



## **SPECIAL REPORT: GOVERNMENT CONTRACTORS**

### **2023 Wage and Benefit Survey Summary Report North Central Alabama Region**

Cullman County  
Lawrence County  
Limestone County  
Madison County  
Morgan County

Published June 14, 2023  
by Horizon Point Consulting, Inc.

# 2023 North Alabama Wage and Benefit Survey



This is the 2023 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, 2023. This report was published on June 12, 2023. All published data meets Safe Harbor guidelines.

## Participating Businesses

- 3M
- 4M Research
- AI Signal Research, Inc.
- a.i. solutions
- Alliance Technical Group
- AlphaPet, Inc.
- American Leakless Company, LLC
- American Trim
- Anglin Reichmann Armstrong P.C.
- Asahi Kasei Plastics North America
- Ascend Performance Materials
- ATI
- Baron Services
- BASF
- Beyond Gravity
- Blue Origin
- Bocar US
- Boeing
- Brown Precision, Inc.
- Bunge
- Busted Knuckle Offroad
- Carpenter Technology
- CFD Research
- City of Decatur
- City of Huntsville
- CohesionForce, Inc.
- COLSA Corporation
- Consolidated Pipe
- Contractor Service & Fabrication
- Cook Museum
- CTB Inc.
- 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
- Engenius Micro
- FMS Aerospace
- Gleason Research Associates, Inc.
- Goat Island Brewing
- Gray Analytics
- Griffon Aerospace
- Hexcel Corporation
- HomTex, Inc.
- Huntsville Hospital
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Hyosung USA
- INEOS Styrolution America LLC
- Inland Buildings
- Integration Innovation, Inc. (i3)
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- J.M. Smucker
- Jack Daniel Cooperage
- John Blue Company
- Lakeland Industries Inc.
- Leonardo DRS
- LSINC Corp
- Madison County Commission
- Matthews Industries Inc
- Mazda North American Operations
- Mazda Toyota
- McGriff Tire
- Metal Exchange Corporation
- MICOR Industries LLC
- Moseley Technical Services, Inc.
- National Copper & Smelting
- National Packaging Co, Inc.
- North Alabama Fabricating Company, Inc.
- nou Systems, Inc.
- NTA
- Nucor Steel Decatur
- OCI Alabama LLC
- Offset Strategic Services
- Outpost Technologies
- PeopleTec
- Phased n Research, Inc.
- Phoenix
- Polaris Industries
- Polyplex USA
- PROJECTXYZ
- Qualis Corporation
- REHAU
- Reliance Worldwide Corporation
- Ropak Manufacturing Company, Inc.
- Royal Technologies Corp
- Science and Engineering Services, LLC
- SEA Wire and Cable, Inc.
- SEI Group, Inc.
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Steelcase Inc.
- Still Serving Veterans
- Strata-G Solutions, LLC
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- T-H Marine
- Tenneco
- Ternion Corporation
- Tolliver Group
- Topre America Corporation
- Toray Composite Materials America, Inc.
- Toray Fluorofibers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku (TBAKI)
- Trav-Ad
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- University of Alabama in Huntsville
- Valley Rubber, LLC
- 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 01/01/2023)
- 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.

**Summary of Wage Rates by Position (Hourly)**

Data is as of 01/01/2023

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
4.1.1	Accounting Clerk*	8	19.74	22.63	28.95	19.49	25.00
4.1.2	Administrative Assistant/Executive Secretary*	17	19.00	25.76	52.10	19.00	29.00
4.1.3	Purchasing Clerk*	5	17.00	23.15	27.50	-	-
4.1.5	Telephone Operator/Receptionist	10	12.31	18.75	22.78	12.48	19.43
4.2.1	Engineering Technician - Level 1	8	16.97	24.50	32.00	18.50	22.00
4.2.2	Engineering Technician - Level 2	7	17.00	28.67	37.96	-	-
4.2.3	Engineering Technician - Level 3	8	23.80	37.58	51.97	26.86	42.00
4.2.6	Quality Control Technician - Level 3	5	24.00	27.78	31.43	-	-
4.3.2	Accountant - Level 2*	5	28.85	32.50	40.70	-	-
4.3.4	Buyer - Level 1	7	23.31	26.40	28.00	-	-
4.4.28	Software Engineer - Level 3*	5	41.54	52.87	57.00	-	-
4.4.36	Machine/CNC Programmer	5	36.36	40.10	49.00	-	-
4.5.1	Electrical/Electronic Assembler	7	16.51	24.00	25.97	18.71	24.00
4.5.2	CNC Operator	6	20.59	24.88	29.00	20.00	27.00
4.5.3	Production/Machine Operator	8	24.00	31.23	50.50	20.60	26.10
4.5.4	Welder	6	20.00	29.24	32.96	24.33	34.79
4.5.5	Inspector	5	-	-	-	18.00	23.00
4.5.6	Production Scheduler	5	22.84	35.95	75.61	27.00	33.00
4.6.1	Janitor	5	12.00	16.20	21.30	-	-
4.6.2	Multi-Craft Maintenance	6	27.46	33.39	41.68	28.84	37.90
4.6.3	General Building Maintenance	5	19.41	26.56	31.86	-	-
4.6.4	Maintenance Mechanic	5	-	-	-	30.74	30.84
4.7.1	Fork Lift Driver/Material Handler	7	18.23	22.84	25.84	19.00	24.00
4.7.2	Shipping and Receiving Clerk	8	17.25	20.55	24.00	19.00	23.15
4.7.4	Warehouse Employees, General	5	17.65	21.71	33.59	19.54	25.00
4.8.7	Team Leader*	5	16.42	25.40	34.54	23.71	35.00
4.10.6	Project or Program Manager*	5	58.13	64.67	96.47	-	-
4.12.1	Intern	15	15.00	18.00	24.00	16.75	23.50

**Summary of Wage Rates by Position (Salary)**

Data is as of 01/01/2023

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
4.1.1	Accounting Clerk*	7	33,186	54,080	62,026	41,850	54,000
4.1.2	Administrative Assistant/Executive Secretary*	17	35,558	58,000	88,420	47,025	75,279
4.1.3	Purchasing Clerk*	5	40,570	44,500	63,024	41,590	47,396
4.1.5	Payroll Specialist	8	53,765	72,248	116,480	52,285	79,500
4.2.14	Graphics Sec/Tech Illustrator	5	-	-	-	59,850	102,900
4.3.1	Accountant - Level 1	9	38,500	54,790	68,000	47,451	60,000
4.3.2	Accountant - Level 2*	8	43,974	68,353	147,472	54,600	80,000
4.3.3	Accountant - Level 3	13	57,500	88,650	141,930	78,686	96,325
4.3.5	Buyer - Level 2	5	-	-	-	45,000	75,000
4.3.6	Buyer - Level 3	5	68,250	87,921	142,936	-	-
4.3.7	Contracts Administrator - Level 1	6	46,300	53,450	56,659	-	-
4.3.8	Contracts Administrator - Level 2	8	55,250	68,709	84,646	60,000	75,000
4.3.9	Contracts Administrator - Level 3	9	82,443	90,337	135,304	73,486	104,699
4.3.10	HR Specialist/Generalist - Level 1	14	40,705	48,150	72,000	42,500	55,545
4.3.11	HR Specialist/Generalist - Level 2	8	57,200	68,695	108,142	55,999	77,000
4.3.12	HR Specialist/Generalist - Level 3	12	62,612	77,990	94,025	64,215	99,343
4.3.15	Security Admin/FSO - Level 3	11	81,000	100,650	131,000	85,000	124,800
4.3.17	Material Planner	5	67,882	78,385	98,000	52,000	93,600
4.3.18	Office Manager	6	43,048	57,130	76,461	45,000	60,000
4.3.20	Financial Analyst	8	66,000	93,195	157,498	65,000	137,592
4.3.21	Recruiter	11	50,000	69,888	97,600	60,000	115,000
4.4.1	Mechanical Engineer - Level 1	9	58,500	75,903	90,333	62,000	75,000
4.4.2	Mechanical Engineer - Level 2	9	71,500	87,000	105,333	76,000	90,000
4.4.3	Mechanical Engineer - Level 3	13	83,000	102,224	135,480	80,750	100,000
4.4.4	Mechanical Engineer - Level 4	9	87,000	132,227	162,000	94,000	115,000
4.4.6	Electrical Design Engineer - Level 1	7	63,407	75,712	113,000	64,287	90,002
4.4.7	Electrical Design Engineer - Level 2	12	82,100	97,809	109,097	77,355	118,600
4.4.8	Electrical Design Engineer - Level 3	10	93,850	118,618	148,020	88,000	137,000

4.4.9	Electrical Design Engineer - Level 4	9	87,000	138,727	206,666	105,500	176,000
4.4.10	Electrical Design Engineer - Level 5	9	116,000	164,809	260,000	128,667	193,434
4.4.11	Electrical Design Engineer - Level 6	8	142,250	172,450	214,000	142,947	185,754
4.4.12	Industrial or Manufacturing Engineer - Level 3	5	84,540	100,115	117,299	70,000	128,660
4.4.13	Quality Engineer - Level 1	5	46,592	76,731	81,043	-	-
4.4.20	Software Engineer - Level 1	9	56,812	76,269	106,997	62,940	85,000
4.4.21	Software Engineer - Level 2	12	74,825	89,047	115,000	70,000	90,000
4.4.22	Software Engineer - Level 3*	10	94,558	128,955	149,102	94,803	137,000
4.4.23	Software Engineer - Level 4	11	120,978	145,194	179,069	122,000	150,000
4.4.24	Software Engineer - Level 5	7	130,200	175,672	184,420	128,500	187,500
4.4.28	System Design Engineer - Level 4	9	117,300	150,000	183,317	120,000	174,894
4.4.29	System Design Engineer - Level 5	5	130,250	176,355	203,458	140,000	208,000
4.4.31	Project Manager - Level 2	5	77,591	90,417	135,878	-	-
4.4.33	Project Manager - Level 4	5	80,000	124,000	174,401.00	120,000	130,000
4.4.34	Safety Engineer	5	62,400	86,039	100,000	65,000	126,912
4.4.35	Principal Investigator	5	91,000	121,732	186,146	-	-
4.4.37	System Admin/Network Analyst	7	61,000	87,208	145,818	60,000	111,904
4.4.38	Information System Security Officer/Analyst	5	48,600	108,243	152,000	70,579	126,436
4.4.40	Program Analyst	6	70,000	93,731	127,900	-	-
4.4.41	Software Developer	5	-	-	-	86,047	147,751
4.4.42	System Analyst	7	73,000	125,000	156,709	70,000	157,650
4.4.43	Business Analyst	5	82,500	91,178	110,133	-	-
4.8.1	Accounting Supervisor	7	54,960	79,000	116,480	-	-
4.8.2	Production Supervisor	9	40,093	87,200	99,545	55,000	115,000
4.8.4	Quality Assurance Supervisor	6	58,746	91,255	124,000	70,000	105,000
4.8.6	Maintenance Supervisor	8	62,661	86,836	104,500	64,292	95,000
4.8.7	Team Leader*	5	54,422	98,201	189,497	63,000	85,696
4.9.1	Business Development Manager	6	125,000	145,236	181,126	120,000	168,105
4.10.1	Controller or Accounting Manager	15	105,000	136,500	189,820	109,758	158,938
4.10.2	Maintenance Manager	6	68,827	100,207	140,000	82,900	150,000
4.10.3	Production or Operations Manager	12	96,383	125,538	161,496	101,500	161,825
4.10.4	IT Manager	14	65,000	105,500	160,000	90,000	130,000
4.10.6	Project or Program Manager*	17	59,108	157,005	194,906	115,000	158,891
4.10.7	Project or Program Director	7	74,451	199,466	234,270	-	-
4.10.8	Engineering Manager	11	120,000	169,554	182,673	102,481	189,306
4.10.9	Quality Control Manager	9	66,082	106,000	166,776	94,167	173,143
4.10.10	Human Resources Manager	20	76,274	102,091	185,220	93,579	135,619
4.10.11	Safety/Environmental Manager	5	69,757	130,000	161,850	97,599	152,000

4.10.13	Contracts Manager	11	94,016	123,600	155,000	96,319	134,900
4.10.14	Facilities Manager	7	76,521	120,827	127,316	93,890	137,184
4.10.15	Proposal Manager	6	90,000	136,279	188,699	-	-
4.10.16	Plant Manager	5	-	-	-	115,000	171,475
4.10.17	Purchasing Manager	8	60,150	94,881	122,500	70,000	136,000
4.11.2	Top Technical Exec (CTO/VP Technology)	6	160,000	192,909	232,836	-	-
4.11.3	Top Programs Exec (VP Programs)	12	117,000	201,416	254,841	155,000	217,355
4.11.4	Top Financial Exec (CFO)	13	137,795	170,000	225,000	155,000	202,012
4.11.5	Top HR Exec (CHRO/VP HR)	10	115,700	146,943	190,939	109,263	174,687
4.11.7	Chief Operating Officer (COO)	13	145,000	190,000	238,825	145,124	180,000
4.11.8	Chief Administrative Officer (VP Admin)	6	143,000	158,013	319,841	-	-
4.11.9	CEO/President	26	154,881	251,349	351,052	185,000	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 2023 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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