



SPECIAL REPORT: MANUFACTURING

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. 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.

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*	17	19.00	22.50	27.00	18.50	24.58
4.1.2	Administrative Assistant/Executive Secretary*	15	17.00	21.91	32.96	18.00	22.00
4.1.3	Purchasing Clerk*	6	17.00	22.00	27.15	17.05	25.18
4.1.4	Human Resource Assistant*	6	13.81	23.72	28.00	18.98	27.48
4.1.5	Customer Service Representative	12	16.93	22.50	25.29	18.50	26.48
4.1.6	Telephone Operator/Receptionist	6	15.00	20.54	23.00	16.00	-
4.1.7	Document Control Specialist	5	18.00	25.00	33.76	21.25	28.00
4.1.8	Expeditor	5	15.00	28.00	41.46	21.86	36.00
4.1.9	Payroll Specialist*	5	17.77	22.44	31.69	-	-
4.1.10	Clerk, General	9	17.50	22.00	26.48	19.88	26.00
4.2.1	Engineering Technician - Level 1	7	18.12	26.00	35.92	22.00	30.14
4.2.2	Engineering Technician - Level 2	6	17.00	27.77	41.74	24.00	30.00
4.2.3	Engineering Technician - Level 3	5	25.00	33.88	51.97	-	-
4.2.4	Quality Control Technician - Level 1	13	17.00	21.30	29.25	18.62	22.50
4.2.5	Quality Control Technician - Level 2	9	18.00	24.12	34.70	21.21	25.75
4.2.6	Quality Control Technician - Level 3	13	19.62	24.22	31.43	22.00	27.00
4.2.8	Drafter - CAD	7	19.68	24.20	37.45	20.00	28.00
4.2.10	Lab Technician	14	18.00	24.62	33.00	21.50	28.50
4.4.24	Machine/CNC Programmer	9	19.67	38.33	49.00	32.26	47.50
4.5.1	Electrical/Electronic Assembler	5	15.22	19.93	30.00	-	-
4.5.2	Mechanical Assembler	5	16.70	17.87	28.00	16.00	27.00
4.5.3	Assembler, General	19	16.51	20.00	25.00	16.75	21.00
4.5.4	CNC Operator	16	17.73	22.50	29.62	19.00	25.00
4.5.5	Machine Tool Operator	8	18.63	21.62	37.82	18.80	25.25
4.5.6	Chemical Operator	8	17.99	28.77	36.96	24.48	36.98
4.5.7	Chemical Plant and Systems Operator	6	22.40	32.38	39.39	30.40	36.80
4.5.8	Packaging Operator	9	16.60	20.00	31.68	20.00	24.00
4.5.9	Molding Machine Operator	8	15.22	19.08	25.00	17.60	23.00

4.5.11	Production/Machine Operator	35	16.56	19.15	29.00	18.00	23.70
4.5.12	Tool and Die Maker	11	23.22	32.17	33.53	25.50	33.00
4.5.13	Tool Crib Attendant	5	19.74	20.94	23.23	-	-
4.5.14	Production Painter	7	19.94	22.65	28.00	19.50	23.72
4.5.15	Welder	11	19.72	23.25	32.96	21.00	30.29
4.5.16	Inspector	11	15.00	18.65	21.74	16.00	23.00
4.5.17	Production Scheduler*	6	20.00	25.81	37.50	23.50	28.50
4.5.18	Inventory/Material Planner	5	20.00	21.00	27.85	-	-
4.5.20	Fabricator	9	18.00	20.33	36.00	19.00	25.00
4.5.21	Metal Finishing Technician	5	18.63	19.82	34.50	-	-
4.6.1	Janitor	13	15.50	16.50	17.14	15.50	18.00
4.6.2	Electrician	7	19.88	34.48	43.50	31.50	36.20
4.6.3	Electrical and Control Mechanic	7	33.22	37.26	49.00	34.79	39.60
4.6.4	Multi-Craft Maintenance	26	25.62	31.43	40.30	27.59	35.86
4.6.5	General Building Maintenance	10	21.18	27.25	29.93	23.54	30.00
4.6.6	Maintenance Mechanic	18	18.60	28.65	38.00	24.43	31.40
4.6.7	Maintenance Planner	5	-	-	-	32.00	46.15
4.6.8	Maintenance Employees, General	8	21.00	28.25	37.70	23.50	37.11
4.7.1	Fork Lift Driver/Material Handler	27	17.54	19.67	24.84	18.00	22.00
4.7.2	Shipping and Receiving Clerk	31	17.73	20.49	24.93	17.50	24.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	7	19.25	23.00	25.89	20.00	27.00
4.7.4	Truck Driver, Light and Delivery Services	5	20.00	21.33	29.60	-	-
4.7.5	Stockroom Clerk	9	18.33	24.25	30.26	20.00	27.02
4.7.6	Warehouse Employees, General	16	16.75	20.50	33.59	19.13	23.00
4.8.1	Skilled Workers, Not Otherwise Classified	15	17.85	20.94	33.00	17.00	25.00
4.8.2	Laborers/Helpers, Not Otherwise Classified	8	11.69	15.95	20.00	14.78	18.95
4.9.2	Production Supervisor*	8	21.60	28.63	48.58	22.00	35.00
4.9.6	Shipping and Receiving Supervisor*	5	20.00	26.40	33.14	26.16	30.00
4.9.8	Team Leader	26	18.55	23.88	35.00	23.00	26.50
4.13.1	Intern	10	16.00	19.00	32.50	18.00	20.00

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*	10	36,306	49,005	62,416	39,790	54,705
4.1.2	Administrative Assistant/Executive Secretary*	15	39,278	61,000	86,300	46,012	70,750
4.1.3	Purchasing Clerk*	10	39,349	54,048	68,999	42,174	64,640
4.1.4	Human Resource Assistant*	5	40,000	52,499	126,006	-	-
4.1.9	Payroll Specialist*	10	47,875	63,800	89,125	50,000	77,500
4.2.9	PC Network Support Technician	5	-	-	-	49,600	75,000
4.3.1	Accountant - Level 1	8	45,225	60,836	93,000	51,979	70,712
4.3.2	Accountant - Level 2	12	57,786	68,352	86,400	61,450	80,591
4.3.3	Accountant - Level 3	11	60,000	82,080	97,000	76,843	96,042
4.3.4	Buyer - Level 1	6	47,500	70,386	79,677	62,900	83,999
4.3.5	Buyer - Level 2	12	54,160	68,487	94,227	58,142	80,980
4.3.6	Buyer - Level 3	11	68,250	81,030	87,921	73,000	100,000
4.3.7	HR Specialist/Generalist - Level 1	11	46,250	55,000	75,000	47,000	65,500
4.3.8	HR Specialist/Generalist - Level 2	15	57,276	68,250	80,000	60,000	89,500
4.3.9	HR Specialist/Generalist - Level 3	11	60,000	74,581	106,874	70,000	98,685
4.3.10	Material Planner	6	67,881	80,192	98,000	50,750	81,700
4.3.12	Financial Analyst	7	61,000	96,012	157,497	75,000	120,790
4.3.13	Recruiter	9	50,000	77,000	97,599	65,371	93,600
4.3.14	Training Coordinator	10	56,000	79,700	117,315	66,982	108,548
4.3.15	Compensation/Benefits Specialist	6	59,000	72,920	126,000	59,500	86,748
4.4.1	Mechanical Engineer - Level 1	10	61,625	80,575	89,166	62,900	83,532
4.4.2	Mechanical Engineer - Level 2	7	71,500	87,000	105,333	77,745	89,000
4.4.3	Mechanical Engineer - Level 3	12	81,577	101,112	124,034	81,500	114,940
4.4.4	Mechanical Engineer - Level 4	7	87,000	132,227	157,108	97,000	135,520
4.4.5	Mechanical Engineer - Level 5	5	85,000	141,640	200,000	101,616	145,000
4.4.6	Electrical Design Engineer - Level 2	6	65,000	91,366	123,933	-	-
4.4.7	Electrical Design Engineer - Level 3	6	86,354	110,166	163,629	87,000	144,000
4.4.8	Electrical Design Engineer - Level 5	6	116,000	153,904	260,000	-	-

4.4.9	Industrial or Manufacturing Engineer - Level 1	5	68,500	76,000	84,878	56,800	80,000
4.4.10	Industrial or Manufacturing Engineer - Level 2	6	84,700	90,930	111,500	81,920	121,706
4.4.11	Industrial or Manufacturing Engineer - Level 3	11	84,540	100,115	129,000	77,000	132,132
4.4.12	Industrial or Manufacturing Engineer - Level 4	5	84,252	112,000	150,556	98,000	146,827
4.4.13	Quality Engineer - Level 1	8	46,592	66,486	81,043	64,020	80,808
4.4.14	Quality Engineer - Level 2	9	63,000	91,000	106,126	76,834	103,600
4.4.15	Quality Engineer - Level 3	9	64,415	92,398	124,571	70,000	97,873
4.4.16	Quality Engineer - Level 4	5	104,000	130,500	155,846	-	-
4.4.18	Project Manager - Level 2	7	76,532	81,500	117,500	79,575	106,573
4.4.19	Project Manager - Level 3	6	63,179	100,595	139,041	77,640	120,000
4.4.20	Project Manager - Level 4	6	80,000	123,151	174,401	98,308	136,212
4.4.22	Chemical Engineer	7	65,000	100,000	119,400	-	-
4.4.23	Safety Engineer	12	60,000	84,219	101,079	65,000	122,696
4.5.17	Production Scheduler	10	54,775	70,750	93,948	56,250	75,000
4.5.18	Inventory/Material Planner	7	52,000	63,916	110,900	50,600	88,600
4.5.19	Cost Estimator	6	60,000	73,782	147,500	52,500	104,700
4.6.7	Maintenance Planner	7	65,300	92,955	127,500	72,800	114,400
4.9.1	Accounting Supervisor	7	64,000	88,137	126,365	70,000	104,894
4.9.2	Production Supervisor	28	55,354	76,237	103,000	60,000	95,000
4.9.3	Senior Production Supervisor	8	71,745	105,465	150,697	75,848	111,500
4.9.4	Quality Assurance Supervisor	18	60,000	86,225	123,000	70,000	109,242
4.9.6	Shipping and Receiving Supervisor	19	55,300	77,015	91,500	62,186	87,500
4.9.7	Maintenance Supervisor	22	62,700	82,043	107,000	72,000	105,000
4.10.1	Inside Sales Representative	6	40,500	59,239	64,000	50,250	72,500
4.10.2	Outside Sales Rep (Commission)	7	31,000	65,000	108,798	42,000	82,500
4.10.3	Outside Sales Rep (Non-Commission)	7	-	70,000	139,328	-	90,000
4.10.5	Sales Manager	9	76,000	100,000	200,000	75,000	110,000
4.10.6	Business Development Manager	8	83,475	136,476	160,000	110,000	150,000
4.10.7	Marketing Manager or Director	6	70,500	104,500	118,414	95,000	120,000
4.11.1	Controller or Accounting Manager	23	89,030	120,435	160,000	85,000	140,000
4.11.2	Maintenance Manager	21	72,841	100,650	140,000	85,550	128,566
4.11.3	Production or Operations Manager	39	76,000	120,000	166,727	86,950	140,000
4.11.4	IT Manager	16	62,504	100,000	134,000	82,500	125,000
4.11.5	Logistics/Materials Manager	20	80,000	113,206	141,972	90,000	140,000
4.11.6	Project or Program Manager	11	57,184	130,000	177,806	100,000	144,644
4.11.7	Project or Program Director	5	74,451	194,411	255,000	-	-
4.11.8	Engineering Manager	20	92,500	149,000	181,373	103,800	170,000
4.11.9	Quality Control Manager	28	80,000	109,940	160,582	88,900	141,500

4.11.10	Human Resources Manager	30	71,750	100,139	158,943	90,000	137,500
4.11.11	Safety/Environmental Manager	14	75,000	125,420	162,000	89,799	151,000
4.11.12	Facilities Manager	8	68,910	119,278	168,360	90,000	134,800
4.11.13	Plant Manager	22	75,000	138,000	200,000	111,735	170,842
4.11.14	Purchasing Manager	16	67,475	101,000	144,000	78,500	130,000
4.11.15	Continuous Improvement Manager	6	90,000	124,556	156,000	95,000	136,800
4.12.1	Top Sales/Mktg (CMO/VP Sales and Mktg)	15	98,230	152,000	244,004	122,600	200,000
4.12.2	Top Programs Exec (VP Programs)	8	87,000	187,499	243,364	132,230	190,845
4.12.3	Top Financial Exec (CFO)	12	113,400	172,658	255,299	119,400	179,000
4.12.4	Top Manufacturing/Production Executive	10	116,248	175,670	222,795	-	-
4.12.5	Top HR Exec (CHRO/VP HR)	8	140,000	150,943	240,000	120,000	171,690
4.12.6	Chief Operating Officer (COO)	5	144,000	190,008	270,000	125,000	180,000
4.12.7	CEO/President	23	100,000	200,000	350,000	174,660	235,740

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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