



2023 Wage and Benefit Survey Summary Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 12, 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*	27	18.50	22.50	28.24	18.00	26.00
4.1.3	Administrative Assistant/Executive Secretary*	32	19.00	24.20	32.96	18.16	27.37
4.1.4	Purchasing Clerk*	13	17.00	22.00	27.50	17.50	28.21
4.1.5	Human Resources Assistant*	14	19.00	21.05	28.00	19.71	29.98
4.1.6	Customer Service Representative*	16	16.93	20.68	25.29	17.84	26.48
4.1.7	Telephone Operator/Receptionist	17	12.50	19.00	23.86	15.50	20.00
4.1.12	Document Control Specialist*	7	16.89	25.00	33.76	19.63	28.00
4.1.13	Expeditor	5	15.00	28.00	41.46	21.86	36.00
4.1.15	Payroll Specialist*	10	19.88	23.99	34.14	23.10	32.82
4.1.17	Clerk, General	12	18.81	21.20	26.30	18.50	26.00
4.2.1	Engineering Technician - Level 1	11	18.12	26.09	35.48	22.00	30.14
4.2.2	Engineering Technician - Level 2*	10	18.34	28.16	39.85	22.50	26.75
4.2.3	Engineering Technician - Level 3*	11	25.00	34.59	49.58	25.11	41.17
4.2.4	Quality Control Technician - Level 1	15	17.00	21.70	35.00	18.62	22.50
4.2.5	Quality Control Technician - Level 2	10	18.34	23.73	33.46	21.21	25.75
4.2.6	Quality Control Technician - Level 3	14	19.62	25.22	31.43	22.00	27.00
4.2.9	Electronics Technician - Level 3	5	22.00	34.38	42.10	-	-
4.2.11	Drafter - CAD*	9	19.68	26.78	42.00	22.00	29.00
4.2.12	PC Network Support Technician*	8	20.00	28.34	32.88	23.23	34.92
4.2.13	Lab Technician	15	17.81	23.33	33.00	21.00	28.00
4.2.15	Non-Destructive Testing (NDT) Technician	5	21.88	43.00	45.40	-	-
4.3.2	Accountant - Level 2*	6	28.85	31.73	40.70	26.15	37.25
4.3.3	Accountant - Level 3*	5	26.50	45.56	50.52	-	-
4.3.4	Buyer - Level 1*	8	19.38	26.16	28.00	19.77	28.17
4.3.5	Buyer - Level 2*	7	25.82	32.93	38.36	26.65	36.57
4.3.10	HR Specialist/Generalist - Level 1*	6	19.00	23.95	28.85	20.46	30.48
4.3.11	HR Specialist/Generalist - Level 2*	6	13.00	29.61	36.30	-	-

4.3.19	Office Manager*	5	24.15	26.72	65.10	-	-
4.4.28	Software Engineer - Level 3*	5	41.54	52.87	57.00	-	-
4.4.48	Technical Support Engineer	5	22.00	28.60	36.42	-	-
4.4.49	Machine/CNC Programmer	11	24.74	38.33	43.91	32.26	47.50
4.4.56	System Analyst*	5	30.60	51.33	78.00	33.00	67.31
4.5.1	Electrical/Electronic Assembler	6	15.22	20.81	30.00	-	-
4.5.2	Mechanical Assembler	7	16.70	21.84	28.00	16.22	30.31
4.5.3	Assembler, General	19	16.51	20.00	25.00	16.75	21.00
4.5.4	CNC Operator	17	17.73	23.00	29.62	19.50	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	Machine Molding Operator	8	15.22	19.08	25.00	17.60	23.00
4.5.11	Production/Machine Operator	37	16.56	19.62	29.18	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	9	19.94	23.00	28.00	19.00	25.00
4.5.15	Welder	13	19.72	27.66	32.96	20.00	30.59
4.5.16	Inspector	11	15.00	18.65	21.74	16.00	23.00
4.5.17	Production Scheduler*	7	20.00	28.00	75.61	25.00	30.00
4.5.18	Inventory/Material Planner*	6	20.00	21.00	27.85	-	-
4.5.20	Fabricator	10	18.50	21.67	30.82	19.00	25.00
4.5.21	Metal Finishing Technician	5	18.63	19.82	34.50	-	-
4.6.1	Janitor	18	12.00	16.23	20.38	15.00	18.00
4.6.2	Electrician	11	22.00	31.61	39.02	25.97	39.09
4.6.3	Electrical and Control Mechanic	7	33.22	37.26	49.00	34.79	39.60
4.6.4	Multi-Craft Maintenance	29	25.51	31.50	40.30	27.29	35.86
4.6.5	General Building Maintenance	13	20.37	27.00	28.00	22.50	29.60
4.6.6	Maintenance Mechanic	21	20.00	28.50	36.95	24.00	31.95
4.6.7	Security Guard	5	14.88	16.74	25.52	-	-
4.6.8	Maintenance Planner*	5	-	-	-	32.00	46.15
4.6.9	Maintenance Employees, General	10	20.33	28.13	36.14	21.00	36.23
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	34	17.73	20.55	25.17	17.48	24.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	9	19.25	23.00	26.90	19.25	27.00

4.7.4	Truck Driver, Light and Delivery Services	5	20.00	21.33	29.60	-	-
4.7.5	Stockroom Clerk	10	18.35	23.13	30.24	20.00	27.02
4.7.6	Warehouse Employees, General	17	16.75	20.40	33.59	18.75	24.00
4.8.1	Skilled Workers, Not Otherwise Classified	17	17.85	22.00	33.10	17.00	25.00
4.8.2	Semi-Skilled Workers, Not Otherwise Classified	5	17.18	19.91	22.29	15.00	21.00
4.8.3	Laborers/Helpers, Not Otherwise Classified	10	12.84	16.65	22.88	15.00	19.00
4.9.2	Production Supervisor*	9	16.72	28.50	48.58	21.22	34.33
4.9.6	Shipping and Receiving Supervisor*	7	20.00	26.40	40.87	26.16	30.00
4.9.7	Maintenance Supervisor*	5	19.13	27.50	40.36	-	-
4.9.8	Team Leader*	28	18.25	23.57	35.00	22.91	26.25
4.11.1	Controller or Accounting Manager	6	37.00	55.41	77.50	45.00	80.72
4.11.6	Project or Program Manager*	6	27.00	64.34	96.47	-	-
4.11.10	Human Resources Manager*	6	33.50	50.32	86.62	47.12	82.19
4.11.14	Facilities Manager*	5	28.00	31.91	79.32	-	-
4.12.11	CEO/President*	5	30.00	124.95	252.40	118.60	150.00
4.13.1	Intern	19	15.00	18.00	24.00	16.50	20.50

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			Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
4.1.1	Accounting Clerk*	16	33,945	49,353	62,026	40,000	55,410
4.1.3	Administrative Assistant/Executive Secretary*	20	40,500	60,364	87,833	47,025	71,500
4.1.4	Purchasing Clerk*	12	40,570	54,048	66,000	42,174	64,640
4.1.5	Human Resources Assistant*	6	40,000	55,749	126,006	-	-
4.1.6	Customer Service Representative*	5	40,000	47,300	62,000	36,000	70,000
4.1.10	Document Control Specialist*	5	57,500	69,388	130,000	-	-
4.1.12	Payroll Specialist*	18	51,199	66,300	101,000	50,000	77,655
4.2.2	Engineering Technician - Level 2*	5	-	-	-	60,000	76,000
4.2.3	Engineering Technician - Level 3*	6	-	-	-	70,000	89,875
4.2.10	Drafter - CAD*	6	60,000	82,224	112,333	73,584	105,662
4.2.11	Field Services Engineer	5	71,250	96,033	103,168	-	-
4.2.12	PC Network Support Technician*	6	39,000	62,500	95,000	44,350	70,426
4.2.14	Graphics Sec/Tech Illustrator	5	45,011	87,727	101,004	58,025	98,950
4.3.1	Accountant - Level 1	19	45,225	59,482	68,000	48,870	68,337
4.3.2	Accountant - Level 2*	23	50,000	66,705	89,070	55,000	78,178
4.3.3	Accountant - Level 3*	26	60,000	81,789	114,649	68,400	91,873
4.3.4	Buyer - Level 1*	8	47,500	70,386	80,010	60,986	94,411
4.3.5	Buyer - Level 2	15	54,160	69,975	94,227	54,163	76,960
4.3.6	Buyer - Level 3	13	68,250	81,030	102,752	70,000	102,606
4.3.7	Contracts Administrator - Level 1	6	46,300	54,225	60,000	43700	70000
4.3.8	Contracts Administrator - Level 2	9	55,250	69,992	84,646	60,736	80,000
4.3.9	Contracts Administrator - Level 3	11	87,407	90,337	130,000	80,000	102,466
4.3.10	HR Specialist/Generalist - Level 1*	21	42,500	49,000	72,000	44,000	60,000
4.3.11	HR Specialist/Generalist - Level 2*	20	57,238	68,195	78,591	60,000	82,500
4.3.12	HR Specialist/Generalist - Level 3	23	60,000	76,620	95,971	64,782	90,695
4.3.13	Security Admin/FSO - Level 1	5	60,263	62,800	68,140	-	-
4.3.15	Security Admin/FSO - Level 3	12	81,000	101,775	132,579	90,000	127,400
4.3.16	Technical Writer/Editor - Level 1	5	76,000	83,876	104,110	75,000	100,000

4.3.17	Material Planner	8	67,881	80,192	98,000	52,800	88,300
4.3.19	Office Manager*	8	41,100	57,130	87,306	40,500	60,000
4.3.21	Financial Analyst	12	66,000	90,294	146,057	68,250	120,790
4.3.22	Legal Counsel	6	80,000	142,709	308,900	115,000	186,946
4.3.24	Recruiter	18	50,000	69,014	97,599	60,000	96,000
4.3.25	Training Coordinator	12	61,000	79,490	110,000	58,800	99,985
4.3.26	Compensation/Benefits Specialist	10	54,073	72,920	113,000	59,500	86,748
4.4.1	Mechanical Engineer - Level 1	13	64,272	80,150	88,000	62,400	83,200
4.4.2	Mechanical Engineer - Level 2	10	71,583	87,500	103,506	75,745	91,000
4.4.3	Mechanical Engineer - Level 3	17	81,577	102,461	135,480	81,679	107,470
4.4.4	Mechanical Engineer - Level 4	10	91,500	132,638	159,554	97,000	122,500
4.4.5	Mechanical Engineer - Level 5	6	85,000	141,407	200,000	120,808	148,712
4.4.7	Electrical Design Engineer - Level 1	9	63,407	78,499	113,000	68,143	91,925
4.4.8	Electrical Design Engineer - Level 2	13	82,100	97,000	109,097	76,502	119,300
4.4.9	Electrical Design Engineer - Level 3	12	90,700	113,704	132,412	88,000	137,000
4.4.10	Electrical Design Engineer - Level 4	9	87,000	138,727	206,666	105,500	176,000
4.4.11	Electrical Design Engineer - Level 5	9	116,000	164,809	260,000	128,667	193,434
4.4.12	Electrical Design Engineer - Level 6	9	106,700	169,900	214,000	135,895	181,256
4.4.13	Industrial or Manufacturing Engineer - Level 1	5	68,500	76,000	84,878	56,800	80,000
4.4.14	Industrial or Manufacturing Engineer - Level 2	6	84,700	90,930	111,500	81,920	121,706
4.4.15	Industrial or Manufacturing Engineer - Level 3	11	84,540	100,115	129,000	77,000	132,132
4.4.16	Industrial or Manufacturing Engineer - Level 4	5	84,252	112,000	150,556	98,000	146,827
4.4.17	Quality Engineer - Level 1	9	46,592	68,972	81,043	64,020	80,808
4.4.18	Quality Engineer - Level 2	10	67,879	93,000	102,266	76,834	103,600
4.4.19	Quality Engineer - Level 3	10	67,207	92,689	136,108	70,000	97,873
4.4.20	Quality Engineer - Level 4	6	104,000	133,053	155,846	-	-
4.4.26	Software Engineer - Level 1	9	56,812	76,269	106,997	66,470	90,000
4.4.27	Software Engineer - Level 2	12	74,825	89,047	115,000	70,000	90,000
4.4.28	Software Engineer - Level 3*	10	94,558	128,955	149,102	94,803	137,000
4.4.29	Software Engineer - Level 4	13	110,000	142,119	179,069	104,000	150,000
4.4.30	Software Engineer - Level 5	7	130,200	175,672	184,420	128,500	187,500
4.4.32	System Design Engineer - Level 2	5	81,360	89,406	134,160	-	-
4.4.33	System Design Engineer - Level 3	5	85,000	111,495	192,400	-	-
4.4.34	System Design Engineer - Level 4	10	122,937	147,644	174,608	117,667	170,553
4.4.35	System Design Engineer - Level 5	5	130,250	176,355	203,458	140,000	208,000
4.4.37	Project Manager - Level 1	6	54,000	71,484	91,144	55,000	90,000
4.4.38	Project Manager - Level 2	9	76,532	81,500	135,878	75,000	100,660
4.4.39	Project Manager - Level 3	8	63,179	112,250	139,041	83,640	135,000

4.4.40	Project Manager - Level 4	9	80,000	124,000	174,401.00	101,616	130,000
4.4.41	Project Manager - Level 5	5	-	-	-	95,000	150,000
4.4.43	Chemical Engineer	7	65,000	100,000	119,400	-	-
4.4.44	Safety Engineer	13	60,000	82,400	101,079	64,500	113,848
4.4.45	Environmental Engineer	7	67,600	95,000	137,234	72,500	112,729
4.4.46	Materials Engineer	5	68,307	97,226	123,500	-	-
4.4.47	Principal Investigator	5	91,000	121,732	186,146	-	-
4.4.50	System Admin/Network Analyst	12	62,000	84,163	139,350	56,780	112,455
4.4.52	Information System Security Officer/Analyst	8	48,600	112,441	152,000	77,824	125,000
4.4.53	Network Engineer	6	58,593	87,556	155,188	70,994	109,783
4.4.54	Program Analyst	9	55,099	91,908	127,900	65,824	115,740
4.4.55	Software Developer	5	74,400	104,567	142,314	79,423	138,875
4.4.56	System Analyst*	11	73,000	122,000	133,128	61,200	144,000
4.4.57	Business Analyst	6	82,500	96,413	110,133	-	-
4.4.58	Web Developer	6	55,000	72,022	123,000	48,792	85,745
4.5.17	Production Scheduler*	11	57,300	70,000	90,000	56,520	75,000
4.5.18	Inventory/Material Planner*	7	52,000	63,916	110,900	50,600	88,600
4.6.8	Maintenance Planner*	7	65,300	92,955	127,500	72,800	114,400
4.9.1	Accounting Supervisor	16	64,000	84,500	116,480	65,000	104,894
4.9.2	Production Supervisor*	29	55,354	76,588	103,000	60,000	95,000
4.9.3	Senior Production Supervisor	9	71,745	105,933	150,697	75,848	111,500
4.9.4	Quality Assurance Supervisor	18	60,000	86,225	123,000	70,000	109,242
4.9.5	Customer Service Supervisor	7	45,891	66,888	94,972	58,565	85,000
4.9.6	Shipping and Receiving Supervisor*	19	55,300	77,015	91,500	62,186	87,500
4.9.7	Maintenance Supervisor*	25	62,661	81,786	107,000	71,000	100,500
4.9.8	Team Leader*	6	40,500	80,100	189,497	61,631	85,032
4.10.1	Inside Sales Representative	9	40,500	58,229	64,000	47,500	70,000
4.10.2	Outside Sales Rep (commission)	8	31,000	59,545	108,798	46,000	85,000
4.10.3	Outside Sales Rep (non-commission)	7	10,000	70,000	139,328	50,000	90,000
4.10.4	Marketing Representative	7	44,900	64,500	92,500	50,647	84,368
4.10.5	Sales Manager	10	67,000	103,352	524,984	70,000	110,000
4.10.6	Business Development Specialist	5	46,512	97,930	111,382	-	-
4.10.7	Business Development Manager	15	87,006	140,000	175,000	100,000	150,000
4.10.8	Marketing Manager or Director	13	63,600	93,000	118,414	87,500	102,750
4.11.1	Controller or Accounting Manager*	39	86,000	105,000	149,100	98,073	150,000
4.11.2	Maintenance Manager	26	70,754	98,453	140,000	82,450	125,000
4.11.3	Production or Operations Manager	43	76,000	118,200	162,926	84,225	140,000
4.11.4	IT Manager	31	65,000	108,971	133,036	80,000	127,170

4.11.5	Logistics/Materials Manager	23	75,000	110,000	138,944	88,900	129,950
4.11.6	Project or Program Manager*	23	59,108	146,016	177,806	100,000	144,644
4.11.7	Project or Program Director	11	69,267	194,411	234,270	150,000	180,000
4.11.8	Engineering Manager	26	94,126	150,000	189,215	103,140	170,105
4.11.9	Quality Control Manager	30	80,000	109,940	159,861	88,900	141,500
4.11.10	Human Resources Manager*	48	71,000	100,139	158,000	86,950	127,500
4.11.11	Safety/Environmental Manager	17	57,200	125,000	162,000	79,461	145,000
4.11.12	Administrative Manager	6	77,000	101,150	156,000	87,500	122,500
4.11.13	Contracts Manager	11	94,016	123,600	155,000	96,319	134,900
4.11.14	Facilities Manager*	15	68,910	104,270	168,360	93,245	137,184
4.11.15	Proposal Manager	6	90,000	136,279	188,699	-	-
4.11.16	Plant Manager	23	75,000	142,000	200,000	110,000	170,210
4.11.17	Purchasing Manager	22	65,000	101,000	131,518	78,000	140,000
4.11.18	Continuous Improvement Manager	6	90,000	124,556	156,000	95,000	136,800
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	18	87,600	153,850	244,004	121,300	195,709
4.12.2	Top Technical Exec (CTO/VP Technology)	9	135,000	179,587	232,836	150,000	228,800
4.12.4	Top Programs Exec (VP Programs)	17	87,000	169,998	254,841	135,000	205,000
4.12.5	Top Financial Exec (CFO)	28	113,400	168,408	255,299	126,676	180,000
4.12.6	Top Manufacturing/Production Exec	11	122,798	177,840	225,000	150,000	200,000
4.12.7	Top HR Exec (CHRO/VP HR)	18	118,849	145,443	192,566	105,976	171,690
4.12.8	Top Contracts Executive	5	100,000	148,449	178,118	-	-
4.12.9	Chief Operating Officer (COO)	21	145,000	180,000	270,000	140,000	196,745
4.12.10	Chief Administrative Officer (VP Admin)	11	112,600	150,000	205,940	109,116	158,117
4.12.11	CEO/President*	51	102,336	229,132	350,000	166,032	250,000

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:

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