



Special Report: Manufacturers

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 Manufacturers. 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 Manufacturers.

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 <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.1	Accounting Clerk	22	17.42	20.19	23.5	15.91	22.79
6.1.3	Administrative Assistant/Executive Secretary*	13	17.00	20.00	32.11	16.50	21.69
6.1.4	Purchasing Clerk*	5	13.56	20.50	26.21	16.46	22.00
6.1.5	Human Resources Assistant*	8	13.25	19.87	26.19	17.00	23.35
6.1.6	Customer Service Representative*	11	16.60	19.65	22.72	16.00	24.00
6.1.7	Telephone Operator/Receptionist	8	14.00	16.75	25.54	15.00	-
6.1.12	Document Control Specialist	5	19.00	20.77	25.00	-	-
6.1.15	Payroll Specialist*	8	17.00	20.75	29.33	19.50	23.79
6.1.17	Clerk, General	7	17.17	20.30	27.72	15.00	24.00
6.2.1	Engineering Technician - Level 1	5	18.12	21.49	23.50	-	-
6.2.2	Engineering Technician - Level 2*	6	19.18	26.64	30.00	-	-
6.2.4	Quality Control Technician - Level 1	13	14.56	17.00	25.25	15.25	18.95
6.2.5	Quality Control Technician - Level 2	10	14.34	19.84	24.85	16.33	22.37
6.2.6	Quality Control Technician - Level 3	10	18.00	19.86	29.86	19.65	26.64
6.2.8	Electronics Technician - Level 2	5	22.00	28.00	33.00	23.81	31.72
6.2.11	Drafter - CAD*	5	19.04	25.00	35.33	-	-
6.2.14	PC Network Support Technician*	5	17.96	26.13	30.23	-	-
6.2.15	Lab Technician	11	15.50	22.96	31.79	19.40	27.22

6.2.16	Data Entry Operator	6	11.00	17.24	21.46	-	-
6.5.1	Electrical/Electronic Assembler	6	11.00	19.55	26.00	-	-
6.5.3	Assembler, General	20	13.37	16.12	22.13	14.80	19.50
6.5.4	CNC Operator	12	15.80	20.99	28.00	18.40	25.00
6.5.5	Machine Tool Operator	6	18.00	23.49	28.12	16.31	26.00
6.5.6	Chemical Operator	5	15.81	29.00	35.33	20.40	33.18
6.5.7	Chemical Plant Systems Operator	5	26.23	29.70	35.51	26.70	36.48
6.5.8	Packaging Operator	9	13.50	17.00	30.24	16.40	18.81
6.5.9	Machine Molding Operator	10	14.72	18.66	27.11	15.37	20.85
6.5.12	Production/Machine Operator	32	14.50	17.70	21.00	15.00	20.00
6.5.13	Tool and Die Maker	13	23.56	28.50	31.76	21.30	30.00
6.5.14	Tool Crib Attendant	5	-	-	-	16.84	21.71
6.5.15	Production Painter	7	12.15	17.98	22.11	16.25	20.87
6.5.16	Welder	10	14.42	17.15	27.02	16.00	22.37
6.5.17	Inspector	9	14.23	16.94	29.76	14.10	19.00
6.5.18	Production Scheduler*	5	20.25	24.25	28.43	-	-
6.5.19	Inventory/Material Planner	5	17.00	19.45	21.21	-	-
6.5.21	Fabricator	5	16.80	18.80	30.33	17.50	23.08
6.6.1	Janitor	12	12.00	14.75	18.76	13.00	16.49
6.6.2	Electrician	8	25.56	31.89	34.91	25.31	33.96
6.6.3	Electrical and Control Mechanic	6	29.44	35.76	40.20	31.52	35.91
6.6.4	Multi-Craft Maintenance	24	23.33	28.20	37.62	23.10	32.00
6.6.5	General Building Maintenance	9	15.00	19.00	27.24	17.00	25.00
6.6.7	Maintenance Mechanic	17	17.59	24.95	34.75	20.00	28.70

6.6.9	Maintenance Planner	6	19.00	32.59	36.60	-	-
6.6.10	Maintenance Employees, General	11	18.27	24.25	30.00	22.80	31.72
6.7.1	Fork Lift Driver/Material Handler	34	14.50	17.40	22.10	15.74	20.00
6.7.2	Shipping and Receiving Clerk	32	15.54	18.86	23.35	16.26	20.00
6.7.3	Truck Driver, Tractor Trailer and Heavy	6	15.59	21.00	24.36	16.50	23.00
6.7.5	Stockroom Clerk	10	14.90	19.64	26.47	16.73	20.86
6.7.7	Warehouse Employees, General	14	14.00	17.47	22.30	16.00	20.50
6.8.1	Skilled Workers, Not Otherwise Classified	13	15.93	22.71	31.95	16.91	25.50
6.8.2	Semi-Skilled Workers, Not Otherwise Classified	10	12.41	15.14	22.82	13.00	19.00
6.8.3	Laborers/Helpers, Not Otherwise Classified	8	10.75	13.11	19.00	12.00	18.90
6.9.2	Production Supervisor*	5	22.00	24.74	26.33	20.60	31.00
6.9.6	Shipping and Receiving Supervisor*	6	20.00	22.63	28.30	21.99	28.80
6.9.8	Team Leader	33	17.00	21.21	27.97	18.99	24.00

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 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
6.1.3	Administrative Assistant/Executive Secretary*	8	26,950	58,129	65,520	37,638	61,620
6.1.4	Purchasing Clerk*	8	41,225	51,500	89,911	42,000	65,000
6.1.5	Human Resources Assistant*	5	45,000	54,540	75,000	-	-
6.1.6	Customer Service Representative*	6	38,000	49,572	89,250	-	-
6.1.15	Payroll Specialist*	5	46,000	49,500	68,000	48,292	70,037
6.2.2	Engineering Technician - Level 2*	5	-	-	-	55,000	74,110
6.2.14	PC Network Support Technician*	7	39,000	55,700	78,400	42,300	70,000
6.3.1	Accountant - Level 1	7	42,000	50,000	82,000	-	-
6.3.2	Accountant - Level 2	15	46,700	65,500	76,375	55,000	78,513
6.3.3	Accountant - Level 3	13	57,769	73,500	93,478	72,671	106,124
6.3.4	Buyer - Level 1	9	42,000	57,750	77,990	50,955	62,398
6.3.5	Buyer - Level 2	11	52,500	58,000	71,050	50,000	72,600
6.3.6	Buyer - Level 3	11	62,200	71,000	84,486.84	-	-
6.3.9	Contracts Administrator - Level 3	5	81,674	99,216	106,050	-	-
6.3.10	HR Specialist/Generalist - Level 1	11	46,250	55,000	74,500	45,000	60,000
6.3.11	HR Specialist/Generalist - Level 2	12	57,641	65,495	73,667	54,699	78,814
6.3.12	HR Specialist/Generalist - Level 3	12	61,500	73,734	90,000	60,600	87,100
6.3.19	Material Planner	11	53,040	71,588	105,200	47,900	80,750
6.3.23	Financial Analyst	8	52,720	83,704	94,441	-	-

6.3.29	Training Coordinator	12	44,000	67,609	90,000	55,494	85,348
6.3.30	Compensation/Benefits Specialist	5	48,621	63,311	98,945	-	-
6.4.1	Mechanical Engineer - Level 1	5	64,750	68,120	90,000	-	-
6.4.2	Mechanical Engineer - Level 2	7	71,500	75,658	85,181	-	-
6.4.3	Mechanical Engineer - Level 3	6	69,644	88,781	108,500	83,000	83,000
6.4.4	Mechanical Engineer - Level 4	5	93,750	130,000	139,815	-	-
6.4.5	Mechanical Engineer - Level 5	6	80,000	140,946	142,000	-	-
6.4.13	Industrial or Manufacturing Engineer - Level 1	5	57,100	70,000	73,000	-	-
6.4.14	Industrial or Manufacturing Engineer - Level 2	7	67,000	77,355	93,606	-	-
6.4.15	Industrial or Manufacturing Engineer - Level 3	10	76,500	88,921	116,916	64,204	98,141
6.4.25	Quality Engineer - Level 1	6	45,926	60,650	127,500	55,000	70,000
6.4.26	Quality Engineer - Level 2	5	68,850	71,016	87,200	62,800	80,000
6.4.27	Quality Engineer - Level 3	9	57,334	81,600	95,795	69,000	89,000
6.4.51	Project Manager - Level 3	6	56,244	105,000	120,100	-	-
6.4.57	Safety Engineer	7	63,000	83,200	122,595	57,636	108,250
6.4.67	System Admin/Network Analyst	6	65,540	89,825	115,723	-	-
6.5.18	Production Scheduler*	7	48,000	60,440	82,000	47,140	69,460
6.9.1	Accounting Supervisor	11	62,400	75,000	110,000	66,560	97,864
6.9.2	Production Supervisor*	35	46,157	68,000	102,000	54,109	85,000
6.9.3	Senior Production Supervisor	11	65,420	80,000	113,796	65,000	109,100
6.9.4	Quality Assurance Supervisor	14	57,334	79,262	104,000	60,000	90,263
6.9.5	Customer Service Supervisor	5	42,500	61,800	88,649	-	-
6.9.6	Shipping and Receiving Supervisor*	20	47,351	62,250	90,380	55,500	80,000
6.9.7	Maintenance Supervisor	19	57,273	81,500	98,000	55,404	95,240
6.10.2	Inside Sales Representative	7	46,300	53,414	87,583	45,000	65,000

6.10.4	Outside Sales Rep (commission)	9	35,000	82,558	262,000	50,000	115,000
6.10.7	Sales Manager	11	77,608	98,111	160,320	90,000	112,000
6.10.9	Business Development Manager	8	40,372	120,000	182,879	100,000	150,000
6.10.10	Marketing Manager or Director	7	64,000	95,000	130,000	94,000	95,000
6.11.1	Controller or Accounting Manager	24	83,750	110,000	168,000	94,150	138,000
6.11.2	Maintenance Manager	19	64,912	108,000	133,800	80,000	118,500
6.11.3	Production or Operations Manager	34	70,000	105,500	165,464	86,091	127,519
6.11.4	IT Manager	12	79,000	102,000	158,662	77,000	125,000
6.11.5	Logistics/Materials Manager	22	72,000	100,000	153,025	85,000	117,000
6.11.6	Project or Program Manager	16	65,000	118,470	165,454	93,277	125,538
6.11.7	Project or Program Director	6	77,694	157,190	242,462	-	-
6.11.8	Engineering Manager	19	75,000	130,000	165,000	104,500	149,049
6.11.9	Quality Control Manager	31	70,297	108,150	136,431	79,900	119,800
6.11.10	Human Resources Manager	34	70,000	92,759	140,150	75,000	106,000
6.11.11	Safety/Environmental Manager	18	67,600	108,739	153,000	79,400	125,000
6.11.14	Facilities Manager	8	78,500	93,740	159,000	87,569	128,300
6.11.16	Plant Manager	26	89,107	142,820	207,250	111,051	163,500
6.11.17	Purchasing Manager	16	62,886	89,500	121,000	74,880	124,848
6.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	9	100,000	150,000	360,000	135,000	188,800
6.12.4	Top Programs Exec (VP Programs)	5	115,908	194,688	234,004	-	-
6.12.5	Top Financial Exec (CFO)	12	126,999	183,600	250,000	-	-
6.12.6	Top Manufacturing/Production Exec	14	137,246	175,109	216,250	155,000	181,100
6.12.7	Top HR Exec (CHRO/VP HR)	8	126,000	142,152	214,650	138,450	187,991
6.12.9	Chief Operating Officer (COO)	6	104,090	201,000	250,000	-	-
6.12.11	CEO/President	25	120,000	200,000	412,000	187,500	215,200

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](#)

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[Huntsville/Madison County Chamber](#)

[Morgan County Economic Development Association](#)

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

