



2021 Wage and Benefit Survey Summary Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 22, 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. This report was published on June 22, 2021. 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.

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*	32	17.00	20.19	24.00	16.00	23.96
6.1.3	Administrative Assistant/Executive Secretary*	31	15.00	20.00	32.11	17.12	22.69
6.1.4	Purchasing Clerk*	8	13.56	20.66	35.32	18.10	23.27
6.1.5	Human Resources Assistant*	15	15.14	20.76	26.19	16.64	25.70
6.1.6	Customer Service Representative*	15	13.00	18.52	22.72	15.41	22.73
6.1.7	Telephone Operator/Receptionist	15	14.00	17.00	25.54	15.00	18.80
6.1.12	Document Control Specialist	6	19.00	20.44	25.00	17.50	20.00
6.1.15	Payroll Specialist*	9	17.00	21.50	29.33	20.00	24.20
6.1.17	Clerk, General	11	14.25	20.00	22.00	15.00	22.00
6.2.1	Engineering Technician - Level 1	9	15.00	20.00	23.50	16.24	18.68
6.2.2	Engineering Technician - Level 2*	10	18.69	25.68	38.42	18.72	26.50
6.2.3	Engineering Technician - Level 3	5	20.00	25.00	32.83	-	-
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	11	19.00	20.04	29.53	20.00	28.00
6.2.8	Electronics Technician - Level 2	6	22.00	26.93	33.00	23.30	32.67
6.2.9	Electronics Technician - Level 3	6	19.00	28.21	38.21	20.00	30.00
6.2.11	Drafter - CAD*	7	18.38	27.75	45.00	-	-
6.2.14	PC Network Support Technician*	8	17.96	25.62	29.97	19.89	-

6.2.15	Lab Technician	13	14.77	22.50	31.79	18.85	24.47
6.2.16	Data Entry Operator	6	11.00	17.24	21.46	-	-
6.3.1	Accountant - Level 1*	6	20.56	22.11	27.88	20.28	25.00
6.3.4	Buyer - Level 1*	5	18.75	23.78	27.18	-	-
6.3.10	HR Specialist/Generalist - Level 1*	5	16.00	18.84	24.04	18.11	29.81
6.3.11	HR Specialist/Generalist - Level 2	5	12.60	28.48	34.50	20.00	27.50
6.4.66	Machine/CNC Programmer	5	19.67	30.30	40.98	-	-
6.4.67	System Admin/Network Analyst*	5	24.39	60.05	69.89	-	-
6.5.1	Electrical/Electronic Assembler	6	11.00	19.55	26.00	-	-
6.5.3	Assembler, General	21	13.75	16.37	22.95	15.00	19.50
6.5.4	CNC Operator	13	15.80	21.00	28.00	18.20	25.00
6.5.5	Machine Tool Operator	6	18.00	23.49	28.12	16.31	26.p00
6.5.6	Chemical Operator	6	15.81	29.00	35.33	20.40	33.18
6.5.7	Chemical Plant Systems Operator	6	26.23	32.25	35.93	24.83	37.31
6.5.8	Packaging Operator	9	13.50	17.00	30.24	16.40	18.81
6.5.9	Machine Molding Operator	9	14.72	18.66	27.11	15.37	20.85
6.5.12	Production/Machine Operator	34	14.50	17.70	22.96	15.00	20.00
6.5.13	Tool and Die Maker	14	23.56	28.63	34.13	20.60	30.00
6.5.14	Tool Crib Attendant	5	-	-	-	16.84	21.71
6.5.15	Production Painter	8	12.15	18.49	22.11	15.50	23.00
6.5.16	Welder	11	15.10	17.35	29.15	16.14	22.43
6.5.17	Inspector	12	15.14	18.06	28.00	14.10	19.50
6.5.18	Production Scheduler*	5	20.25	24.25	28.43	-	-
6.5.19	Inventory/Material Planner	7	12.88	18.69	21.21	-	-
6.5.21	Fabricator	7	16.80	18.75	30.33	16.75	23.08
6.6.1	Janitor	15	11.17	14.45	18.76	12.24	16.00

6.6.2	Electrician	8	25.56	31.89	34.91	25.31	33.96
6.6.3	Electrical and Control Mechanic	8	25.91	35.76	42.55	29.37	35.91
6.6.4	Multi-Craft Maintenance	25	23.33	28.10	37.62	22.55	32.00
6.6.5	General Building Maintenance	14	15.00	21.87	26.50	16.43	25.00
6.6.7	Maintenance Mechanic	20	18.26	25.62	34.12	19.00	28.70
6.6.9	Maintenance Planner	6	19.00	32.59	36.60	-	-
6.6.10	Maintenance Employees, General	13	17.00	24.00	30.00	22.80	29.91
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	35	15.54	18.75	23.40	16.13	20.00
6.7.3	Truck Driver, Tractor Trailer and Heavy	7	15.59	21.00	24.36	16.01	23.00
6.7.5	Stockroom Clerk	11	17.80	19.74	26.00	16.73	20.86
6.7.7	Warehouse Employees, General	18	14.00	17.22	22.30	15.46	20.51
6.8.1	Skilled Workers, Not Otherwise Classified	16	15.93	22.35	31.95	16.91	27.57
6.8.2	Semi-Skilled Workers, Not Otherwise Classified	12	11.40	15.14	23.79	13.00	18.61
6.8.3	Laborers/Helpers, Not Otherwise Classified	10	10.25	13.11	18.19	11.50	17.45
6.9.2	Production Supervisor*	6	22.00	24.87	38.83	20.60	31.00
6.9.6	Shipping and Receiving Supervisor*	7	19.00	21.89	28.30	21.99	28.80
6.9.7	Maintenance Supervisor*	5	-	-	-	31.51	31.51
6.9.8	Team Leader*	38	16.50	21.10	30.15	18.50	24.00
6.10.2	Inside Sales Representative*	6	14.50	20.00	22.64	-	-
6.11.1	Controller or Accounting Manager*	5	41.20	63.11	74.00	-	-
6.11.6	Project or Program Manager*	6	25.00	56.80	93.23	-	-
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>
6.1.1	Accounting Clerk*	8	32,000	44,995	55,000	41,850	57,500
6.1.3	Administrative Assistant/Executive Secretary*	13	40,600	57,958	73,459	41,122	63,635
6.1.4	Purchasing Clerk*	9	41,225	57,783	89,911	42,174	70,000
6.1.5	Human Resources Assistant*	7	37,204	46,000	75,000	-	-
6.1.6	Customer Service Representative*	7	38,000	49,940	89,250	-	-
6.1.15	Payroll Specialist*	10	46,500	50,460	62,500	48,060	66,511
6.2.2	Engineering Technician - Level 2*	6	41,762	62,250	83,322	52,500	68,055
6.2.11	Drafter - CAD*	8	51,977	77,792	133,224	66,248	102,000
6.2.14	PC Network Support Technician*	9	39,000	55,700	78,400	42,300	70,000
6.3.1	Accountant - Level 1*	16	42,000	51,168	64,301	44,090	66,293
6.3.2	Accountant - Level 2	22	51,000	65,000	76,375	53,621	75,980
6.3.3	Accountant - Level 3	22	58,500	77,565	101,000	75,000	93,454
6.3.4	Buyer - Level 1*	11	43,333	57,750	72,922	50,955	65,500
6.3.5	Buyer - Level 2	13	52,500	58,000	71,050	50,000	74,000
6.3.6	Buyer - Level 3	12	62,200	71,000	92,655	-	-
6.3.7	Contracts Administrator - Level 1	6	42,913	55,693	62,000	-	-
6.3.8	Contracts Administrator - Level 2	10	57,124	78,588	90,220	61,450	86,136
6.3.9	Contracts Administrator - Level 3	10	73,308	98,858	115,709	-	-
6.3.10	HR Specialist/Generalist - Level 1*	13	41,200	55,000	74,500	45,000	57,500
6.3.11	HR Specialist/Generalist - Level 2	15	57,641	64,809	73,667	52,532	77,905

6.3.12	HR Specialist/Generalist - Level 3	23	61,500	76,876	91,936	64,292	91,789
6.3.15	Security Admin/FSO - Level 3	10	71,325	109,985	141,280	92,424	124,800
6.3.19	Material Planner	12	53,040	76,294	105,200	47,900	80,750
6.3.21	Office Manager	6	38,255	63,963	118,726	-	-
6.3.22	Configuration Management Analyst	6	67,935	90,383	153,910	-	-
6.3.23	Financial Analyst	11	68,325	75,958	93,000	69,777	100,600
6.3.28	Recruiter	9	54,788	74,401	118,450	56,200	80,582
6.3.29	Training Coordinator	13	44,000	66,370	90,000	54,288	85,000
6.3.30	Compensation/Benefits Specialist	7	48,380	52,020	98,945	-	-
6.4.1	Mechanical Engineer - Level 1	12	63,858	68,060	84,614	59,262	88,700
6.4.2	Mechanical Engineer - Level 2	14	72,800	77,711	95,449	70,000	111,203
6.4.3	Mechanical Engineer - Level 3	13	81,577	94,563	121,846	85,128	117,675
6.4.4	Mechanical Engineer - Level 4	10	105,206	123,890	146,368	100,610	164,300
6.4.5	Mechanical Engineer - Level 5	10	96,649	141,561	170,638	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	9	65,000	85,266	105,031	-	-
6.4.9	Electrical Design Engineer - Level 3	9	78,215	106,946	132,624	79,950	133,595
6.4.10	Electrical Design Engineer - Level 4	7	100,000	129,140	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	6	125,000	162,752	196,716	-	-
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	8	67,000	77,177	93,606	75,732	91,083
6.4.15	Industrial or Manufacturing Engineer - Level 3	11	78,000	86,843	113,833	62,602	104,305
6.4.25	Quality Engineer - Level 1	7	45,926	60,000	127,500	53,244	70,000
6.4.26	Quality Engineer - Level 2	7	68,850	73,072	102,845	63,581	81,610
6.4.27	Quality Engineer - Level 3	12	68,850	80,800	92,500	69,000	89,000

6.4.28	Quality Engineer - Level 4	5	66,975	106,680	122,661	-	-
6.4.37	Software Engineer - Level 1	9	55,897	72,541	105,019	50,652	84,439
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	10	91,239	113,557	128,910	82,941	140,300
6.4.40	Software Engineer - Level 4	10	97,981	131,076	156,200	104,000	140,000
6.4.41	Software Engineer - Level 5	7	120,000	142,680	180,500	-	-
6.4.43	System Design Engineer - Level 1	7	53,084	68,264	79,206	-	-
6.4.44	System Design Engineer - Level 2	7	70,000	91,800	102,710	-	-
6.4.45	System Design Engineer - Level 3	8	85,000	99,601	133,030	86,500	118,812
6.4.46	System Design Engineer - Level 4	11	118,700	136,968	155,923	116,000	155,923
6.4.47	System Design Engineer - Level 5	9	99,840	141,900	192,233	113,600	204,500
6.4.51	Project Manager - Level 3	8	56,244	105,000	131,192	82,280	111,320
6.4.56	Chemical Engineer	5	87,500	90,000	119,400	-	-
6.4.57	Safety Engineer	8	63,000	89,100	184,000	66,273	121,400
6.4.61	Materials Engineer	5	57,120	97,500	127,500	60,000	148,400
6.4.64	Technical Support Engineer	5	53,303	81,258	115,898	-	-
6.4.67	System Admin/Network Analyst	16	58,344	93,350	135,081	60,180	114,064
6.4.70	Network Engineer	5	37,400	71,175	119,600	-	-
6.4.73	Software Developer	5	55,536	96,000	163,847	-	-
6.4.74	System Analyst	8	78,890	102,422	142,792	-	-
6.5.18	Production Scheduler*	7	48,000	60,440	82,000	47,140	69,460
6.9.1	Accounting Supervisor	14	62,400	75,000	122,500	63,000	96,432
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	6	39,520	52,400	88,649.6	40,000	50,000

6.9.6	Shipping and Receiving Supervisor*	21	46,136	62,000	86,000	55,000	77,500
6.9.7	Maintenance Supervisor*	23	57,273	77,000	94,000	55,774	87,500
6.9.8	Team Leader*	5	-	-	-	78,000	122,500
6.10.2	Inside Sales Representative*	9	40,000	50,000	87,583	42,000	60,000
6.10.3	PR Community Relations Representative	5	44,290	110,000	111,924	-	-
6.10.4	Outside Sales Rep (commission)	12	35,000	77,279	99,000	50,000	115,000
6.10.7	Sales Manager	15	75,000	98,111	181,000	101,000	112,500
6.10.8	Business Development Specialist	5	-	-	-	75,000	90,000
6.10.9	Business Development Manager	17	42,000	120,000	182,410	84,605	135,000
6.10.10	Marketing Manager or Director	11	45,000	94,000	130,000	83,006	94,500
6.11.1	Controller or Accounting Manager*	40	81,320	111,254	172,411	90,000	125,000
6.11.2	Maintenance Manager	22	64,912	106,000	128,300	80,000	117,000
6.11.3	Production or Operations Manager	44	66,373	101,257	150,217	80,000	114,500
6.11.4	IT Manager	19	68,681	107,251	160,992	75,000	121,904
6.11.5	Logistics/Materials Manager	23	72,000	95,000	153,025	84,150	113,500
6.11.6	Project or Program Manager*	26	65,000	124,232	177,164	90,000	135,091
6.11.7	Project or Program Director	12	77,694	157,190	229,673	131,750	182,500
6.11.8	Engineering Manager	23	87,879	130,208	165,000	109,000	151,049
6.11.9	Quality Control Manager	34	67,017	98,050	136,431	79,900	119,800
6.11.10	Human Resources Manager	45	70,000	92,497	138,000	75,000	105,557
6.11.11	Safety/Environmental Manager	20	57,800	108,739	152,500	79,400	125,000
6.11.13	Contracts Manager	13	81,130	99,100	138,840	90,000	124,342
6.11.14	Facilities Manager	13	59,703	88,691	119,995	70,000	118,475
6.11.16	Plant Manager	27	86,250	141,640	207,250	110,000	160,000
6.11.17	Purchasing Manager	19	62,886	92,000	124,848	74,880	124,848
6.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	13	80,000	137,000	230,006	122,600	151,234

6.12.2	Top Technical Exec (CTO/VP Technology)	5	153,025	165,173	222,809	-	-
6.12.4	Top Programs Exec (VP Programs)	14	115,908	177,185	234,004	150,113	210,000
6.12.5	Top Financial Exec (CFO)	20	108,636	174,682	252,504	131,522	183,029
6.12.6	Top Manufacturing/Production Exec	15	130,000	175,000	216,250	155,000	181,100
6.12.7	Top HR Exec (CHRO/VP HR)	15	70,000	140,000	214,469	115,898	153,785
6.12.8	Top Contracts Executive	7	100,000	155,750	250,000	134,206	191,724
6.12.9	Chief Operating Officer (COO)*	16	100,000	178,133	271,764	125,000	177,500
6.12.10	Chief Administrative Officer (VP Admin)	9	75,000	165,000	276,918	115,384	187,231
6.12.11	CEO/President*	54	121,882	200,000	330,000	180,000	249,390

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.](#)



Published June 22, 2021
by Horizon Point Consulting, Inc.