



2007 IDFA Industry Compensation Survey

salary.com surveys

2007 IDFA Industry Compensation Survey Report Job List



salary.com surveys



2007 IDFA Industry Compensation Survey

salary.com surveys

Table of Contents

Job Families	Page
Dairy Policy and Procurement.....	1
Administration.....	2
Plant Production - Exempt.....	3
Plant Production – Non-exempt.....	4
Engineering.....	6
Research & Development and QA/QC.....	7
Distribution.....	8
Sales and Customer Service.....	10

Job Code	Job Title	Job Description
Dairy Policy and Procurement		
SM15SJ0001	Dairy Economist	Provides functional analysis and support to the dairy policy and procurement area. Forecast future commodity prices and provides rationale. Monitors milk pricing laws and regulations.
SM15SJ0002	Chief Milk Buyer	Directs and leads the function responsible for all milk purchasing agreements. Negotiates contracts. Monitors milk pricing laws and regulations. Acts as an internal and external expert on dairy policy.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Administration		
SC16SJ0001	Head of Safety	Directs an organization's safety programs. Develops, implements, and manages safety programs, policies, and procedures. Must be aware of federal, state and local safety laws to ensure the organization complies with all current safety regulations. Responsible for maintaining required safety/accident records.
SC16SJ0002	Safety Supervisor	Responsible for overseeing and coordinating the safety training and safety monitoring of the organization's facilities. Ensures that employees adhere to organization policies and to local, state and federal environmental, health and safety regulations. Ensures compliance with all environmental, health and safety regulations, and keeps abreast of any changes to laws and regulations that impact the organization.
HR09SJ0001	Plant HR Manager	Responsible for directing an organization's plant Human Resources functions, including employee recruitment, selection, training and development, compensation and benefits, organization planning and development, employee relations, safety, and government regulatory compliance.
SC16SJ0003	Plant Controller	Responsible for directing an organization's plant accounting functions. Maintain accurate and timely financial reporting. Prepares financial reports and presents findings and recommendations to appropriate plant management. Oversees and directs accounting staff.
SC16SJ0004	Plant Training Manager	Designs, plans, and implements plant training programs, policies, and procedures. Researches new training techniques and suggests enhancements to existing training programs. Conducts training sessions for employees.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Plant Production -- Exempt		
SC16SJ0015	Plant Manager	Manages and oversees overall plant operations including production, quality assurance/control, materials management, plant engineering and maintenance, finance, human resources and information systems. Makes recommendations to improve productivity, quality, safety, and efficiency of operations to achieve financial success for company. Serves as the local spokesperson for the company in the community.
SC16SJ0016	Assistant Plant Manager	Assists in the management of a plant, focusing on those specific areas assigned by Plant Manager to include production, quality assurance/control, materials management, plant engineering and maintenance, finance, human resources and information systems. Recommends improvements with regard to productivity, quality, safety, and efficiency of operations to achieve financial success for company.
SC16SJ0017	Plant Production Manager	Oversees, monitors and directs the manufacturing of all products in a production facility. Is also responsible for the shipping and receiving of all products. Handle products and materials to ensure that volume, cost standards, quality parameters of the company and both environment and physical needs of the department employees are achieved.
SC16SJ0018	Production Planner / Scheduler	Responsible for scheduling production runs to coincide with product requirements. Works to reduce or eliminate storage of raw materials and reduce or eliminate time product spends in storage facilities. Handles logistics requirements for both raw materials and finished product.
SC16SJ0019	Cheese Production Manager	Directs the manufacturing of all types of cheeses to ensure that volume, cost standards, and quality parameters of the company, and environmental and physical needs of the department employees are achieved.
SC16SJ0020	Whey Production Manager	Directs the whey processing operations for a production facility to assure a continuous operation of cheese production at an efficient cost and quality that maintains whey market competitiveness and further enhances cost efficiency/product marketability through the production of whey powder and other whey products.
SC16SJ0021	Production Supervisor	Responsible for supervising work activities of plant employees on an assigned shift who are engaged in the production, processing and packaging of milk, ice cream, cultured products or other food products. Prepares work schedules to ensure adequate staffing for production. Assigns, trains, and monitors workers. Maintain production and other records.
SC16SJ0022	Cooler Manager	Responsible for the overall operation of the coolers including inventory control, product quality, product returns and staffing.
SC16SJ0023	Cooler Supervisor	Responsible for supervising work activities of cooler employees on an assigned shift. Prepares work schedules to ensure adequate staffing for production. Assigns, trains, and monitors workers.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Plant Production – Non-exempt		
SC16SJ0024	Production Foreperson	Acts as lead production operator. Provides training, follow-up and problem solving to other operators on assigned processing line. Ensures that standard operating procedures, good manufacturing practices, and safe work practices are followed by production employees working on the processing line to efficiently produce quality products.
SC16SJ0025	Production Lead	Oversees, monitors, and coordinates production team activities, giving importance to individual member's and overall team's achievement of established goals. Ensures team's goals are aligned with and representative of the overall production goals. Acts as liaison between team members and the rest of the organization.
SC16SJ0026	Production Machine Operator	Sets-up and operates a production machine in accordance with established procedures and guidelines. Reads and interprets manuals and diagrams to select, position and secure machinery. Adjusts machine setting to complete tasks according to specification, accurately and in a timely fashion.
SC16SJ0027	Milk Receiver	Receives all incoming shipments of milk, ensuring accurate receiving weights and sampling procedures. Ensures that equipment is maintained in a clean and sanitary condition at all times.
SC16SJ0028	Cheese Maker	Accurately operate/calibrate pH meters, legibly complete the make sheet, sample milk, curd and whey at scheduled times, understands cheese making procedures (i.e., set, cut, cook, stir out, drain), performs all necessary checks/calibrations, metering starter and thermometers at designated times, recognizes/communicates potential deviant situations, starts up and shuts down HTST and maintains the plant production schedule.
SC16SJ0029	Cheese Catcher	Tends machine that performs one or more product packaging functions such as filling, marking, labeling, banding, tying, packing or wrapping containers.
SC16SJ0030	Evaporator Operator	Operates evaporator in accordance with standard operating procedures while monitoring the quality of the processed product.
SC16SJ0031	Dryer Operator	Operates whey dryer and bulk load out system in accordance with standard operating procedures while monitoring the quality of processed product.
SC16SJ0032	Pasteurizer Operator	Operates pasteurizer in accordance with standard operating procedures while monitoring the quality of product.
SC16SJ0033	Sanitizer	Responsible for the disassembly, cleaning, sanitizing and re-assembly of processing equipment.
SC16SJ0034	Blow Mold Operator	Operates blow mold machine to make beverage containers.

Job Code	Job Title	Job Description
Plant Production – Non-exempt (Continued)		
SC16SJ0036	Materials Handler	Loads and unloads material within a warehouse or storage facility. Utilizes hand trucks, forklifts, hoists, conveyors, or other handling equipment to move material to and from trucks or other vehicles and within the storage facility.
SC16SJ0037	Crater/Packer	Stacks and arranges products and packed containers into crates, boxes, and cartons.
SC16SJ0038	Palletizer	Responsible for set-up and operation of the automatic palletizer, stretchwrap machine and related equipment. Takes full pallets, stretches them and puts on truck.
SC16SJ0039	Box Maker	Operates a box maker, bag inserter and related equipment.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Engineering		
EN04SJ0001	Plant Engineering Manager	Oversees, monitors and directs the Plant Engineering function including capital spending, technical support, power and facility maintenance, and energy control to assure the most effective utilization of available capital for improved productivity and profitability.
SC16SJ0008	Maintenance Manager	Responsible for planning, overseeing and managing the maintenance function to ensure plant facilities and equipment are operating at optimal levels, with limited downtime. Directs subordinate supervisors to ensure preventative maintenance schedule is followed.
SC16SJ0009	Maintenance Supervisor	Responsible for supervising work activities of plant maintenance employees on an assigned shift in order to maintain the plant facility, grounds, and equipment. Prepares work schedules to ensure adequate staffing for production. Assign, train, and monitor workers. Maintain preventative and other records.
SC16SJ0010	Maintenance Foreperson	Acts as lead maintenance technician. Provides training, follow-up and problem solving to other mechanics. Constructs, maintains, and tests mechanical, electrical, and instrumentation equipment, machinery, and components. Recalibrates instruments. Performs preventative maintenance. Identifies parts or machines that need new parts or need to be replaced and places orders, as necessary.
SC16SJ0011	Maintenance Technician	Constructs, maintains, and tests mechanical, electrical, and instrumentation equipment, machinery, and components. Recalibrates instruments. Performs preventative maintenance. Identifies parts or machines that need new parts or need to be replaced and informs supervisor of same.
SC16SJ0012	Technician, PLC	Responsible for the selection, installation, programming, documentation, training and knowledge of all plant instrumentation and automatic devices. Responsible for all computer integration as related to PLCs, HMIs and process controls within the facility. Responsible for training of production operators, maintenance technicians, production and maintenance supervisors and managers on the operations of newly installed or modified process or utility control systems. Responsible for standardization of control system design and control logic design.
SC16SJ0013	Groundskeeper	Cuts and maintains lawns and/or grass. Rakes and maintains leaves, plants, flowers, trees or shrubs. Determines the appropriate plants or shrubs for walkways or garden areas. Provides grounds maintenance in all seasons. May be responsible for light snow removal. Arranges for larger scale snow or dirt removal.
SC16SJ0014	Janitor/Housekeeper	Cleans and maintains buildings/facilities.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Research & Development and QA/QC		
RD14SJ0001	Research & Development Director	Directs and oversees the company's research and development policies, objectives, and initiatives. Works to maintain the company's competitive position and profitability by formulating new products. Provides lead support to all new customers to ensure they are properly trained on the correct handling, storage, and ordering of products. Also provides lead support to current customers by monitoring product quality and troubleshooting any problems they may be having with products.
RD14SJ0002	Research Scientist	Research, develop and manage Dairy Science technology projects from conception, to the manufacturing plants. Projects focus on the physical, chemical, and microbiological factors impacting products.
RD14SJ0003	Manager of Process Development	Provides support in the research and development of new products through management of 'pilot plant' or 'test center' operations. Develops new products and processes to be implemented at production facilities.
RD14SJ0005	Laboratory Manager	Oversees and manages analytical laboratory technicians. Plans and implements the overall laboratory policies, procedures, and services. Ensure testing work is done in a safe, accurate and efficient manner while still complying with corporate, fiscal and regulatory expectations. Ensures that central and field laboratories are in compliance with equipment and procedural standards. Assists field laboratories, when necessary, with problem solving and personnel training. Ensures efficient and effective departmental operations, including department quality control and compliance adherence.
RD14SJ0006	Plant QA/QC Manager	Implements and monitors corporate quality programs at plant level. Monitors incoming raw materials to ensure they meet specifications; work with suppliers for issue resolution. Monitors plant sanitation and manufacturing practices to ensure high standards are maintained. Examines daily production samples to validate quality. Leads customer complaint follow-up. Trains and supervises laboratory staff; oversees laboratory testing.
RD14SJ0007	Plant QA/QC Supervisor	Responsible for supervising the activities of the laboratory staff. Ensures that employees adhere to appropriate testing regimen to ensure accurate results in support of achieving production quality standards. Prepares work schedules to ensure adequate staffing. Assigns, trains, and monitors workers. Maintain quality and other records.
RD14SJ0009	Microbiologist	Performs and report all requisite microbiological testing on cheese, whey products, lactose products, purchased food items, and environmental samples in a timely manner. Identifies, isolates and studies micro-organisms, bacteria and their byproducts. Provides microbiological expertise to those requesting assistance. Usually has 1-3 years' experience.
RD14SJ0010	Technician, QC	Responsible for all activities involving product quality, from incoming raw materials to the finished product. Responsible for ensuring compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation and reports findings to supervisor.
RD14SJ0011	Laboratory Technician	Uses laboratory equipment and standardized testing procedures to test and evaluate the company's products with regard to quality standards. Keeps detailed and accurate records of all tests performed or evaluations/analyses conducted.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Distribution		
MM18SJ0001	Distribution Manager	Directs all aspects of the distribution operation including merchandise inventory, shipping and receiving. Formulates and periodically updates administrative and operational policies and procedures associated with the control of labor cost, route efficiency, and equipment utilization. Ensures timely deliveries to maximize sales and profitability.
MM18SJ0002	Traffic Rate Analyst	Evaluates and designs transportation and distribution procedures to maximize delivery efficiency. Researches and analyzes shipping costs, delivery methods, and delivery schedules to minimize delivery costs and maximize customer satisfaction.
MM18SJ0003	Dispatcher	Assigns drivers and vehicles to convey freight or passengers. Coordinates drivers according to customer requests in compliance with DOT regulations and company rules; communicates with customers to determine driver needs and schedules and notifies drivers of assignments; enters assignment data in computer database.
MM18SJ0004	Shipper/Receiver	Assembles orders and prepares goods for shipment. Records shipment data, including weight, charges, and space availability. Receives and unpacks materials and supplies. Reports damages and discrepancies for accounting, reimbursement, and record-keeping purposes. Completes shipping and receiving reports.
TR20SJ0001	Truck Driver, Light	Operates a truck that transports cargo to and from specified destinations. Size of truck is less than 3 tons. Prepares, receives and provides appropriate documentation for the delivery or pick up of goods to ensure timely service. Loads, secures and unloads cargo. Maintains radio or telephone contact with dispatcher to receive delivery or pick up instructions or to receive notice of changes in scheduled delivery or pick up. Maintains logs of travel and cargo according to federal and state regulations. May be responsible for vehicle maintenance and presentation.
TR20SJ0002	Truck Driver, Heavy	Operates a truck that transports cargo to and from specified destinations. Size of truck is more than 3 tons. Prepares, receives and provides appropriate documentation for the delivery or pick up of goods to ensure timely service. Loads, secures and unloads cargo. Maintains radio or telephone contact with dispatcher to receive delivery or pick up instructions or to receive notice of changes in scheduled delivery or pick up. Maintains logs of travel and cargo according to federal and state regulations. May be responsible for vehicle maintenance and presentation.
TR20SJ0003	Truck Driver, Tractor Trailer	Operates a tractor trailer truck that transports cargo to and from specified destinations. Prepares, receives and provides appropriate documentation for the delivery or pick up of goods to ensure timely service. Loads, secures and unloads cargo. Maintains radio or telephone contact with dispatcher to receive delivery or pick up instructions or to receive notice of changes in scheduled delivery or pick up. Maintains logs of travel and cargo according to federal and state regulations. May be responsible for vehicle maintenance and presentation.
SC16SJ0005	Yard Jockey	Operates gasoline or diesel powered tractor trailer combination bringing trailers to loading docks to be unloaded. Backs trailer to loading docks, performs safety checks to secure trailer, opens bay doors, and assists dock workers in loading/unloading trailer.

Job Code	Job Title	Job Description
Distribution (Continued)		
SC16SJ0007	Fork Lift Operator	Operates fork lifts to stack and retrieve supplies and materials. Responsibilities also include documenting and maintaining inventory and ensuring production area organization and cleanliness.

2007 IDFA Industry Compensation Survey

Job Code	Job Title	Job Description
Sales and Customer Service		
SM15SJ0003	Customer Service Manager	Responsible for directing the company's customer service function. Manages a staff of customer service representatives and ensures that customers are retained, satisfied, and that their needs are fulfilled. Responsible for recommending changes to products or services to fulfill customer needs.
SM15SJ0004	Customer Service Supervisor	Responsible for supervising work activities of customer service representatives. Trains and monitors representatives to ensure that customers are treated promptly and courteously and that customers are satisfied. Responsible for training customer service representatives.
SM15SJ0013	Customer Service Representative	Receives customer calls, processes orders, prepares correspondence, and fulfills customer needs to ensure customer satisfaction.
SM15SJ0006	Sales Manager	Manages and directs a sales force to achieve sales and profit goals. Designs and recommends sales programs and sets short and long-term sales strategies. Evaluates and implements appropriate new sales techniques to increase the department's sales volume. May recommend new products or service enhancements to improve customer satisfaction and sales potential. Ensures projects are completed on time and within budget. Acts as advisor to sales team regarding projects, tasks, and operations.
SM15SJ0007	Account Representative	Develops new prospects and interacts with existing customers to increase sales of the company's products and/or services.
SM15SJ0008	Merchandiser	Responsible for visual presentation and stocking of the company's products within a specified territory. Creates timely merchandise displays throughout store or defined area and creates an enjoyable, easy shopping experience for the customer to maximize revenue and customer satisfaction. Handles routine customer service issues.
SM15SJ0009	Marketing/Business Analyst	Prepares marketing strategies and programs for a product or product line. Evaluates product performance to help develop and update company goals and objectives. Advises sales team on any relevant product concerns. Recommends changes to current product development procedures based on market research and new trends.
SM15SJ0010	Marketing Coordinator	Coordinates and assists with the marketing activities of a product or business line, which may include advertising, direct mailing, printing, customer events, and trade shows. Coordinates all communication with sales force.