



Special Report: Government Contractors

2021 Wage and Benefit Survey Summary Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 24, 2021
by Horizon Point Consulting, Inc.

2021 North Alabama Wage and Benefit Survey



This is the 2021 Wage and Benefit Survey for Cullman, Lawrence, Limestone, Madison, and Morgan Counties in North Central Alabama, administered by Horizon Point Consulting, Inc.

Wage and benefit information in this report was provided by participating businesses and is as of January 1, 2021. The official survey report was published on June 22, 2021.

This document is a special report that features data only for participants that self-reported as Government Contractors. All published data meets Safe Harbor guidelines.

Participating Businesses

- 3M Company
- 4M Research
- ADTRAN, Inc.
- Aero Thermo Technology, Inc.
- AI Signal Research, Inc.
- a.i. solutions
- Air Products
- Alabama Cardington Yutaka Technologies
- AlphaPet, Inc.
- American Leakless Company, LLC
- Anglin Reichmann Armstrong P.C.
- APT Research, Inc.
- ATI
- Axxeum
- Bank Independent
- Baron Services, Inc.
- Bocar US
- Brown Precision, Inc.
- Bunge
- Carpenter Technology
- Cepeda Systems & Software Analysis, Inc
- Cerrewire
- City of Huntsville
- CohesionForce, Inc.
- Coilplus Inc. Alabama Division
- Conditioned Air Solutions
- Consolidated Pipe
- Cook Museum
- Cottage Senior Living
- Cullman Cabinet and Supply
- Daikin America, Inc.
- Davidson Technologies, Inc.
- DESE Research, Inc.
- Design Technologies, LLC
- EFP, LLC
- enGenius Consulting Group
- EngeniusMicro
- EOS Defense Systems
- Erica Lane Enterprises, Inc.
- Futaba
- Gleason Research Associates, Inc.
- Griffon Aerospace
- GSI
- Hexcel Corporation
- HH Technologies, Inc.
- HomTex, Inc.
- Huntsville Botanical Garden
- Huntsville Hospital
- Huntsville Utilities
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Hyosung USA
- INEOS Styrolution America LLC
- Inland Buildings
- Interfuze
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- Jack Daniel Cooperage
- Jacobs Technology, Inc.
- John Blue Company
- Kohler
- Lakeland Industries Inc.
- Leonardo DRS
- LSINC Corp
- Madison Metal Processing, LLC
- Matcor-Matsu
- Matthews Industries Inc
- Mazda Toyota
- McConnell Jones Lanier & Murphy LLP
- McGriff Tire
- Metal Exchange Corporation
- Mitchell Plastics
- Monarch Steel Company, Inc.
- Monte Sano Research Corporation
- Moseley Technical Services, Inc.
- MSB Analytics
- National Children's Advocacy Center
- nou Systems, Inc.
- Nucor Steel Decatur
- OCI Alabama LLC
- Optimal GEO
- Pegasus Technologies & Solutions, Inc.
- Phased n Research, Inc.
- Phoenix
- Plasma Processes
- Polaris Industries
- Polyplex USA
- PPT Solutions, Inc.
- Practical Energetics Research, Inc.
- PROJECTXYZ
- QTEC Aerospace
- REHAU
- Reliance Worldwide Corporation
- Rocket City HR Consulting
- Royal Technologies Corp
- RUAG Space USA
- Saint Gobain
- Sanoh America, Inc.
- SEA Wire and Cable, Inc.
- SEI Group, Inc.
- Shape Corp.
- Shearer & Associates, Inc
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Steelcase Inc.
- Strata-G Solutions, LLC
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- Teledyne
- T-H Marine
- Thompson Gray
- Toray Composite Materials America, Inc.
- Toray Fluoro bers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- United Launch Alliance
- University of Alabama in Huntsville
- USFalcon
- Valley Rubber, LLC
- Webb Wheel Products Inc
- Willo Products Company, Inc.
- Wilson Lumber
- Y-tec Keylex Toyotetsu Alabama

1. Introduction and Guidelines

APPLICABLE DATA

Data collected in this survey is for companies located in Cullman, Lawrence, Limestone, Madison, and Morgan Counties in Alabama who self-reported as Government Contractors.

SAFE HARBOR

The Federal Trade Commission has released antitrust guidelines related to salary surveys. This survey complies with FTC Safe Harbor guidelines by:

- using a third-party administrator, Horizon Point Consulting, Inc.
- collecting data from the last quarter of the previous year (or as of 01/01/2021)
- aggregating results in charts and graphs and excluding identifying information, and
- requiring a minimum of 5 respondents for a question in order to include the question results.

Any survey items that did not receive a minimum of 5 responses are not published in this report.

CONTACT INFORMATION

Horizon Point Consulting, Inc. is administered this survey using the Sensible Surveys platform. Questions about the survey should be directed to info@horizonpointconsulting.com.

The Cullman Economic Development Agency, Lawrence County Industrial Development Board, Limestone County Economic Development Association, Huntsville/Madison County Chamber, and Morgan County Economic Development Association are community partners for this survey. Questions about any costs of participation should be directed to these representatives.

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2021

N = number of respondents

* = salary data is also reported for this position; see
Summary of Wage Rates (Salary)

| Item Code | Position Title | N | Average Actual Base Rate (in dollars) | | | Pay Range (in dollars) | |
|-----------|---|----|--|--------------------------------|----------------------------|---------------------------|---------------------|
| | | | Low 10th Percentile | Midpoint 50th Percentile | High 90th Percentile | Minimum Midpoint | Maximum Midpoint |
| 6.1.1 | Accounting Clerk | 11 | 17.42 | 20.00 | 23.60 | 19.00 | 22.20 |
| 6.1.3 | Administrative Assistant/Executive Secretary* | 16 | 15.00 | 20.28 | 34.19 | 18.41 | 22.50 |
| 6.1.5 | Human Resources Assistant | 7 | 13.25 | 20.00 | 24.49 | 15.66 | 21.36 |
| 6.1.7 | Telephone Operator/Receptionist | 8 | 12.11 | 16.15 | 27.54 | - | - |
| 6.1.15 | Payroll Specialist | 5 | 17.00 | 22.13 | 29.33 | 21.50 | 25.00 |
| 6.1.17 | Clerk, General | 5 | 14.14 | 15.00 | 27.72 | - | - |
| 6.2.1 | Engineering Technician - Level 1 | 6 | 15.00 | 18.06 | 23.32 | 15.98 | 17.92 |
| 6.2.2 | Engineering Technician - Level 2 | 7 | 18.39 | 25.80 | 46.84 | - | - |
| 6.2.14 | PC Network Support Technician | 5 | 21.50 | 25.75 | 29.97 | - | - |
| 6.3.1 | Accountant - Level 1* | 5 | 20.56 | 22.60 | 27.88 | 20.56 | 25.00 |
| 6.6.5 | General Building Maintenance | 5 | 19.00 | 23.00 | 27.24 | - | - |
| 6.6.7 | Maintenance Mechanic | 5 | - | - | - | 20.00 | 35.00 |
| 6.7.1 | Fork Lift Driver/Material Handler | 5 | 17.98 | 21.00 | 25.42 | - | - |
| 6.7.2 | Shipping and Receiving Clerk | 7 | 17.00 | 20.89 | 25.21 | 17.50 | 19.99 |
| 6.9.8 | Team Leader | 5 | 22.94 | 25.00 | 97.84 | - | - |
| 6.12.9 | Chief Operating Officer (COO)* | 5 | 70.00 | 85.20 | 131.74 | - | - |
| 6.12.11 | CEO/President* | 7 | 79.77 | 112.68 | 146.56 | 91.86 | 119.63 |

Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2021

N = number of respondents

* = hourly data is also reported for this position; see
Summary of Wage Rates (Hourly)

| Item Code | Position Title | N | Average Actual Base Salary (in dollars) | | | Pay Range (in dollars) | |
|-----------|---|----|--|--|------------------------------------|----------------------------|----------------------------|
| | | | Low <i>10th Percentile</i> | Midpoint <i>50th Percentile</i> | High <i>90th Percentile</i> | Minimum <i>Midpoint</i> | Maximum <i>Midpoint</i> |
| 6.1.3 | Administrative Assistant/Executive Secretary* | 7 | 26,950 | 45,115 | 80,080 | 41,122 | 68,197 |
| 6.2.11 | Drafter - CAD | 5 | 66,248 | 80,080 | 133,224 | 66,248 | 102,000 |
| 6.3.1 | Accountant - Level 1* | 9 | 38,818 | 51,001 | 64,301 | 47,740 | 66,586 |
| 6.3.2 | Accountant - Level 2 | 11 | 56,600 | 61,828 | 72,010 | 53,700 | 74,961 |
| 6.3.3 | Accountant - Level 3 | 10 | 66,528 | 88,826 | 117,449 | 77,500 | 110,500 |
| 6.3.4 | Buyer - Level 1 | 5 | 42,000 | 58,854 | 72,922 | - | - |
| 6.3.7 | Contracts Administrator - Level 1 | 5 | 42,913 | 55,486 | 62,000 | - | - |
| 6.3.8 | Contracts Administrator - Level 2 | 8 | 54,249 | 78,090 | 91,000 | - | - |
| 6.3.9 | Contracts Administrator - Level 3 | 8 | 65,829 | 98,858 | 118,664 | - | - |
| 6.3.10 | HR Specialist/Generalist - Level 1 | 5 | 41,200 | 46,531 | 62,004 | - | - |
| 6.3.11 | HR Specialist/Generalist - Level 2 | 8 | 57,641 | 63,411 | 69,249 | 51,665 | 76,440 |
| 6.3.12 | HR Specialist/Generalist - Level 3 | 13 | 68,000 | 77,854 | 106,874 | 66,781 | 91,936 |
| 6.3.15 | Security Admin/FSO - Level 3 | 9 | 61,651 | 105,913 | 125,000 | 89,390 | 119,900 |
| 6.3.21 | Office Manager | 5 | 38,255 | 66,400 | 118,726 | - | - |
| 6.3.22 | Configuration Management Analyst | 6 | 67,935 | 90,383 | 153,910 | - | - |
| 6.3.23 | Financial Analyst | 5 | 68,325 | 71,576 | 94,441 | - | - |
| 6.3.28 | Recruiter | 7 | 54,788 | 74,401 | 118,450 | 59,050 | 86,706 |
| 6.4.1 | Mechanical Engineer - Level 1 | 10 | 63,125 | 68,060 | 81,910 | 55,650 | 85,950 |
| 6.4.2 | Mechanical Engineer - Level 2 | 12 | 72,800 | 77,711 | 95,449 | 65,000 | 109,601 |

| | | | | | | | |
|--------|--------------------------------------|----|---------|---------|---------|---------|---------|
| 6.4.3 | Mechanical Engineer - Level 3 | 10 | 82,288 | 95,329 | 126,807 | 83,000 | 110,000 |
| 6.4.4 | Mechanical Engineer - Level 4 | 7 | 93,750 | 120,017 | 152,921 | - | - |
| 6.4.5 | Mechanical Engineer - Level 5 | 7 | 140,785 | 141,640 | 192,233 | 114,504 | 152,000 |
| 6.4.6 | Mechanical Engineer - Level 6 | 5 | 139,568 | 164,039 | 177,390 | - | - |
| 6.4.8 | Electrical Design Engineer - Level 2 | 8 | 65,000 | 90,138 | 105,031 | - | - |
| 6.4.9 | Electrical Design Engineer - Level 3 | 7 | 85,590 | 110,079 | 132,624 | - | - |
| 6.4.10 | Electrical Design Engineer - Level 4 | 6 | 100,000 | 131,540 | 154,304 | - | - |
| 6.4.11 | Electrical Design Engineer - Level 5 | 7 | 111,000 | 161,168 | 174,989 | - | - |
| 6.4.12 | Electrical Design Engineer - Level 6 | 5 | 144,966 | 163,000 | 196,716 | - | - |
| 6.4.37 | Software Engineer - Level 1 | 8 | 55,897 | 72,254 | 105,019 | 50,000 | 73,878 |
| 6.4.38 | Software Engineer - Level 2 | 10 | 74,560 | 82,113 | 89,411 | 64,775 | 91,605 |
| 6.4.39 | Software Engineer - Level 3 | 9 | 90,532 | 111,488 | 132,907 | 79,472 | 132,200 |
| 6.4.40 | Software Engineer - Level 4 | 8 | 100,962 | 140,540 | 156,478 | 130,000 | 164,300 |
| 6.4.41 | Software Engineer - Level 5 | 7 | 120,000 | 142,680 | 180,500 | - | - |
| 6.4.43 | System Design Engineer - Level 1 | 6 | 53,084 | 67,934 | 79,206 | - | - |
| - | System Design Engineer - Level 2 | 7 | 70,000 | 91,800 | 102,710 | - | - |
| 6.4.45 | System Design Engineer - Level 3 | 6 | 89,700 | 106,916 | 133,030 | - | - |
| 6.4.46 | System Design Engineer - Level 4 | 10 | 110,252 | 136,367 | 154,703 | 119,890 | 155,129 |
| 6.4.47 | System Design Engineer - Level 5 | 9 | 99,840 | 141,900 | 192,233 | 113,600 | 204,500 |
| 6.4.67 | System Admin/Network Analyst | 8 | 58,344 | 93,350 | 135,081 | 68,224 | 122,064 |
| 6.9.1 | Accounting Supervisor | 5 | 63,500 | 65,603 | 79,996 | - | - |
| 6.9.2 | Production Supervisor | 7 | 33,809 | 76,949 | 106,163 | 54,109 | 105,144 |
| 6.10.9 | Business Development Manager | 9 | 77,249 | 131,664 | 182,410 | 92,500 | 172,000 |
| 6.11.1 | Controller or Accounting Manager | 14 | 82,000 | 120,008 | 170,622 | 86,620 | 133,666 |
| 6.11.3 | Production or Operations Manager | 10 | 69,883 | 103,750 | 146,721 | 92,841 | 140,000 |

| | | | | | | | |
|---------|---|----|---------|---------|---------|---------|---------|
| 6.11.4 | IT Manager | 8 | 53,900 | 104,537 | 158,662 | 85,000 | 113,815 |
| 6.11.6 | Project or Program Manager* | 17 | 65,000 | 139,283 | 194,906 | 90,000 | 152,500 |
| 6.11.7 | Project or Program Director | 9 | 77,694 | 157,633 | 229,673 | 150,000 | 185,000 |
| 6.11.8 | Engineering Manager | 8 | 116,812 | 155,369 | 160,557 | 109,000 | 168,398 |
| 6.11.9 | Quality Control Manager | 10 | 61,276 | 101,500 | 160,679 | 75,000 | 115,000 |
| 6.11.10 | Human Resources Manager | 16 | 66,250 | 88,672 | 114,875 | 68,933 | 97,759 |
| 6.11.13 | Contracts Manager | 13 | 81,130 | 99,100 | 138,840 | 90,000 | 124,342 |
| 6.11.16 | Plant Manager | 5 | - | - | - | 104,400 | 167,000 |
| 6.11.17 | Purchasing Manager | 7 | 74,880 | 100,910 | 133,899 | 74,940 | 144,742 |
| 6.12.2 | Top Technical Exec (CTO/VP Technology) | 5 | 153,025 | 165,173 | 222,809 | - | - |
| 6.12.4 | Top Programs Exec (VP Programs) | 12 | 141,440 | 177,185 | 234,004 | 150,113 | 210,000 |
| 6.12.5 | Top Financial Exec (CFO) | 9 | 95,929 | 153,920 | 381,069 | 121,522 | 187,735 |
| 6.12.7 | Top HR Exec (CHRO/VP HR) | 6 | 112,551 | 160,815 | 214,469 | 112,550 | 157,571 |
| 6.12.8 | Top Contracts Executive | 6 | 149,785 | 168,022 | 250,000 | - | - |
| 6.12.9 | Chief Operating Officer (COO)* | 7 | 116,484 | 190,000 | 280,758 | 125,000 | 180,000 |
| 6.12.10 | Chief Administrative Officer (VP Admin) | 6 | 92,878 | 177,813 | 276,918 | - | - |
| 6.12.11 | CEO/President* | 27 | 162,240 | 200,000 | 450,000 | 193,600 | 300,000 |

END OF REPORT

Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.

The 2021 North Central Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

[Cullman Economic Development Agency](#)

[Lawrence County Industrial Development Board](#)

[Limestone County Economic Development Association](#)

[Huntsville/Madison County Chamber](#)

[Morgan County Economic Development Association](#)

The survey was developed and administered by [Horizon Point Consulting, Inc.](#)



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