

## Rutherford County Occupational Wage and Benefits Survey

Business and Economic Research Center • Jones College of Business • Middle Tennessee State University • August 2012

Sponsored by the Rutherford County Chamber of Commerce, the occupational wage and benefits survey documents wages and benefits offered by county employers for 2012. Data were collected by mail and website from June to August 2012. Forty-two employers responded to the survey, representing nearly 13,000 workers. Wages are reported for 48 occupations, with a minimum of three responses needed to report an occupation.

*The employers listed here responded to the survey. The Chamber and the Business and Economic Research Center appreciate the participation of these employers.*

**The following pages report the results from the wages by occupation portion of the survey. Benefits are reported separately.**

- Adenus
- Alco Products
- Americold Logistics
- Backer EHP, Inc.
- Bridgestone/Firestone
- Carrier Corporation
- Chromalox
- Consumer Insurance Group
- EMD Music, Inc.
- Erwin Cole Enterprises
- Heritage Farms Dairy
- Hood Distribution
- Hot Topic
- Huskey Truss and Building Supply
- InterMetro Industries
- International Paper
- Lightning Source
- NHK Seating of America, Inc.
- Nifco American Corp.
- Nissan North America, Inc.
- Ohashi Technica U.S.A. Inc.
- Packaging Fulfillment
- Peery Construction LLC
- Perfect Equipment
- Rich Products Manufacturing Corp.
- S & S Distribution Inc.
- SEC, Inc.
- Setech Inc.
- Smith Design/Build Corp., Inc.
- Smyrna Air Center
- Smyrna/Rutherford County Airport Authority
- Sonoco Products
- Southeastern Technology Inc.
- Specialty Manufacturing
- Store Opening Solutions
- Taylor Farms Tennessee, Inc.
- Tennessee Farmers' Cooperative
- The Davis Group
- Trinidad/Benham Corporation
- United Stationers Supply Co.
- Walter Meier
- Wastequip-Holt
- Wolfe Industrial Inc.
- Yates Services

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## FINAL RESULTS

### Average hourly pay for Selected Rutherford County Occupations

Code	Occupation	Responses	Average hourly pay (\$)			Minimum hourly pay (\$)			Maximum hourly pay (\$)			
			Full-time employees	Entry level	One year experience	Five years experience	Entry level	One year experience	Five years experience	Entry level	One year experience	Five years experience
<b>Accounting, Financial, and Purchasing Occupations</b>												
1.1.	Accountant Manager	5	5	-	-	32.73	-	-	17.34	-	-	60.04
1.3.	Controller (Comptroller)	8	9	-	-	46.04	-	-	19.23	-	-	60.04
1.7.	Bill and Account Collector	3	3	-	-	16.70	-	-	12.95	-	-	22.16
1.8.	Bookkeeping, Accounting, and Auditing Clerk	9	13	15.59	15.73	20.62	12.50	13.50	13.50	17.05	17.05	30.00
1.9.	Buyer	5	30	-	21.85	29.88	-	16.00	17.00	-	22.20	31.48
1.11.	Payroll and Timekeeping Clerk	3	4	-	-	17.37	-	-	14.00	-	-	19.74
<b>Administrative and Support Occupations</b>												
2.1.	General and Operations Managers	11	14	32.34	33.00	37.76	20.23	20.81	23.12	46.34	47.73	53.72
2.2.	Administrative Services Managers	3	3	-	-	20.90	-	-	17.00	-	-	25.69
2.3.	Executive Secretaries and Executive Administrative Assistants	6	11	-	-	22.46	-	-	13.00	-	-	28.90
2.4.	Office Clerks, General	6	26	-	-	16.89	-	-	12.60	-	-	22.92
2.5.	Secretaries and Administrative Assistants	7	21	-	16.48	16.25	-	12.00	10.00	-	17.04	18.00
<b>Computer and Data Processing Occupations</b>												
3.1.	Computer and Information Systems Managers	4	5	-	-	46.05	-	-	13.50	-	-	64.94
3.2.	Network and Computer Systems Administrators	5	8	-	-	33.17	-	-	22.66	-	-	41.97
3.4.	Computer Support Specialists	3	3	-	-	24.70	-	-	18.06	-	-	32.54
<b>Human Resources Occupations</b>												
4.1.	Human Resources Manager	7	9	33.92	35.57	36.00	24.04	26.44	21.00	42.41	43.91	43.91
4.3.	Training Specialist	3	3	-	-	32.21	-	-	24.04	-	-	44.66
4.4.	Human Resources Assistants	8	11	16.75	16.89	19.14	14.17	14.59	16.42	18.73	18.73	23.54
<b>Sales and Customer Service Occupations</b>												
5.2.	Sales Manager	6	7	-	-	34.95	-	-	19.23	-	-	53.47
5.3.	Product Manager	4	8	-	-	180.60	-	-	21.20	-	-	266.97
5.5.	Sales Representative	8	23	29.93	29.70	30.72	19.27	19.27	17.34	47.88	47.88	52.02
5.6.	Customer Service Manager	5	5	-	-	27.08	-	-	13.41	-	-	38.05
5.7.	Customer Service Representatives	13	31	13.75	14.96	18.45	9.00	10.00	10.00	21.68	21.68	24.04
5.8.	Field Service Representative	6	30	-	-	18.83	-	-	12.00	-	-	40.84
<b>Engineering and Research Occupations</b>												
6.4.	Quality Control Engineer	6	18	32.53	33.67	37.41	27.94	28.90	31.31	36.13	37.57	43.35
<b>Logistics Occupations</b>												
7.1.	Shipping, Receiving, and Traffic clerks	15	184	19.96	20.11	22.25	10.00	8.50	8.50	30.65	31.79	34.68
7.2.	Shipping Supervisor	9	18	-	19.22	20.25	-	18.21	13.78	-	21.72	32.80
7.3.	Industrial Truck and Tractor Operators (including forklift)	14	293	12.44	13.87	15.53	10.00	10.00	11.50	14.18	15.76	17.89
7.4.	Packers and Packagers	11	502	11.46	12.47	16.26	8.00	8.50	8.50	12.50	13.50	18.50
7.5.	Material Moving Workers	7	721	12.26	13.23	18.06	8.00	8.90	10.50	12.50	13.50	18.50

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			Full-time employees	One year experience	Five years experience	Entry level	One year experience	Five years experience	Entry level	One year experience	Five years experience	
<b>Production and Production Management Occupations</b>												
8.1.	Manager of Facilities	4	11	-	-	20.94	-	-	17.03	-	-	29.95
8.2.	Plant Manager	9	13	37.37	33.88	39.46	23.12	23.12	23.12	51.73	53.61	57.46
8.3.	Production Planning Manager	5	6	-	-	29.73	-	-	21.54	-	-	49.37
8.4.	Quality Assurance Manager	5	5	-	-	33.75	-	-	18.34	-	-	50.48
8.5.	Production Planner	5	11	18.90	19.01	19.79	16.00	16.00	15.33	38.29	39.25	39.25
8.6.	Quality Assurance Specialist	9	389	12.83	13.83	18.64	10.00	10.50	14.00	26.49	27.28	31.79
8.7.	Supervisor of Machine Maintenance	5	60	35.49	36.52	41.96	20.00	20.00	19.99	39.64	39.64	44.02
8.8.	Department Supervisor	8	32	-	22.59	26.67	-	20.00	16.78	-	31.79	35.31
8.9.	First-Line Supervisor of Production Workers (foreperson)	6	227	30.15	31.03	35.31	18.00	18.00	23.50	30.39	31.31	36.61
8.10.	Leadperson	11	123	16.01	16.69	19.53	11.35	13.00	14.00	23.35	23.35	26.70
8.11.	Assembler	8	3711	13.23	13.64	18.19	8.00	8.50	8.50	14.50	15.30	18.50
8.15.	Cutting, Punching, and Press Machine Operators	8	46	11.98	13.11	16.25	11.00	11.02	14.00	15.76	16.58	18.34
8.17.	General Production Labor	8	448	12.71	13.99	20.34	11.25	8.50	8.50	13.12	15.03	21.09
8.18.	Heavy and Tractor-trailer Truck Drivers	3	6	14.66	15.16	15.49	13.50	13.50	13.50	15.32	18.00	20.00
8.20.	Inspectors, Testers, Sorters, Samplers, and Weighers	6	76	36.80	38.07	44.73	11.25	12.50	12.50	49.33	50.82	61.05
8.21.	Janitors and Cleaners	6	16	11.04	12.03	14.59	8.50	8.90	10.50	17.00	17.00	19.88
8.23.	Maintenance Mechanic	16	369	22.98	23.91	26.49	13.00	14.00	16.17	25.50	26.50	28.94
8.24.	Material Handling Workers	6	224	14.96	19.15	24.00	12.50	13.00	15.00	15.22	19.59	24.92
8.26.	Molding Coremaking, and Casting Machine Setters and Operators	4	47	-	-	17.32	-	-	10.50	-	-	20.95
8.27.	Multiple Machine Operators	5	70	-	13.72	16.09	-	8.50	14.55	-	17.99	19.50

Note: Average wages are weighted by number of full-time employees. Wages are reported only for occupations with three or more responses. Full-time employment includes only employers in the sample. Average wage may decline as experience rises for a few occupations; this occurs because of a difference in the number of responses by experience category.

**Note: Definitions of occupations begin on next page.**

## Definitions of Occupations

### Accounting, Financial, and Purchasing Occupations

Job Code	Job Title and Description
1.1	<b>Accountant Manager</b> Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.
1.2	<b>Accountant, Auditor</b> Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.
1.3	<b>Controller (comptroller)</b> Senior director of financial and accounting functions. Responsible for preparing financial statements, giving advice, or auditing and evaluating statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.
1.4	<b>Budget Analyst</b> Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports.
1.5	<b>Financial Analyst</b> Conduct quantitative analyses of information affecting investment programs of public or private institutions.
1.6	<b>First-Line Supervisors of Payroll Workers</b> Directly supervise and coordinate the activities of clerical and administrative support workers.
1.7	<b>Bill and Account Collector</b> Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; and keeping records of collection and status of accounts.
1.8	<b>Bookkeeping, Accounting, and Auditing Clerk</b> Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.
1.9	<b>Buyer</b> Buy merchandise or commodities, other than farm products, for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements.
1.10	<b>Expeditor</b> Ensures efficient level and movement of supplies. Coordinates deliveries with production requirements.

## Accounting, Financial, and Purchasing Occupations, Continued

Job Code	Job Title and Description
1.11	<b>Payroll and Timekeeping Clerk</b> Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.
1.12	<b>Purchasing Manager</b> Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.

## Administrative Occupations

Job Code	Job Title and Description
2.1	<b>General and Operations Managers</b> Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services.
2.2	<b>Administrative Services Managers</b> Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services.
2.3	<b>Executive Secretaries and Executive Administrative Assistants</b> Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff.
2.4	<b>Office Clerks, General</b> Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.
2.5	<b>Secretaries and Administrative Assistants</b> Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.
2.6	<b>Switchboard Operators</b> Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.

## Computer and Data Processing Occupations

### Job Code    Job Title and Description

<b>3.1</b>	<b>Computer and Information Systems Managers</b> Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming
<b>3.2</b>	<b>Network and Computer Systems Administrators</b> Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures.
<b>3.3</b>	<b>Computer Programmers</b> Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
<b>3.4</b>	<b>Computer Support Specialists</b> Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
<b>3.5</b>	<b>Website specialist</b> Develops and maintains organization website.
<b>3.6</b>	<b>Data Entry Operator</b> Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing.

### Human Resources Occupations

Job Code	Job Title and Description
4.1	<b>Human Resources Manager</b> Plan, direct, or coordinate human resources activities and staff of an organization.
4.2	<b>Compensation, Benefits, and Job Analysis Specialist</b> Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
4.3	<b>Training Specialist</b> Coordinates and maintains training programs. May be involved as an instructor.
4.4	<b>Human Resources Assistants</b> Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination. May prepare reports for employment records, file employment records, or search employee files and furnish information to authorized persons.
4.5	<b>Employment Recruiter</b> Responsible for recruiting and interviewing applicants. Makes hiring recommendations.

### Sales and Customer Service Occupations

Job Code	Job Title and Description
5.1	<b>Marketing Manager</b> Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.
5.2	<b>Sales Manager</b> Plan, direct, or coordinate the national distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.
5.3	<b>Product Manager</b> Responsible for guiding the development of a specific product. Gathers requirements and document features and specifications for new products. Conducts customer and competitive research to refine and improve products. Develops business cases to evaluate new products and market opportunities. Works cross-functionally across Engineering, Sales, and Marketing to coordinate new product development from inception to launch.

## Sales and Customer Service Occupations, Continued

Job Code	Job Title and Description
5.4	<b>Regional Sales Manager</b> Plan, direct, or coordinate the regional distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.
5.5	<b>Sales Representative</b> Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.
5.6	<b>Customer Service Manager</b> Directly supervise and coordinate the activities of clerical and administrative support workers.
5.7	<b>Customer Service Representatives</b> Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Excludes individuals whose duties are primarily installation, sales, or repair.
5.8	<b>Field Service Representative</b> Maintains and repairs equipment for customers in the field.



## Engineering and Research Occupations

Job Code	Job Title and Description
6.1	<b>Engineering Manager</b> Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.
6.2	<b>Industrial Engineer</b> Design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination.
6.3	<b>Mechanical Engineer</b> Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.
6.4	<b>Quality Control Engineer</b> Monitors and plans for quality control. Resolves quality problems.
6.5	<b>Industrial Engineering Technician</b> Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May perform time and motion studies on worker operations in a variety of industries for purposes such as establishing standard production rates or improving efficiency.
6.6	<b>Chemist</b> Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.

## Logistics Occupations

Job Code	Job Title and Description
7.1	<b>Shipping, Receiving, and Traffic Clerks</b> Verify and maintain records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.
7.2	<b>Shipping Supervisor</b> Directly supervises and coordinate the activities of helpers, laborers, or material movers. Keeps records on shipments of supplies and product.
7.3	<b>Industrial Truck and Tractor Operators (incl. forklift)</b> Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.
7.4	<b>Packers and Packagers</b> Pack or package by hand a wide variety of products and materials.
7.5	<b>Material Moving Workers</b> May be involved in shipping, receiving, and storing materials. May move materials with hand truck.

## Production and Production Management Occupations

### Job Code Job Title and Description

<b>8.1</b>	<b>Manager of Facilities</b> Responsible for upkeep and maintenance of company buildings. Directs workers in maintenance and upkeep activities.
<b>8.2</b>	<b>Plant Manager</b> Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.
<b>8.3</b>	<b>Production Planning Manager</b> Responsible for planning inventory functions and the movement of parts and final goods.
<b>8.4</b>	<b>Quality Assurance Manager</b> Responsible for management and implementation of quality control systems.
<b>8.5</b>	<b>Production Planner</b> Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems.
<b>8.6</b>	<b>Quality Assurance Specialist</b> Monitors product quality, generates reports, works with customers.
<b>8.7</b>	<b>Supervisor of Machine Maintenance</b> Directly supervise and coordinate the activities of mechanics, installers, and repairers. Excludes team or work leaders.
<b>8.8</b>	<b>Department Supervisor</b> Supervises the activities of one or more departments involved in production.
<b>8.9</b>	<b>First-Line Supervisors of Production and Operating Workers (foreperson)</b> Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators.
<b>8.10</b>	<b>Leadperson</b> Leads the activities of workers involved in production.
<b>8.11</b>	<b>Assembler</b> Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries.
<b>8.12</b>	<b>Assembler Trainee</b> Entry level production worker receiving on-the-job training in assembly operations.
<b>8.13</b>	<b>Building Maintenance Worker</b> Perform work involving the repair and/or maintenance of the structure of an establishment.

## Production and Production Management Occupations

### Job Code Job Title and Description

<b>8.14</b>	<b>Cleaners of Vehicles and Equipment</b> Wash or otherwise clean vehicles, machinery, and other equipment. Use such materials as water, cleaning agents, brushes, cloths, and hoses.
<b>8.15</b>	<b>Cutting, Punching, and Press Machine Operators</b> Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material.
<b>8.16</b>	<b>Electrician</b> Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes.
<b>8.17</b>	<b>General Production Labor</b> Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment.
<b>8.18</b>	<b>Heavy and Tractor-trailer Truck Drivers</b> Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license.
<b>8.19</b>	<b>Industrial Machinery Mechanics</b> Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.
<b>8.2</b>	<b>Inspectors, Testers, Sorters, Samplers, and Weighers</b> Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.
<b>8.21</b>	<b>Janitors and Cleaners</b> Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include performing routine maintenance activities, and notifying management of need for repairs.
<b>8.22</b>	<b>Machinists</b> Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines.

## Production and Production Management Occupations

### Job Code Job Title and Description

<b>8.23</b>	<b>Maintenance Mechanic</b> Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.
<b>8.24</b>	<b>Material Handling Workers</b> Involved in moving supplies and products from place to place. Involves use of hand trucks.
<b>8.25</b>	<b>Mixing and Blending Machine Operator</b> Set up, operate, or tend machines to mix or blend materials, such as chemicals, tobacco, liquids, color pigments, or explosive ingredients.
<b>8.26</b>	<b>Molding, Coremaking, and Casting Machine Setters and Operators</b> Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts or products.
<b>8.27</b>	<b>Multiple Machine Operators</b> Set up, operate, or tend more than one type of cutting or forming machine tool or robot.
<b>8.28</b>	<b>Stationary Engineers and Boiler Operators</b> Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment, such as steam engines, generators, motors, turbines, and steam boilers.
<b>8.29</b>	<b>Tool and Die Makers</b> Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools.
<b>8.30</b>	<b>Tool Attendant</b> Duties include supplying or holding tools in the production and maintenance areas.
<b>8.31</b>	<b>Welder</b> Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.