



SPECIAL REPORT: GOVERNMENT CONTRACTORS

2022 Wage and Benefit Survey Report North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 16, 2022
by Horizon Point Consulting, Inc.

2022 North Alabama Wage and Benefit Survey



This is the 2022 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, 2022. This report was published on June 13, 2022. All published data meets Safe Harbor guidelines.

Participating Businesses

- 4M Research
- ABT, Inc.
- ADTRAN, Inc.
- Aerojet Rocketdyne
- AI Signal Research, Inc.
- a.i. solutions
- AlphaPet, Inc.
- American Leakless Company, LLC
- American Trim
- Anglin Reichmann Armstrong P.C.
- Asahi Kasei Plastics North America
- ATI
- Beyond Gravity
- Bocar US
- Brown Precision, Inc.
- Bunge
- Busted Knuckle Offroad
- Carpenter Technology
- Cepeda Systems & Software Analysis, Inc
- Cerrowire
- CFD Research
- City of Huntsville
- CohesionForce, Inc.
- Coilplus Inc. Alabama Division
- Consolidated Pipe
- Contractor Service & Fabrication
- Cook Museum
- Cullman Cabinet and Supply
- Daikin America, Inc.
- Davidson Technologies, Inc.
- Decatur Utilities
- deciBel Research, Inc.
- DESE Research, Inc.
- Design Technologies, LLC
- EFI Automotive
- EFP, LLC
- GE Appliances
- Gleason Research Associates, Inc.
- Griffon Aerospace
- GSI
- GUYSE
- HDT Global
- Hexcel Corporation
- HH Technologies, Inc.
- HomTex, Inc.
- HudsonAlpha Institute for Biotechnology
- Huntsville Botanical Garden
- Huntsville Hospital
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Huntsville/Madison County Convention & Visitors Bureau
- Huntsville Utilities
- Hyosung USA
- Inland Buildings
- Intech Medical
- Integration Innovation, Inc. (i3)
- Interfuze
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- Jack Daniel Cooperage
- John Blue Company
- Kohler
- Lakeland Industries Inc.
- Leonardo DRS
- Leonardo Electronics
- LP Building Solutions
- LSINC Corp
- Madison County Commission
- MartinFed
- Matcor-Matsu
- Matthews Industries Inc
- Mazda Toyota
- McGriff Tire
- MICOR Industries LLC
- Mitchell Plastics
- Monte Sano Research Corporation
- Moseley Technical Services, Inc.
- National Copper & Smelting
- National Packaging Co, Inc.
- Navistar Big Bore Diesel of Alabama
- Nextek, Inc.
- North Alabama Fabricating Company, Inc.
- nou Systems, Inc.
- NTA
- Nucor Steel Decatur
- OCI Alabama LLC
- OTC, Inc.
- PeopleTec
- Phased n Research, Inc.
- Phoenix
- Polaris Industries
- PROJECTXYZ
- Qualis Corporation
- Radial Solutions Incorporated
- Radiance Technologies
- Redline Steel
- Redstone GCI
- REHAU
- Reliance Worldwide Corporation
- RippleWorx
- Royal Technologies Corp
- Saint Gobain
- SCI Technology
- Science and Engineering Services, LLC
- SEA Wire and Cable, Inc.
- Shape Corp.
- Shearer & Associates, Inc
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Spur Jobs
- Steelcase Inc.
- Still Serving Veterans
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- T-H Marine
- Tenneco
- Topre America Corporation
- Toray Composite Materials America, Inc.
- Toray Fluorobers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku (TBAKI)
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- University of Alabama in Huntsville
- Valley Rubber, LLC
- Webb Wheel Products Inc
- Willo Products Company, Inc.
- Wilson Lumber
- Wolverine Tune, Inc.
- Y-tec Keylex Toyotetsu Alabama

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 01/01/2022)
- 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. General information about the survey is available at horizonpointconsulting.com/wagesurveyncal. Questions 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.

THIS REPORT INCLUDES ONLY RESPONSES FROM ORGANIZATIONS WHO SELF-IDENTIFIED AS GOVERNMENT CONTRACTORS.

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2022

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>
4.1.1	Accounting Clerk	9	18.00	21.62	28.00	19.23	25.00
4.1.3	Administrative Assistant/Executive Secretary*	17	16.21	23.37	35.88	18.00	25.73
4.1.5	Human Resources Assistant*	9	13.25	18.00	36.34	15.91	28.00
4.1.7	Telephone Operator/Receptionist	14	12.56	17.62	19.38	13.00	19.38
4.1.17	Clerk, General	7	14.14	15.00	27.30	14.50	22.57
4.2.1	Engineering Technician - Level 1	10	8.00	20.00	32.27	17.00	22.98
4.2.2	Engineering Technician - Level 2	7	19.11	27.30	30.98	-	-
4.2.3	Engineering Technician - Level 3	6	22.50	28.12	42.31	23.91	28.63
4.2.4	Quality Control Technician - Level 1	5	17.50	21.00	22.12	-	-
4.2.6	Quality Control Technician - Level 3	5	22.50	25.03	30.14	-	-
4.2.8	Electronics Technician - Level 2	6	16.70	23.56	28.00	16.00	24.00
4.2.15	Lab Technician	5	19.00	25.52	32.55	21.52	32.63
4.3.4	Buyer - Level 1*	7	20.51	23.78	27.48	22.00	28.00
4.4.74	System Analyst*	6	36.00	56.00	74.55	29.66	88.30
4.5.1	Electrical/Electronic Assembler	6	16.16	17.69	24.20	-	-
4.5.2	Mechanical Assembler	5	15.00	17.94	24.17	-	-
4.5.3	Assembler, General	7	15.42	18.87	22.54	16.00	22.00
4.5.4	CNC Operator	5	18.00	22.47	26.21	19.00	33.38
4.5.12	Production/Machine Operator	8	16.47	19.12	27.93	15.50	22.00

4.6.1	Janitor	5	13.13	16.37	20.48	-	-
4.6.4	Multi-Craft Maintenance	5	21.93	31.06	37.62	25.00	32.00
4.6.5	General Building Maintenance	7	17.80	25.66	30.28	18.00	30.00
4.7.1	Fork Lift Driver/Material Handler	10	16.74	19.99	24.13	17.50	23.31
4.7.2	Shipping and Receiving Clerk	12	16.50	18.50	21.50	16.00	20.10
4.7.5	Stockroom Clerk	5	17.49	19.23	27.75	-	-
4.9.8	Team Leader*	5	18.50	22.83	28.66	21.00	26.40
4.11.6	Project or Program Manager*	6	24.75	58.61	97.29	40.87	72.33
4.13.1	Intern	12	16.00	19.90	21.00	15.00	24.00

Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2022

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>
4.1.3	Administrative Assistant/Executive Secretary*	10	33,775	60,482	97,500	37,907	71,283
4.1.4	Purchasing Clerk	6	38,635	50,758	71,999	42,850	58,569
4.1.5	Human Resources Assistant*	5	-	-	-	38,000	60,320
4.1.15	Payroll Specialist	9	49,157	65,000	101,000	56,000	74,000
4.3.1	Accountant - Level 1	12	38,000	55,370	63,000	42,468	66,293
4.3.2	Accountant - Level 2	11	48,000	63,000	67,724	53,405	77,500
4.3.3	Accountant - Level 3	17	46,888	94,500	113,079	80,000	101,000
4.3.4	Buyer - Level 1*	7	42,000	54,464	74,381	42,000	62,660
4.3.5	Buyer - Level 2	5	54,891	66,500	80,000	55,500	80,000
4.3.6	Buyer - Level 3	7	52,278	82,680	88,419	54,336	85,000
4.3.7	Contracts Administrator - Level 1	6	51,480	63,249	105,000	-	-
4.3.8	Contracts Administrator - Level 2	15	54,249	74,414	95,106	58,177	76,968
4.3.9	Contracts Administrator - Level 3	14	80,000	100,625	124,592	75,000	114,400
4.3.10	HR Specialist/Generalist - Level 1	11	41,200	46,250	60,000	41,234	55,000
4.3.11	HR Specialist/Generalist - Level 2	9	56,180	68,500	109,313	55,499	83,890
4.3.12	HR Specialist/Generalist - Level 3	16	52,000	77,626	106,874	65,563	100,000
4.3.13	Security Admin/FSO - Level 1	6	-	58,250	109,000	-	-
4.3.14	Security Admin/FSO - Level 2	6	62,010	84,092	94,286	-	-
4.3.15	Security Admin/FSO - Level 3	16	62,566	98,390	130,000	81,000	115,000
4.3.16	Technical Writer/Editor - Level 1	5	54,837	62,107	76,072	-	-

4.3.18	Technical Writer/Editor - Level 3	5	53,500	82,000	118,221	-	-
4.3.19	Material Planner	6	51,250	70,192	84,489	-	-
4.3.21	Office Manager	8	40,040	68,650	124,654	52,000	78,000
4.3.22	Configuration Management Analyst	7	49,920	84,472	150,249	-	-
4.3.23	Financial Analyst	9	62,000	76,162	96,782	60,000	104,332
4.3.28	Recruiter	10	54,894	69,317	92,890	54,336	108,076
4.4.1	Mechanical Engineer - Level 1	9	64,750	70,000	79,206	57,291	80,870
4.4.2	Mechanical Engineer - Level 2	12	74,880	85,412	96,197	65,000	91,568
4.4.3	Mechanical Engineer - Level 3	15	81,577	101,836	132,000	80,000	114,940
4.4.4	Mechanical Engineer - Level 4	7	93,750	123,017	170,476	-	-
4.4.7	Electrical Design Engineer - Level 1	8	61,208	71,156	74,568	-	-
4.4.8	Electrical Design Engineer - Level 2	14	71,308	87,647	109,540	65,200	114,264
4.4.9	Electrical Design Engineer - Level 3	14	89,544	104,727	132,624	87,000	130,000
4.4.10	Electrical Design Engineer - Level 4	8	102,679	156,979	178,412	90,000	171,121
4.4.11	Electrical Design Engineer - Level 5	8	116,000	158,508	206,887	133,000	197,600
4.4.12	Electrical Design Engineer - Level 6	7	145,806	166,108	177,912	-	-
4.4.15	Industrial or Manufacturing Engineer - Level 3	5	-	-	-	76,200	118,600
4.4.27	Quality Engineer - Level 3	5	84,078	98,469	108,329	-	-
4.4.28	Quality Engineer - Level 4	5	60,545	90,480	129,413	-	-
4.4.37	Software Engineer - Level 1	12	60,591	73,129	79,568	54,419	74,439
4.4.38	Software Engineer - Level 2	12	82,379	85,672	94,662	62,400	90,729
4.4.39	Software Engineer - Level 3	12	93,784	102,386	119,041	76,003	120,000
4.4.40	Software Engineer - Level 4	15	100,666	135,939	156,478	98,800	150,000
4.4.41	Software Engineer - Level 5	10	131,215	152,904	174,160	112,000	176,529
4.4.42	Software Engineer - Level 6	7	107,684	148,645	162,575	-	-
4.4.43	System Design Engineer - Level 1	8	55,000	72,829	77,800	46,800	75,000

4.4.44	System Design Engineer - Level 2	10	59,000	84,864	114,400	-	-
4.4.45	System Design Engineer - Level 3	8	71,000	107,819	151,410	-	-
4.4.46	System Design Engineer - Level 4	11	125,487	141,065	151,180	112,000	144,772
4.4.47	System Design Engineer - Level 5	7	142,301	153,000	179,129	-	-
4.4.52	Project Manager - Level 4	7	80,000	127,310	159,975	107,814	136,851
4.4.57	Safety Engineer	5	68,700	75,500	165,000	-	-
4.4.67	System Admin/Network Analyst	7	86,154	117,624	143,686	65,492	147,548
4.4.68	Information System Security Officer/Analyst	6	45,500	112,796	143,447	52,143	140,599
4.4.70	Network Engineer	5	66,560	108,264	145,000	-	-
4.4.71	Program Analyst	7	70,000	103,189	218,400	-	-
4.4.73	Software Developer	6	88,925	98,535	141,065	61,800	131,838
4.4.74	System Analyst*	6	70,000	112,833	161,195	-	-
4.4.75	Business Analyst	5	65,580	81,976	155,334	-	-
4.4.76	Web Developer	7	64,000	81,744	154,530	-	-
4.9.1	Accounting Supervisor	6	61,000	79,000	101,709	-	-
4.9.2	Production Supervisor	10	48,939	75,800	93,204	57,652	86,050
4.9.3	Senior Production Supervisor	5	74,348	113,349	122,699	75,000	111,500
4.9.4	Quality Assurance Supervisor	8	57,906	79,732	98,009	67,250	93,853
4.9.6	Shipping and Receiving Supervisor	6	47,216	74,679	98,800	60,000	85,000
4.9.7	Maintenance Supervisor	7	57,273	72,160	107,000	57,652	82,500
4.9.8	Team Leader*	7	49,000	98,201	171,595	56,000	122,500
4.10.8	Business Development Specialist	5	46,512	85,000	99,000	-	-
4.10.9	Business Development Manager	10	73,249	130,029	188,623	100,000	183,393
4.11.1	Controller or Accounting Manager	23	87,588	124,342	170,622	90,000	150,000
4.11.3	Production or Operations Manager	13	95,000	106,750	151,964	94,466	137,121
4.11.4	IT Manager	13	65,000	110,000	147,962	90,000	137,800

4.11.5	Logistics/Materials Manager	6	73,303	112,402	158,800	83,807	141,475
4.11.6	Project or Program Manager	22	77,900	125,093	170,216	95,000	147,500
4.11.7	Project or Program Director	9	77,694	165,206	237,117	130,000	182,700
4.11.8	Engineering Manager	16	117,000	157,147	185,746	96,966	172,222
4.11.9	Quality Control Manager	11	91,000	120,000	154,502	81,500	161,000
4.11.10	Human Resources Manager	20	78,074	93,069	133,355	89,575	119,300
4.11.11	Safety/Environmental Manager	5	46,629	90,000	129,000	69,000	142,000
4.11.13	Contracts Manager	15	90,001	123,920	167,959	90,000	145,000
4.11.14	Facilities Manager	9	65,000	105,597	-	97,780	139,568
4.11.15	Proposal Manager	10	79,500	107,519	180,825	85,000	131,170
4.11.16	Plant Manager	5	-	-	-	115,000	218,819
4.11.17	Purchasing Manager	10	60,000	109,450	129,838	74,000	132,750
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	6	90,000	167,500	236,891	127,500	175,000
4.12.2	Top Technical Exec (CTO/VP Technology)	7	130,000	195,000	304,477	170,600	215,000
4.12.4	Top Programs Exec (VP Programs)	14	169,494	203,660	250,016	167,337	205,412
4.12.5	Top Financial Exec (CFO)	14	109,273	167,500	245,481	120,000	180,000
4.12.6	Top Manufacturing/Production Exec	6	110,000	201,813	435,424	191,838	210,000
4.12.7	Top HR Exec (CHRO/VP HR)	11	110,000	138,000	185,515	112,550	171,690
4.12.8	Top Contracts Executive	7	145,000	190,000	315,577	190,000	217,339
4.12.9	Chief Operating Officer (COO)	12	135,000	192,292	271,764	164,600	235,144
4.12.10	Chief Administrative Officer (VP Admin)	7	135,000	153,000	304,610	125,000	177,684
4.12.11	CEO/President	27	180,000	238,305	450,000	186,000	250,016

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 2022 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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