00 to \$13.50

Shipping and Receiving Clerk



Receives and unpacks shipments, checking for quantity and quality of goods received. Other job duties include keeping records of incoming and outgoing shipments, including weight and charges. Clerks may also be responsible for maintaining inventory of shipping materials and supplies. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$11.58	\$9.31 to \$14.65
Beaver Dam	\$13.06	\$11.16 to \$14.26
Beloit	\$11.83	\$9.30 to \$15.04
Brookfield	\$12.71	\$10.47 to \$15.44
Elkhorn	\$12.07	\$10.22 to \$14.79
Green Bay	\$12.21	\$9.55 to \$14.62
Janesville	\$11.61	\$9.30 to \$14.78
Kenosha	\$11.71	\$9.90 to \$15.01
Madison	\$13.32	\$11.16 to \$14.97
Milwaukee	\$12.18	\$9.28 to \$15.44
Monroe	\$11.95	\$10.24 to \$14.01
Oshkosh	\$14.54	\$11.21 to \$16.06
Racine	\$11.50	\$8.47 to \$15.01
Reedsburg	\$13.09	\$11.25 to \$14.06
Richland Center	\$12.58	\$10.25 to \$14.06
Waukesha	\$12.71	\$10.47 to \$15.44
West Allis	\$12.18	\$9.28 to \$15.44
West Bend	\$12.16	\$10.44 to \$14.20
Illinois		
Aurora	\$14.51	\$10.97 to \$18.15
Bensenville	\$12.70	\$10.00 to \$16.11
Chicago	\$12.63	\$9.74 to \$16.11
Elgin	\$12.34	\$10.24 to \$14.46
Gurnee	\$11.65	\$9.67 to \$15.01
Rockford	\$12.02	\$9.35 to \$15.04
St. Charles	\$14.47	\$10.97 to \$18.15

Warehouse Worker



Packs and unpacks materials or products. Job duties may also include checking or moving materials or products and organizing the warehouse. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$11.01	\$6.50 to \$13.54
Beaver Dam	\$13.10	\$12.43 to \$13.78
Beloit	\$12.45	\$9.53 to \$13.76
Brookfield	\$12.81	\$9.88 to \$15.00
Elkhorn	\$12.57	\$7.90 to \$15.37
Green Bay	\$13.04	\$9.53 to \$16.63
Janesville	\$11.78	\$9.53 to \$13.40
Kenosha	\$11.99	\$7.80 to \$14.01
Madison	\$14.03	\$13.05 to \$15.81
Milwaukee	\$13.13	\$11.16 to \$15.00
Monroe	\$12.27	\$11.17 to \$13.77
Oshkosh	\$14.62	\$13.01 to \$16.59
Racine	\$12.60	\$9.98 to \$15.42
Reedsburg	\$14.79	\$12.25 to \$17.83
Richland Center	\$13.57	\$12.25 to \$15.05
Waukesha	\$12.81	\$9.88 to \$15.00
West Allis	\$13.13	\$11.16 to \$15.00
West Bend	\$12.77	\$10.81 to \$15.00
Illinois		
Aurora	\$11.68	\$9.23 to \$13.18
Bensenville	\$11.97	\$8.29 to \$14.05
Chicago	\$11.87	\$7.88 to \$14.05
Elgin	\$11.48	\$7.76 to \$13.36
Gurnee	\$12.01	\$7.88 to \$14.01
Rockford	\$11.98	\$8.60 to \$13.76
St. Charles	\$11.82	\$9.23 to \$13.18

Forklift Driver



Operates a forklift to lift, move and stack equipment and products. Other job duties may include documenting and maintaining inventory as well as keeping work area organized. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$12.66	\$10.92 to \$14.33
Beaver Dam	\$13.67	\$11.69 to \$14.92
Beloit	\$13.16	\$10.95 to \$14.71
Brookfield	\$13.38	\$10.38 to \$15.20
Elkhorn	\$12.82	\$11.52 to \$14.46
Green Bay	\$12.74	\$10.98 to \$14.30
Janesville	\$13.32	\$10.95 to \$15.36
Kenosha	\$11.73	\$8.59 to \$14.68
Madison	\$13.54	\$11.33 to \$14.64
Milwaukee	\$13.55	\$11.09 to \$15.20
Monroe	\$12.10	\$10.56 to \$13.69
Oshkosh	\$14.88	\$12.80 to \$16.06
Racine	\$11.82	\$9.48 to \$14.68
Reedsburg	\$13.79	\$11.99 to \$15.25
Richland Center	\$13.66	\$11.88 to \$15.02
Waukesha	\$13.38	\$10.38 to \$15.20
West Allis	\$13.55	\$11.09 to \$15.20
West Bend	\$13.22	\$10.99 to \$15.20
Illinois		
Aurora	\$16.31	\$13.30 to \$21.50
Bensenville	\$13.22	\$9.84 to \$15.75
Chicago	\$13.39	\$10.51 to \$15.75
Elgin	\$12.46	\$8.43 to \$15.18
Gurnee	\$12.14	\$10.26 to \$14.68
Rockford	\$12.94	\$11.04 to \$14.71
St. Charles	\$16.11	\$13.30 to \$21.50

Technical

Quality Control Inspector



Completes checks and examinations to ensure the quality of products manufactured or assembled. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$14.24	\$10.31 to \$16.05
Beaver Dam	\$15.36	\$14.88 to \$15.98
Beloit	\$13.54	\$8.78 to \$15.70
Brookfield	\$13.96	\$10.92 to \$16.12
Elkhorn	\$13.65	\$9.83 to \$15.44
Green Bay	\$14.39	\$10.85 to \$16.19
Janesville	\$13.68	\$8.78 to \$15.43
Kenosha	\$14.35	\$9.55 to \$16.59
Madison	\$16.00	\$15.63 to \$16.34
Milwaukee	\$13.17	\$7.77 to \$16.12
Monroe	\$13.43	\$10.63 to \$14.62
Oshkosh	\$15.59	\$15.40 to \$15.98
Racine	\$15.31	\$10.79 to \$17.93
Reedsburg	\$15.22	\$14.62 to \$16.34
Richland Center	\$15.05	\$13.83 to \$16.20
Waukesha	\$13.96	\$10.92 to \$16.12
West Allis	\$13.17	\$7.77 to \$16.12
West Bend	\$13.73	\$11.31 to \$14.84
Illinois		
Aurora	\$15.18	\$14.38 to \$15.63
Bensenville	\$14.27	\$9.37 to \$16.81
Chicago	\$14.35	\$9.66 to \$16.81
Elgin	\$13.77	\$9.07 to \$15.94
Gurnee	\$14.68	\$10.88 to \$16.59
Rockford	\$13.53	\$8.74 to \$15.70
St. Charles	\$15.13	\$14.38 to \$15.63

Electronic Assembler



Assembles electronics to product specifications.
Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$12.31	\$9.91 to \$14.91
Beaver Dam	\$12.20	\$11.29 to \$12.67
Beloit	\$14.10	\$12.52 to \$15.69
Brookfield	\$14.00	\$9.79 to \$18.01
Elkhorn	\$13.05	\$8.37 to \$18.59
Green Bay	\$13.52	\$9.39 to \$16.24
Janesville	\$15.27	\$13.10 to \$17.44
Kenosha	\$14.39	\$7.60 to \$21.12
Madison	\$13.06	\$12.62 to \$13.70
Milwaukee	\$13.76	\$8.83 to \$18.01
Monroe	\$12.60	\$9.81 to \$15.08
Oshkosh	\$14.72	\$13.22 to \$16.52
Racine	\$14.73	\$10.86 to \$21.41
Reedsburg	\$14.39	\$10.66 to \$22.93
Richland Center	\$12.54	\$10.66 to \$15.50
Waukesha	\$14.00	\$9.79 to \$18.01
West Allis	\$13.76	\$8.83 to \$18.01
West Bend	\$13.69	\$9.67 to \$18.01
Illinois		
Aurora	\$11.74	\$10.67 to \$13.18
Bensenville	\$13.34	\$9.07 to \$18.75
Chicago	\$12.93	\$7.75 to \$18.75
Elgin	\$12.96	\$9.01 to \$18.75
Gurnee	\$15.26	\$11.06 to \$21.12
Rockford	\$12.50	\$8.90 to \$15.24
St. Charles	\$11.70	\$10.67 to \$13.02

Punch Press Operator



Operates mechanical press equipment. Job duties may include configuring machines before they are operated, keeping records of quantities manufactured and following product specifications. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$13.36	\$9.64 to \$15.58
Beaver Dam	\$14.61	\$13.98 to \$15.16
Beloit	\$12.03	\$8.76 to \$16.00
Brookfield	\$13.09	\$9.74 to \$16.43
Elkhorn	\$13.53	\$9.67 to \$15.73
Green Bay	\$13.38	\$11.26 to \$15.55
Janesville	\$11.53	\$8.76 to \$15.72
Kenosha	\$12.69	\$9.17 to \$15.97
Madison	\$14.29	\$13.41 to \$15.92
Milwaukee	\$13.15	\$9.98 to \$16.43
Monroe	\$13.51	\$9.48 to \$16.23
Oshkosh	\$15.57	\$14.32 to \$17.55
Racine	\$13.51	\$9.68 to \$15.97
Reedsburg	\$15.57	\$14.28 to \$16.69
Richland Center	\$13.48	\$10.27 to \$14.94
Waukesha	\$13.09	\$9.74 to \$16.43
West Allis	\$13.15	\$9.98 to \$16.43
West Bend	\$13.19	\$11.46 to \$15.10
Illinois		
Aurora	\$13.08	\$7.75 to \$15.80
Bensenville	\$13.04	\$8.73 to \$17.14
Chicago	\$13.02	\$8.62 to \$17.14
Elgin	\$12.28	\$7.75 to \$15.38
Gurnee	\$12.26	\$7.75 to \$15.97
Rockford	\$12.68	\$8.74 to \$16.00
St. Charles	\$13.03	\$7.75 to \$15.62

Machine Operator



Follows established guidelines to operate a machine. Other job duties may include set-up, and operators may need to adjust machines to specified settings. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$12.35	\$7.81 to \$16.24
Beaver Dam	\$14.22	\$11.58 to \$17.26
Beloit	\$13.67	\$9.85 to \$16.08
Brookfield	\$14.32	\$9.21 to \$19.26
Elkhorn	\$13.31	\$9.85 to \$16.51
Green Bay	\$15.08	\$13.15 to \$16.77
Janesville	\$13.02	\$9.85 to \$16.08
Kenosha	\$13.10	\$9.85 to \$14.43
Madison	\$14.59	\$12.95 to \$16.68
Milwaukee	\$14.70	\$10.72 to \$19.26
Monroe	\$12.91	\$10.12 to \$14.13
Oshkosh	\$14.60	\$13.50 to \$16.40
Racine	\$13.35	\$9.85 to \$19.12
Reedsburg	\$14.42	\$13.37 to \$16.18
Richland Center	\$13.94	\$12.79 to \$16.08
Waukesha	\$14.32	\$9.21 to \$19.26
West Allis	\$14.70	\$10.72 to \$19.26
West Bend	\$14.23	\$10.03 to \$19.26
Illinois		
Aurora	\$13.16	\$9.23 to \$15.45
Bensenville	\$12.57	\$7.83 to \$15.33
Chicago	\$12.81	\$8.77 to \$15.33
Elgin	\$12.49	\$9.08 to \$13.76
Gurnee	\$12.96	\$9.31 to \$14.43
Rockford	\$13.77	\$11.50 to \$14.86
St. Charles	\$13.12	\$9.23 to \$15.45

Machine Set-up



Sets-up and adjusts general machinery to required settings. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$14.18	\$11.16 to \$17.46
Beaver Dam	\$15.71	\$14.84 to \$16.97
Beloit	\$15.73	\$13.92 to \$17.93
Brookfield	\$16.04	\$12.25 to \$18.41
Elkhorn	\$13.50	\$11.66 to \$17.63
Green Bay	\$17.29	\$15.88 to \$18.61
Janesville	\$15.90	\$13.92 to \$17.61
Kenosha	\$15.79	\$13.70 to \$17.89
Madison	\$15.31	\$14.19 to \$17.82
Milwaukee	\$16.09	\$12.45 to \$18.41
Monroe	\$14.67	\$9.72 to \$17.67
Oshkosh	\$17.43	\$16.41 to \$18.96
Racine	\$15.11	\$10.10 to \$17.89
Reedsburg	\$13.91	\$12.17 to \$16.71
Richland Center	\$15.71	\$13.06 to \$17.50
West Allis	\$16.04	\$12.25 to \$18.41
West Bend	\$16.09	\$12.45 to \$18.41
Waukesha	\$15.58	\$11.91 to \$17.50
Illinois		
Aurora	\$16.36	\$12.98 to \$17.68
Bensenville	\$16.22	\$12.79 to \$19.20
Chicago	\$15.75	\$10.89 to \$19.20
Elgin	\$15.25	\$10.87 to \$17.53
Gurnee	\$15.82	\$13.82 to \$17.89
Waukegan	\$15.01	\$11.30 to \$17.93
St. Charles	\$16.31	\$12.98 to \$17.53

Machine Programmer



Responsible for programming computer numeric control machines. Other job duties may include machine maintenance. Typically requires a high school diploma or equivalent and some experience in the field or related area.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$21.55	\$17.64 to \$27.13
Beaver Dam	\$17.42	\$15.64 to \$18.47
Beloit	\$20.49	\$16.43 to \$24.46
Brookfield	\$22.53	\$18.89 to \$28.02
Elkhorn	\$19.09	\$15.72 to \$21.40
Green Bay	\$20.29	\$17.30 to \$24.59
Janesville	\$18.44	\$16.43 to \$21.74
Kenosha	\$22.37	\$19.31 to \$27.53
Madison	\$19.03	\$15.64 to \$21.83
Milwaukee	\$22.45	\$18.59 to \$28.02
Monroe	\$17.28	\$12.52 to \$22.93
Oshkosh	\$20.43	\$18.78 to \$21.90
Racine	\$19.68	\$16.11 to \$24.84
Reedsburg	\$16.65	\$12.34 to \$19.59
Richland Center	\$17.32	\$12.09 to \$19.59
Waukesha	\$22.53	\$18.89 to \$28.02
West Allis	\$22.45	\$18.59 to \$28.02
West Bend	\$20.60	\$12.79 to \$28.02
Illinois		
Aurora	\$21.20	\$19.08 to \$23.80
Bensenville	\$23.86	\$20.72 to \$28.64
Chicago	\$22.11	\$15.23 to \$28.64
Elgin	\$23.18	\$18.60 to \$28.64
Gurnee	\$22.56	\$19.31 to \$27.53
Rockford	\$22.89	\$18.37 to \$29.37
St. Charles	\$21.14	\$18.86 to \$23.80

Welder



Welds metal and other materials together. Welders may also repair cracks or fill holes. Job duties include following instructions on welding specifications. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$17.06	\$13.81 to \$20.22
Beaver Dam	\$16.27	\$15.53 to \$16.89
Beloit	\$14.24	\$10.41 to \$16.39
Brookfield	\$15.63	\$11.90 to \$17.29
Elkhorn	\$14.56	\$11.17 to \$16.60
Green Bay	\$16.39	\$14.02 to \$18.72
Janesville	\$13.51	\$10.41 to \$16.10
Kenosha	\$16.41	\$11.66 to \$19.78
Madison	\$16.87	\$16.36 to \$17.67
Milwaukee	\$15.89	\$12.92 to \$17.29
Monroe	\$14.66	\$12.70 to \$15.50
Oshkosh	\$20.40	\$16.26 to \$23.17
Racine	\$15.10	\$12.30 to \$16.35
Reedsburg	\$15.63	\$15.05 to \$16.23
Richland Center	\$14.92	\$13.90 to \$15.82
Waukesha	\$15.63	\$11.90 to \$17.29
West Allis	\$15.89	\$12.92 to \$17.29
West Bend	\$15.30	\$11.93 to \$17.29
Illinois		
Aurora	\$16.58	\$13.91 to \$18.95
Bensenville	\$15.56	\$10.52 to \$17.55
Chicago	\$15.64	\$10.85 to \$17.55
Elgin	\$16.06	\$14.32 to \$17.47
Gurnee	\$16.71	\$12.87 to \$19.78
Rockford	\$15.44	\$12.45 to \$16.84
St. Charles	\$16.53	\$13.91 to \$18.95

Office

Receptionist



Acts as first point of contact at a company. Job duties include answering the phone, using a switchboard and taking and receiving messages. Receptionists also greet customers and other visitors. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$11.62	\$8.93 to \$13.28
Beaver Dam	\$12.10	\$11.43 to \$12.92
Beloit	\$11.08	\$8.48 to \$13.64
Brookfield	\$11.82	\$8.79 to \$14.00
Elkhorn	\$11.18	\$8.56 to \$13.41
Green Bay	\$11.16	\$8.23 to \$13.26
Janesville	\$10.99	\$8.48 to \$13.40
Kenosha	\$11.74	\$8.36 to \$13.61
Madison	\$12.87	\$12.49 to \$13.57
Milwaukee	\$11.88	\$9.05 to \$14.00
Monroe	\$10.79	\$8.90 to \$12.70
Oshkosh	\$12.31	\$11.74 to \$13.53
Racine	\$11.12	\$8.54 to \$13.61
Reedsburg	\$11.74	\$10.70 to \$12.74
Richland Center	\$12.00	\$11.57 to \$12.74
Waukesha	\$11.82	\$8.79 to \$14.00
West Allis	\$11.88	\$9.05 to \$14.00
West Bend	\$11.80	\$9.84 to \$12.87
Illinois		
Aurora	\$13.06	\$12.73 to \$13.48
Bensenville	\$12.51	\$9.90 to \$14.60
Chicago	\$12.29	\$9.02 to \$14.60
Elgin	\$11.98	\$9.30 to \$13.11
Gurnee	\$11.90	\$9.00 to \$13.61
Rockford	\$11.28	\$8.89 to \$13.64
St. Charles	\$12.78	\$12.11 to \$13.32

Data Entry Clerk



Enters data into a computer. Other job duties may include editing existing data or checking for accuracy. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$11.26	\$9.92 to \$12.18
Beaver Dam	\$11.79	\$10.32 to \$12.71
Beloit	\$11.55	\$9.52 to \$13.32
Brookfield	\$11.24	\$9.50 to \$12.84
Elkhorn	\$10.78	\$9.71 to \$12.29
Green Bay	\$10.69	\$8.89 to \$12.15
Janesville	\$11.09	\$9.52 to \$12.29
Kenosha	\$11.55	\$10.72 to \$12.48
Madison	\$12.02	\$10.78 to \$12.64
Milwaukee	\$11.19	\$9.32 to \$12.84
Monroe	\$10.83	\$8.77 to \$12.98
Oshkosh	\$12.03	\$11.06 to \$12.41
Racine	\$10.30	\$8.50 to \$12.48
Reedsburg	\$11.65	\$10.90 to \$12.86
Richland Center	\$11.49	\$11.05 to \$12.10
Waukesha	\$11.24	\$9.50 to \$12.84
West Allis	\$11.19	\$9.32 to \$12.84
West Bend	\$11.26	\$10.58 to \$12.04
Illinois		
Aurora	\$12.07	\$10.90 to \$12.59
Bensenville	\$11.83	\$10.13 to \$13.39
Chicago	\$11.26	\$7.85 to \$13.39
Elgin	\$11.83	\$11.12 to \$12.67
Gurnee	\$11.50	\$10.57 to \$12.48
Rockford	\$12.09	\$10.07 to \$13.32
St. Charles	\$12.03	\$10.90 to \$12.59

Accounts Payable



Gathers invoices and maintains payment records. Job duties include collecting amounts owed, preparing invoices and recording transactions. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$13.73	\$12.12 to \$15.80
Beaver Dam	\$14.70	\$11.78 to \$16.65
Beloit	\$13.47	\$11.10 to \$16.23
Brookfield	\$13.92	\$11.85 to \$16.66
Elkhorn	\$12.41	\$9.42 to \$15.95
Green Bay	\$13.32	\$11.65 to \$15.77
Janesville	\$13.07	\$11.10 to \$15.11
Kenosha	\$14.45	\$11.04 to \$16.63
Madison	\$15.59	\$12.79 to \$16.75
Milwaukee	\$13.71	\$11.00 to \$16.66
Monroe	\$12.80	\$10.80 to \$15.11
Oshkosh	\$14.02	\$12.71 to \$16.09
Racine	\$13.08	\$10.01 to \$16.19
Reedsburg	\$13.92	\$10.46 to \$15.20
Richland Center	\$13.37	\$10.43 to \$15.16
Waukesha	\$13.92	\$11.85 to \$16.66
West Allis	\$13.71	\$11.00 to \$16.66
West Bend	\$13.50	\$11.51 to \$15.31
Illinois		
Aurora	\$16.12	\$14.58 to \$17.19
Bensenville	\$14.65	\$11.50 to \$17.37
Chicago	\$14.89	\$12.46 to \$17.37
Elgin	\$14.23	\$11.56 to \$15.75
Gurnee	\$14.81	\$12.48 to \$16.63
Rockford	\$13.68	\$11.45 to \$16.23
St. Charles	\$16.08	\$14.58 to \$17.19

Accounts Receivable



Compiles and prepares reports on funds received and account totals. Other duties may include requesting payments and recording delinquent accounts. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$13.23	\$10.81 to \$15.61
Beaver Dam	\$14.75	\$12.93 to \$15.52
Beloit	\$13.20	\$11.37 to \$16.03
Brookfield	\$13.94	\$11.91 to \$16.46
Elkhorn	\$13.07	\$11.75 to \$15.76
Green Bay	\$12.99	\$9.67 to \$15.58
Janesville	\$13.49	\$11.37 to \$15.75
Kenosha	\$15.12	\$13.10 to \$16.02
Madison	\$15.05	\$14.26 to \$15.95
Milwaukee	\$13.77	\$11.22 to \$16.46
Monroe	\$12.74	\$9.93 to \$14.92
Oshkosh	\$14.19	\$12.49 to \$15.90
Racine	\$14.40	\$12.11 to \$16.84
Reedsburg	\$13.89	\$12.68 to \$14.97
Richland Center	\$13.79	\$12.56 to \$14.97
Waukesha	\$13.94	\$11.91 to \$16.46
West Allis	\$13.77	\$11.22 to \$16.46
West Bend	\$12.75	\$8.46 to \$15.13
Illinois		
Aurora	\$15.96	\$15.29 to \$16.54
Bensenville	\$14.77	\$11.63 to \$17.17
Chicago	\$14.66	\$11.20 to \$17.17
Elgin	\$14.36	\$11.75 to \$15.74
Gurnee	\$14.90	\$12.21 to \$16.02
Rockford	\$12.93	\$9.84 to \$16.03
St. Charles	\$15.91	\$15.29 to \$16.54

Customer Service Representative



Ensures customer satisfaction. Job duties include interacting with customers, researching problems or questions and resolving issues or complaints. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$14.25	\$10.83 to \$16.74
Beaver Dam	\$15.04	\$13.35 to \$16.93
Beloit	\$14.09	\$10.39 to \$16.67
Brookfield	\$14.96	\$11.43 to \$17.17
Elkhorn	\$14.00	\$10.22 to \$16.06
Green Bay	\$14.06	\$10.95 to \$16.67
Janesville	\$14.32	\$10.39 to \$17.40
Kenosha	\$14.59	\$10.11 to \$17.40
Madison	\$15.87	\$14.93 to \$17.17
Milwaukee	\$14.82	\$10.85 to \$17.17
Monroe	\$13.85	\$10.74 to \$16.91
Oshkosh	\$15.65	\$14.89 to \$17.06
Racine	\$14.31	\$10.13 to \$17.05
Reedsburg	\$14.73	\$14.02 to \$15.37
Richland Center	\$14.25	\$13.23 to \$15.37
Waukesha	\$14.96	\$11.43 to \$17.17
West Allis	\$14.82	\$10.85 to \$17.17
West Bend	\$14.60	\$11.20 to \$17.17
Illinois		
Aurora	\$16.25	\$12.94 to \$19.66
Bensenville	\$15.73	\$11.37 to \$18.83
Chicago	\$15.65	\$11.04 to \$18.83
Elgin	\$15.54	\$12.25 to \$18.83
Gurnee	\$14.76	\$10.81 to \$17.40
Rockford	\$13.78	\$9.63 to \$16.17
St. Charles	\$16.20	\$12.94 to \$19.66

Administrative Assistant



Provides administrative support. Job duties include scheduling appointments and generating reports. May also provide support to receptionist. Typically requires a high school diploma or equivalent.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$12.81	\$8.39 to \$16.68
Beaver Dam	\$13.89	\$10.85 to \$16.23
Beloit	\$13.27	\$8.55 to \$17.13
Brookfield	\$13.66	\$8.32 to \$17.58
Elkhorn	\$12.97	\$6.85 to \$16.84
Green Bay	\$12.45	\$8.43 to \$16.65
Janesville	\$12.80	\$8.55 to \$16.83
Kenosha	\$12.99	\$7.98 to \$17.09
Madison	\$15.02	\$12.92 to \$17.04
Milwaukee	\$13.65	\$8.27 to \$17.58
Monroe	\$11.98	\$6.50 to \$15.94
Oshkosh	\$16.13	\$12.93 to \$17.55
Racine	\$12.88	\$8.13 to \$17.09
Reedsburg	\$14.76	\$12.43 to \$16.00
Richland Center	\$14.10	\$11.75 to \$16.00
Waukesha	\$13.66	\$8.32 to \$17.58
West Allis	\$13.65	\$8.27 to \$17.58
West Bend	\$13.32	\$8.37 to \$16.16
Illinois		
Aurora	\$17.47	\$12.01 to \$21.26
Bensenville	\$14.60	\$8.95 to \$18.34
Chicago	\$14.59	\$8.91 to \$18.34
Elgin	\$13.91	\$8.07 to \$16.46
Gurnee	\$13.27	\$9.09 to \$17.09
Rockford	\$13.57	\$8.29 to \$17.13
St. Charles	\$17.42	\$12.01 to \$21.26

Professional

IT Programmer/Analyst



Develops computer programs. Additional skills may include testing, analyzing, and modifying systems. Typically requires post high school education, as well as knowledge of programming techniques and computer systems.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$27.80	\$25.39 to \$30.20
Beaver Dam	\$23.79	\$21.26 to \$25.89
Beloit	\$28.33	\$26.07 to \$31.49
Brookfield	\$30.10	\$26.77 to \$33.33
Elkhorn	\$26.64	\$25.63 to \$29.00
Green Bay	\$27.92	\$25.34 to \$32.10
Janesville	\$28.84	\$25.62 to \$31.49
Kenosha	\$30.82	\$26.02 to \$35.22
Madison	\$26.60	\$25.71 to \$27.20
Milwaukee	\$29.17	\$26.77 to \$31.44
Monroe	\$25.85	\$21.23 to \$29.00
Oshkosh	\$26.40	\$25.39 to \$27.26
Racine	\$27.99	\$26.02 to \$29.52
Reedsburg	\$24.53	\$21.23 to \$30.25
Richland Center	\$26.87	\$21.23 to \$33.11
Waukesha	\$30.10	\$26.77 to \$33.33
West Allis	\$29.17	\$26.77 to \$31.44
West Bend	\$25.37	\$21.26 to \$28.88
Illinois		
Aurora	\$30.86	\$25.32 to \$36.56
Bensenville	\$31.05	\$24.74 to \$36.56
Chicago	\$31.51	\$26.59 to \$36.56
Elgin	\$30.34	\$24.74 to \$36.56
Gurnee	\$29.59	\$20.57 to \$36.56
Rockford	\$27.24	\$23.27 to \$30.49
St. Charles	\$30.89	\$25.44 to \$36.56

IT Manager



Manages the organization's computer operations. Typically requires post high school education, as well as knowledge of computer systems. May have direct reports.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$44.33	\$40.78 to \$49.65
Beaver Dam	\$43.72	\$39.87 to \$47.87
Beloit	\$41.93	\$34.08 to \$50.99
Brookfield	\$51.26	\$48.37 to \$55.75
Elkhorn	\$41.97	\$34.08 to \$50.12
Green Bay	\$48.63	\$46.22 to \$52.09
Janesville	\$42.83	\$38.38 to \$50.29
Kenosha	\$50.95	\$43.47 to \$62.82
Madison	\$49.69	\$46.60 to \$55.09
Milwaukee	\$51.87	\$48.59 to \$55.75
Monroe	\$39.00	\$34.08 to \$47.47
Oshkosh	\$48.83	\$46.44 to \$52.77
Racine	\$49.51	\$46.62 to \$53.93
Reedsburg	\$40.51	\$33.68 to \$46.76
Richland Center	\$40.72	\$34.08 to \$47.19
Waukesha	\$51.26	\$48.37 to \$55.75
West Allis	\$51.87	\$48.59 to \$55.75
West Bend	\$45.01	\$36.30 to \$55.75
Illinois		
Aurora	\$52.25	\$41.86 to \$63.76
Bensenville	\$53.26	\$40.76 to \$63.76
Chicago	\$53.53	\$41.86 to \$63.76
Elgin	\$51.86	\$40.76 to \$63.76
Gurnee	\$51.25	\$37.37 to \$62.82
Rockford	\$40.06	\$29.00 to \$50.99
St. Charles	\$52.32	\$41.86 to \$63.76

Project Engineer



Organizes and coordinates the completion of engineering projects according to requirements. Typically requires post high school education, as well as knowledge of engineering.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$29.72	\$26.99 to \$34.98
Beaver Dam	\$29.63	\$25.94 to \$33.73
Beloit	\$32.30	\$26.46 to \$36.14
Brookfield	\$31.34	\$24.99 to \$36.88
Elkhorn	\$29.67	\$25.94 to \$35.31
Green Bay	\$29.83	\$27.99 to \$34.92
Janesville	\$35.90	\$29.42 to \$47.37
Kenosha	\$32.09	\$29.51 to \$35.84
Madison	\$31.01	\$28.49 to \$35.42
Milwaukee	\$31.67	\$26.30 to \$36.88
Monroe	\$27.46	\$24.23 to \$33.44
Oshkosh	\$30.61	\$26.14 to \$34.98
Racine	\$31.02	\$26.46 to \$35.84
Reedsburg	\$27.06	\$24.23 to \$32.94
Richland Center	\$27.13	\$24.23 to \$33.25
Waukesha	\$31.34	\$24.99 to \$36.88
West Allis	\$31.67	\$26.30 to \$36.88
West Bend	\$31.49	\$27.89 to \$33.90
Illinois		
Aurora	\$34.94	\$33.79 to \$37.32
Bensenville	\$35.30	\$31.64 to \$38.46
Chicago	\$35.84	\$33.79 to \$38.46
Elgin	\$34.32	\$31.64 to \$37.32
Gurnee	\$32.66	\$28.29 to \$35.84
Rockford	\$29.33	\$23.14 to \$35.92
St. Charles	\$34.99	\$33.79 to \$37.32

Manufacturing Engineer



Organizes and coordinates the manufacturing process. Typically requires post high school education, as well as knowledge of manufacturing and engineering processes and techniques.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$26.23	\$17.05 to \$30.82
Beaver Dam	\$24.63	\$15.59 to \$28.91
Beloit	\$27.87	\$21.12 to \$34.72
Brookfield	\$29.07	\$17.66 to \$35.51
Elkhorn	\$24.67	\$15.10 to \$28.43
Green Bay	\$27.92	\$18.43 to \$33.56
Janesville	\$29.29	\$21.12 to \$34.72
Kenosha	\$28.69	\$17.40 to \$35.46
Madison	\$27.57	\$17.08 to \$33.34
Milwaukee	\$28.88	\$16.89 to \$35.51
Monroe	\$24.64	\$16.14 to \$28.67
Oshkosh	\$27.68	\$17.25 to \$33.64
Racine	\$28.45	\$16.79 to \$35.08
Reedsburg	\$25.35	\$16.14 to \$31.57
Richland Center	\$25.40	\$16.14 to \$31.57
Waukesha	\$29.07	\$17.66 to \$35.51
West Allis	\$28.88	\$16.89 to \$35.51
West Bend	\$26.98	\$14.90 to \$35.51
Illinois		
Aurora	\$31.79	\$26.45 to \$36.20
Bensenville	\$32.19	\$27.54 to \$36.20
Chicago	\$32.47	\$28.67 to \$36.20
Elgin	\$31.44	\$26.21 to \$36.20
Gurnee	\$29.87	\$21.00 to \$35.82
Rockford	\$27.60	\$25.08 to \$29.09
St. Charles	\$31.71	\$26.14 to \$36.20

HR Director



Directs and oversees the administration of human resources policies and procedures at an organization. Typically requires post high school education, as well as knowledge of human resources processes and techniques.

Wisconsin	Average Salary Per Hour	Range
Appleton	\$44.62	\$35.73 to \$56.38
Beaver Dam	\$41.93	\$34.32 to \$54.35
Beloit	\$38.52	\$27.49 to \$57.89
Brookfield	\$48.48	\$42.35 to \$59.43
Elkhorn	\$41.13	\$34.32 to \$56.91
Green Bay	\$48.86	\$42.78 to \$56.27
Janesville	\$35.90	\$26.02 to \$56.88
Kenosha	\$44.74	\$37.66 to \$57.77
Madison	\$46.81	\$39.23 to \$57.08
Milwaukee	\$50.33	\$42.35 to \$59.43
Monroe	\$38.56	\$29.37 to \$53.90
Oshkosh	\$51.57	\$44.48 to \$56.38
Racine	\$43.21	\$33.69 to \$57.77
Reedsburg	\$40.18	\$29.37 to \$53.09
Richland Center	\$40.31	\$29.37 to \$53.58
Waukesha	\$48.48	\$42.35 to \$59.43
West Allis	\$50.33	\$42.35 to \$59.43
West Bend	\$44.29	\$39.52 to \$54.64
Illinois		
Aurora	\$43.75	\$28.29 to \$56.17
Bensenville	\$45.61	\$29.95 to \$61.99
Chicago	\$45.20	\$28.29 to \$61.99
Elgin	\$44.03	\$29.95 to \$55.65
Gurnee	\$42.43	\$20.69 to \$57.77
Rockford	\$39.65	\$31.46 to \$57.89
St. Charles	\$43.58	\$28.29 to \$55.52



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