



## **SPECIAL REPORT: MANUFACTURERS**

### **2022 Wage and Benefit Survey Report Summary** North Central Alabama Region

Cullman County  
Lawrence County  
Limestone County  
Madison County  
Morgan County

Published June 17, 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](https://horizonpointconsulting.com/wagesurveyncal). Questions should be directed to [info@horizonpointconsulting.com](mailto: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 ONLY INCLUDES DATA REPORTED BY ORGANIZATIONS WHO SELF-IDENTIFIED AS MANUFACTURERS.**

## 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*	21	18.00	21.62	25.92	18.00	23.00
4.1.3	Administrative Assistant/Executive Secretary*	12	16.21	20.80	35.88	17.50	24.00
4.1.4	Purchasing Clerk*	6	17.00	22.21	31.68	18.44	23.57
4.1.5	Human Resources Assistant*	13	18.00	22.32	28.00	17.33	26.45
4.1.6	Customer Service Representative*	12	15.50	21.11	25.00	17.00	25.00
4.1.7	Telephone Operator/Receptionist	11	14.00	17.25	22.00	15.00	18.00
4.1.12	Document Control Specialist	6	20.72	23.00	25.00	-	-
4.1.13	Expeditor	5	17.00	25.00	39.87	25.00	25.00
4.1.15	Payroll Specialist*	7	17.00	23.23	30.21	20.00	24.20
4.1.17	Clerk, General	12	14.49	20.87	22.00	18.50	24.24
4.2.1	Engineering Technician - Level 1	5	16.00	20.77	26.78	-	-
4.2.2	Engineering Technician - Level 2	6	17.00	26.37	30.98	-	-
4.2.3	Engineering Technician - Level 3	5	22.50	24.84	32.83	-	-
4.2.4	Quality Control Technician - Level 1	17	14.59	20.00	25.80	17.88	21.50
4.2.5	Quality Control Technician - Level 2	10	16.39	21.81	27.25	20.86	23.29
4.2.6	Quality Control Technician - Level 3	14	19.00	24.46	30.14	21.60	26.40
4.2.8	Electronics Technician - Level 2	5	16.70	20.99	28.00	17.00	24.00
4.2.11	Drafter - CAD	6	19.31	25.23	36.20	-	-
4.2.14	PC Network Support Technician*	5	18.32	26.14	32.00	-	-

4.2.15	Lab Technician	14	19.00	25.51	32.55	21.52	28.00
4.3.4	Buyer - Level 1*	6	20.51	23.39	25.26	19.23	28.00
4.3.19	Material Planner*	5	-	-	-	20.50	26.00
4.4.66	Machine/CNC Programmer	9	19.67	38.00	42.21	30.00	45.00
4.5.1	Electrical/Electronic Assembler	7	13.89	16.70	20.25	15.00	21.00
4.5.2	Mechanical Assembler	5	15.00	16.00	24.17	15.00	21.00
4.5.3	Assembler, General	26	15.38	18.22	22.54	16.00	21.95
4.5.4	CNC Operator	15	16.50	20.82	29.67	18.13	25.00
4.5.5	Machine Tool Operator	5	18.14	20.75	26.87	17.05	24.25
4.5.6	Chemical Operator	6	15.75	27.90	36.41	23.30	35.10
4.5.8	Packaging Operator	10	14.70	18.63	27.19	18.26	21.00
4.5.9	Machine Molding Operator	10	15.70	18.21	22.31	17.00	21.00
4.5.10	Saw Operator	7	15.44	18.19	22.00	16.27	20.00
4.5.12	Production/Machine Operator	39	15.64	18.56	26.72	16.00	22.00
4.5.13	Tool and Die Maker	14	23.00	30.36	34.40	22.91	33.56
4.5.14	Tool Crib Attendant	8	18.34	21.06	23.79	18.50	23.29
4.5.15	Production Painter	6	15.46	18.39	25.50	16.95	19.94
4.5.16	Welder	13	18.40	20.29	25.00	17.50	24.25
4.5.17	Inspector	15	15.11	18.00	25.76	15.48	20.00
4.5.18	Production Scheduler*	5	20.48	24.25	34.44	21.41	26.50
4.5.19	Inventory/Material Planner*	5	20.00	21.11	23.79	19.08	21.81
4.5.21	Fabricator	9	18.00	20.00	32.00	17.25	23.91
4.6.1	Janitor	16	13.13	16.25	19.72	15.00	17.24
4.6.2	Electrician	7	26.20	31.20	39.33	28.00	34.59
4.6.3	Electrical and Control Mechanic	7	26.74	33.27	38.75	28.00	35.00

4.6.4	Multi-Craft Maintenance	32	24.75	28.33	34.10	23.55	33.38
4.6.5	General Building Maintenance	14	16.85	21.47	30.28	20.85	26.56
4.6.7	Maintenance Mechanic	20	19.84	27.34	36.27	23.39	29.85
4.6.9	Maintenance Planner	6	19.00	35.68	48.00	27.00	35.30
4.6.10	Maintenance Employees, General	10	17.00	22.58	33.75	18.25	29.33
4.7.1	Fork Lift Driver/Material Handler	34	16.37	19.11	22.10	17.00	20.78
4.7.2	Shipping and Receiving Clerk	38	15.76	19.00	24.37	16.00	22.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	5	19.25	21.00	24.36	18.50	25.00
4.7.5	Stockroom Clerk	10	17.74	21.40	26.88	18.36	25.00
4.7.7	Warehouse Employees, General	14	16.50	19.15	22.59	18.00	20.75
4.8.1	Skilled Workers, Not Otherwise Classified	13	16.40	23.86	33.00	16.70	27.10
4.8.2	Semi-Skilled Workers, Not Otherwise Classified	11	16.00	16.96	21.77	15.00	20.00
4.8.3	Laborers/Helpers, Not Otherwise Classified	8	10.00	14.74	20.00	13.32	18.70
4.9.2	Production Supervisor*	8	21.60	25.39	34.82	20.52	32.75
4.9.6	Shipping and Receiving Supervisor*	5	-	-	-	25.00	30.00
4.9.8	Team Leader*	33	18.50	22.83	30.65	20.38	25.00
4.13.1	Intern	8	17.75	19.90	21.75	17.50	20.00

**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>
4.1.1	Accounting Clerk*	11	40,000	45,000	57,680	39,625	56,000
4.1.3	Administrative Assistant/Executive Secretary*	13	35,557	45,468	68,000	40,420	58,633
4.1.4	Purchasing Clerk*	11	41,225	60,427	71,999	44,100	70,000
4.1.5	Human Resources Assistant*	5	43,000	44,000	50,139	-	-
4.1.6	Customer Service Representative*	8	45,000	56,129	70,000	46,150	75,650
4.1.15	Payroll Specialist*	9	49,157	64,000	73,000	50,989	71,500
4.2.14	PC Network Support Technician*	6	-	-	-	52,500	67,500
4.3.1	Accountant - Level 1	10	46,622	56,819	77,923	47,812	63,000
4.3.2	Accountant - Level 2	16	48,000	66,612	90,000	62,500	80,000
4.3.3	Accountant - Level 3	12	57,500	71,973	97,284	70,000	78,000
4.3.4	Buyer - Level 1*	8	42,000	54,579	74,381	50,000	63,335
4.3.5	Buyer - Level 2	11	56,655	68,000	80,000	61,760	85,000
4.3.6	Buyer - Level 3	11	52,278	72,649	82,792	70,500	85,000
4.3.8	Contracts Administrator - Level 2	5	54,249	84,646	155,000	-	-
4.3.9	Contracts Administrator - Level 3	6	80,000	98,025	133,688	-	-
4.3.10	HR Specialist/Generalist - Level 1	12	46,000	53,422	77,000	50,000	70,000
4.3.11	HR Specialist/Generalist - Level 2	13	57,276	66,360	77,183	55,000	80,000
4.3.12	HR Specialist/Generalist - Level 3	15	55,500	71,369	106,874	63,700	87,263
4.3.17	Technical Writer/Editor - Level 2	5	56,840	87,164	107,000	-	-
4.3.19	Material Planner*	15	56,500	75,698	92,325	53,725	81,125

4.3.23	Financial Analyst	9	54,302	92,000	157,497	70,900	95,600
4.3.28	Recruiter	6	52,999	80,000	86,819	-	-
4.3.29	Training Coordinator	6	60,000	70,878	89,448	55,941	89,435
4.3.30	Compensation/Benefits Specialist	6	52,020	57,750	100,000	-	-
4.4.1	Mechanical Engineer - Level 1	6	62,500	69,060	90,000	-	-
4.4.2	Mechanical Engineer - Level 2	5	71,500	79,008	90,000	-	-
4.4.3	Mechanical Engineer - Level 3	9	71,200	87,949	110,000	81,500	115,032
4.4.9	Electrical Design Engineer - Level 3	6	63,500	95,750	108,432	87,000	95,000
4.4.13	Industrial or Manufacturing Engineer - Level 1	7	57,100	67,581	75,000	56,800	80,000
4.4.14	Industrial or Manufacturing Engineer - Level 2	8	64,313	77,027	87,550	67,250	85,276
4.4.15	Industrial or Manufacturing Engineer - Level 3	15	78,000	84,000	107,500	69,000	102,070
4.4.16	Industrial or Manufacturing Engineer - Level 4	6	93,646	108,951	139,638	99,000	148,794
4.4.25	Quality Engineer - Level 1	6	55,000	68,205	127,500	60,250	80,760
4.4.26	Quality Engineer - Level 2	10	60,805	72,202	91,729	62,575	86,488
4.4.27	Quality Engineer - Level 3	12	68,850	85,584	108,329	70,946	95,000
4.4.28	Quality Engineer - Level 4	8	60,545	90,240	129,413	90,000	115,032
4.4.51	Project Manager - Level 3	8	57,300	106,810	124,963	73,640	120,000
4.4.56	Chemical Engineer	5	80,923	95,832	100,000	-	-
4.4.57	Safety Engineer	9	69,000	79,000	115,000	65,500	100,000
4.5.18	Production Scheduler*	11	48,880	68,500	85,000	57,500	74,085
4.5.19	Inventory/Material Planner	6	50,000	74,415	85,199	58,500	81,000
4.9.1	Accounting Supervisor	9	61,000	90,000	114,000	78,409	105,078
4.9.2	Production Supervisor*	37	47,952	69,250	92,000	55,152	85,000
4.9.3	Senior Production Supervisor	10	70,974	82,350	118,024	75,000	109,550
4.9.4	Quality Assurance Supervisor	17	57,906	79,464	105,000	60,100	90,131
4.9.5	Customer Service Supervisor	5	50,000	84,000	128,211	-	-

4.9.6	Shipping and Receiving Supervisor*	19	48,410	62,500	85,009	55,000	72,000
4.9.7	Maintenance Supervisor	22	67,626	80,150	94,340	65,000	87,677
4.10.2	Inside Sales Representative	8	40,500	57,564	83,380	50,000	75,000
4.10.4	Outside Sales Rep (commission)	9	52,022	82,558	-	61,697	95,058
4.10.5	Outside Sales Rep (non-commission)	5	-	-	-	80,000	90,000
4.10.8	Business Development Specialist	5	46,512	97,094	111,382	-	-
4.10.9	Business Development Manager	9	69,250	120,000	190,924	75,000	150,000
4.10.10	Marketing Manager or Director	8	67,500	107,237	137,208	95,000	108,724
4.11.1	Controller or Accounting Manager	36	85,000	113,754	160,000	92,326	125,000
4.11.2	Maintenance Manager	23	80,000	112,500	142,000	81,571	125,550
4.11.3	Production or Operations Manager	41	80,000	104,614	151,964	85,000	127,444
4.11.4	IT Manager	18	62,504	96,000	172,577	79,500	95,000
4.11.5	Logistics/Materials Manager	27	73,303	108,150	140,000	88,650	129,975
4.11.6	Project or Program Manager	14	77,900	119,960	163,998	100,000	147,500
4.11.7	Project or Program Director	6	77,694	175,877	242,462	-	-
4.11.8	Engineering Manager	23	90,506	130,000	165,000	100,000	150,000
4.11.9	Quality Control Manager	36	70,297	107,396	148,467	83,000	124,000
4.11.10	Human Resources Manager	36	76,000	97,110	150,000	82,000	120,000
4.11.11	Safety/Environmental Manager	19	67,600	110,000	161,850	76,923	125,000
4.11.13	Contracts Manager	5	97,219	147,030	185,702	-	-
4.11.14	Facilities Manager	10	69,743	109,157	189,697	90,000	134,800
4.11.15	Proposal Manager	5	69,000	95,039	181,651	80,000	130,000
4.11.16	Plant Manager	23	86,250	147,901	200,000	116,104	172,883
4.11.17	Purchasing Manager	20	65,809	98,473	124,424	75,000	122,424
4.11.18	Continuous Improvement Manager	6	65,280	116,600	149,000	92,200	135,800
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	14	90,000	136,728	250,000	113,250	150,000

4.12.2	Top Technical Exec (CTO/VP Technology)	5	130,000	210,000	304,477	-	-
4.12.4	Top Programs Exec (VP Programs)	7	157,784	195,000	312,182	190,000	200,824
4.12.5	Top Financial Exec (CFO)	16	120,000	193,600	325,000	150,000	187,200
4.12.6	Top Manufacturing/Production Exec	18	110,000	170,750	339,220	167,750	176,850
4.12.7	Top HR Exec (CHRO/VP HR)	11	113,000	142,100	200,000	145,000	185,845
4.12.9	Chief Operating Officer (COO)	9	106,172	175,000	250,000	170,000	180,000
4.12.11	CEO/President	27	124,319	220,000	440,000	185,000	246,480

## 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](#)

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