



2024

# North Alabama Wage & Benefit Survey

Wage Summary Report

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# Introduction

This report includes results from the 2024 Wage and Benefit Survey for North Alabama. The survey was designed and administered by Horizon Point Consulting, Inc. in partnership with economic and industrial development entities across North Alabama in Cherokee, Colbert, Cullman, DeKalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marshall, and Morgan Counties.



Data was collected between 04/01/2024 and 05/10/2024. All data reported in this survey is as of 01/01/2024 to comply with antitrust guidelines. Only results that meet DOJ and FTC antitrust guidelines are published in this report.

# Participating Businesses

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3M Decatur  
4M Research, Inc  
a.i. solutions  
AI Signal Research, Inc.  
Alabama Stone Company  
AlphaPet, Inc.  
American Excelsior Company  
AMERICAN LEAKLESS COMPANY, LLC  
American Wholesale Book Company Inc.  
Anglin Reichmann Armstrong P.C.  
Applied Technology Solutions, Inc.  
Asahi Kasei Plastics North America  
Ascend Performance Materials  
Athens State University  
Axxeum  
Bank Independent  
Baron Weather, Inc.  
Beyond Gravity USA  
Blue Origin  
Bocar US  
Brockwell Technologies, Inc.  
Brown Precision, Inc.  
Buccaneer Rope Co.  
Bunge North America  
Busted Knuckle Offroad  
Canvas Inc.  
Cardington Yutaka Technologies, Inc.  
Carpenter Technology  
Central Textile  
Chambers Bottling Co., LLC  
City of Huntsville  
Claborn Manufacturing  
CohesionForce, Inc  
Coilplus Alabama  
COLSA  
Concordia Technologies Inc.  
Constellium, LLC  
CONTRACTOR SERVICE AND FABRICATION, INC  
Cook Museum of Natural Science  
Cortina Solutions  
Cullman Cabinet and Supply Company, Inc.  
Custom Synthetic Fibers  
Daikin America, Inc.  
DaikyoNishikawa USA Inc  
Davidson Technologies  
Decatur Utilities  
DESE Research, Inc.  
Design Technologies, LLC  
Dunn Building Company, LLC  
EFP, LLC  
Electricfil Corporation  
EOS Defense Systems USA, Inc.  
Erica Lane Enterprises, Inc.  
ES Robbins Corporation  
Essity Professional Hygiene NA LLC  
First Southern Bank  
Flexco  
Flourish of Cullman  
Fort Payne Improvement Authority  
Franklin County EDA  
G&G Steel, Inc.  
GE Appliances, a Haier Company  
Gemstone Ventures LLC  
Gleason Research Associates, Inc.  
Goat Island Craft Brewing, LLC  
Great Southern Wood Preserving, Inc.  
Griffon Aerospace Inc.  
Hexcel Corporation  
HH Health System Athens-Limestone Hospital  
HH TECHNOLOGIES, INC  
Holcim Building Envelope  
HomTex, Inc.  
Huntsville Hospital  
Huntsville/Madison County Chamber  
Huntsville-Madison County Airport Authority  
Hyosung USA  
ICool, USA. Inc.  
Independent Stave Company  
Ineos Styrolution  
Inland Buildings

# Participating Businesses

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InterFuze  
International Paper  
Intuitive Research and Technology Corporation  
Invariant Corporation  
John Blue Company  
Lakeland Industries Inc.  
Leonardo DRS  
Limestone Building Group, LLC  
Limestone County Commission  
Linamar Structures USA (Alabama) Inc.  
LP Building Solutions  
Marathon Targets, Inc.  
Matthews Industries, Inc.  
Maximum Technology Corporation  
Mazda North American Operations  
Mazda Toyota Manufacturing  
McGriff  
MICOR Industries, LLC  
Monarch Steel of Alabama  
MOSELEY TECHNICAL SERVICES, INC.  
MSB Analytics, Inc.  
MSCED  
Navistar Inc  
Nippon Express USA  
North Alabama Fabricating Company, Inc.  
North American Lighting  
nou Systems, Inc  
NTA, Inc.  
Nucor Steel Decatur  
Our Lady of the Angels Monastery  
Outpost Technologies, Inc.  
PeopleTec, Inc.  
Phased n Research, Inc.  
Phoenix  
Pilgrim's  
Pinnacle Manufacturing LLC  
Polaris, Inc  
Polyvance  
QTEC Aerospace  
Radiance Technologies  
Rebecca Lowrey Real Estate Group  
REHAU Automotive LLC  
Reliance Worldwide Corporation  
ROPAK MANUFACTURING COMPANY INC  
Royal Technologies  
Rusken Packaging, Inc.  
SCI Technology Inc.  
Science and Engineering Services, LLC  
SEA Wire and Cable, Inc.  
Shoals EDA  
Simulation Technologies, Inc. -SimTech  
Snap-On Tools, Inc.  
Steelcase, Inc  
Strata-G Solutions, LLC  
Systems Automotive Interiors Alabama  
T & C STAMPING, INC.  
Taylor Manufacturing, Inc.  
TH Marine Supplies, LLC  
Thacker Casket Manufacturing  
The Tolliver Group, Inc.  
The University of Alabama in Huntsville  
Tiffin Motor Homes  
Tintronics Industries  
Toray Fluorofibers (America), Inc.  
Torch Technologies  
Town of Elkmont  
ITRIS USA, Inc.  
TriVector Services, Inc.  
TRU-LINE MANUFACTURING, INC.  
Turner Medical, Inc. dba Intech  
United Launch Alliance  
UTD  
Vulcan Plastics  
Warehouse Home Furnishings Distributors, Inc.  
Wilks Tire & Battery Service  
Willo Products Company, LLC  
Wilson Lumber Company  
Wolverine Tube Industries  
Y-tec Keylex Toyotetsu Alabama (YKTA)

## Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2024

N = number of respondents * = salary data is also reported for this position; see Summary of Wage Rates (Salary)		Average Actual Base Rate (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Support Staff Positions</b>							
Accounting Clerk*	12	<b>22.30</b>	16.59	<b>23.04</b>	25.50	17.40	28.00
Purchasing Clerk*	8	<b>24.12</b>	15.52	<b>23.65</b>	33.96	18.99	28.19
Human Resources Assistant*	16	<b>22.19</b>	19.00	<b>21.04</b>	26.92	19.64	27.88
Customer Service Representative*	18	<b>19.60</b>	14.00	<b>19.42</b>	25.00	16.43	24.00
Telephone Operator/Receptionist	14	<b>17.18</b>	13.37	<b>17.63</b>	20.00	14.76	20.00
Dispatcher	5	-	-	-	-	18.99	31.90
Document Control Specialist	7	<b>22.03</b>	17.13	<b>20.50</b>	29.70	17.20	22.00
Payroll Specialist*	7	<b>26.84</b>	20.33	<b>27.50</b>	32.69	23.00	30.50
Clerk, General	6	-	-	-	-	15.69	21.00
Accounts Receivable Clerk	7	<b>22.40</b>	18.96	<b>21.00</b>	27.83	-	-
Accounts Payable Clerk*	11	<b>23.41</b>	20.00	<b>22.44</b>	26.37	21.03	27.65
Administrative Assistant or Secretary*	25	<b>22.90</b>	17.00	<b>22.71</b>	30.42	18.12	27.00
Executive Assistant or Executive Secretary*	11	<b>31.20</b>	25.20	<b>29.67</b>	41.85	24.50	28.50
Engineering Technician - Level 1*	7	<b>25.36</b>	16.75	<b>26.00</b>	34.51	-	-
Engineering Technician - Level 2*	9	<b>30.17</b>	20.40	<b>30.99</b>	40.00	25.92	36.75
Engineering Technician - Level 3*	7	<b>34.98</b>	25.57	<b>34.26</b>	44.00	-	-
Quality Control Technician - Level 1	14	<b>22.42</b>	15.83	<b>21.79</b>	29.29	18.50	23.38
Quality Control Technician - Level 2	10	<b>25.32</b>	20.00	<b>25.16</b>	31.49	20.75	26.00
Quality Control Technician - Level 3	10	<b>31.67</b>	20.00	<b>32.03</b>	43.95	-	-
Electronics Technician - Level 3	5	<b>35.94</b>	28.00	<b>30.00</b>	48.52	-	-
Drafter - CAD*	7	<b>23.52</b>	16.75	<b>23.00</b>	29.50	-	-
PC Network Support Technician*	5	<b>30.08</b>	25.24	<b>28.97</b>	35.78	22.29	40.83
Lab Technician	10	<b>25.57</b>	18.31	<b>23.37</b>	38.50	19.50	28.00
HVAC Technician or Mechanic	5	-	-	-	-	24.31	38.00
<b>Professional Administrative Positions</b>							
Accountant - Level 1*	7	<b>29.79</b>	20.61	<b>27.50</b>	45.45	-	-
Accountant - Level 3*	5	<b>40.53</b>	22.50	<b>45.00</b>	59.53	-	-

N = number of respondents * = salary data is also reported for this position; see Summary of Wage Rates (Salary)		Average Actual Base Rate (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Professional Administrative Cont'd</b>							
Buyer - Level 1*	5	<b>23.82</b>	19.96	<b>25.30</b>	27.23	-	-
Buyer - Level 2*	6	<b>32.05</b>	27.43	<b>31.67</b>	39.70	-	-
HR Specialist/Generalist - Level 1*	6	<b>26.71</b>	20.99	<b>25.90</b>	34.00	24.31	30.48
Security Administrator/FSO - Level 3*	5	<b>47.29</b>	29.65	<b>50.00</b>	64.43	-	-
Material Planner	5	<b>30.35</b>	22.17	<b>26.34</b>	50.37	-	-
Office Manager*	7	<b>24.98</b>	13.50	<b>22.59</b>	53.35	16.84	24.95
<b>Professional Technical Positions</b>							
Machine/CNC Programmer	14	<b>35.61</b>	21.50	<b>37.17</b>	48.95	-	-
System Administrator or Network Analyst*	8	<b>42.88</b>	23.80	<b>37.07</b>	72.14	-	-
<b>Production Positions</b>							
Assembler, General	23	<b>19.94</b>	16.22	<b>20.00</b>	22.85	17.25	22.00
CNC Operator	14	<b>27.09</b>	22.53	<b>28.21</b>	29.50	20.00	24.10
Chemical Operator	7	<b>32.05</b>	18.19	<b>32.00</b>	39.00	25.15	34.86
Packaging Operator	7	<b>20.21</b>	16.81	<b>18.25</b>	33.00	-	-
Machine Molding Operator	6	<b>20.41</b>	16.65	<b>19.60</b>	26.00	-	-
Saw Operator	10	<b>20.60</b>	17.86	<b>20.68</b>	22.93	17.58	23.45
Crane Operator	6	<b>25.24</b>	19.15	<b>26.38</b>	29.00	-	-
Production/Machine Operator	33	<b>26.15</b>	18.00	<b>20.26</b>	27.40	17.08	25.73
Tool and Die Maker	6	<b>33.14</b>	27.74	<b>33.00</b>	39.88	25.00	36.38
Production Painter	12	<b>21.72</b>	18.69	<b>21.92</b>	24.50	16.00	21.37
Welder	16	<b>25.68</b>	19.35	<b>23.50</b>	36.96	19.50	27.69
Inspector	12	<b>23.85</b>	18.17	<b>22.25</b>	30.12	18.00	25.00
Production Scheduler*	5	<b>24.19</b>	22.50	<b>24.48</b>	25.29	-	-
Inventory/Material Planner*	5	<b>24.49</b>	22.36	<b>25.28</b>	26.00	-	-
Fabricator	7	<b>26.08</b>	20.25	<b>26.46</b>	32.00	-	-
<b>Maintenance Positions</b>							
Janitor	22	<b>16.52</b>	13.71	<b>16.50</b>	19.37	14.83	19.00
Electrician	5	<b>33.69</b>	30.00	<b>34.35</b>	37.00	29.14	37.50
Electrical and Control Mechanic	5	<b>38.02</b>	34.19	<b>37.00</b>	41.48	30.50	39.63
Multi-Craft Maintenance	26	<b>32.76</b>	25.79	<b>33.50</b>	40.62	27.85	35.64

N = number of respondents * = salary data is also reported for this position; see Summary of Wage Rates (Salary)		Average Actual Base Rate (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Maintenance Positions Cont'd</b>							
General Building Maintenance*	13	<b>25.12</b>	20.41	<b>25.00</b>	29.00	20.00	28.00
Laborer	5	-	-	-	-	15.00	18.00
Maintenance Mechanic	21	<b>29.27</b>	22.87	<b>28.88</b>	36.00	22.00	34.88
Security Guard	6	<b>18.94</b>	15.71	<b>17.82</b>	25.68	-	-
Maintenance Employees, General	9	<b>24.40</b>	19.50	<b>23.30</b>	36.37	20.50	29.50
<b>Material Handling and Transportation</b>							
Fork Lift Driver/Material Handler	39	<b>20.82</b>	15.81	<b>20.92</b>	24.18	18.00	23.00
Shipping and Receiving Clerk	35	<b>21.27</b>	17.00	<b>21.00</b>	25.92	18.00	22.25
Truck Driver, Tractor Trailer and Heavy	7	<b>23.80</b>	19.00	<b>23.00</b>	28.95	21.00	30.00
Truck Driver, Light and Delivery Services	10	<b>22.75</b>	15.44	<b>23.10</b>	30.31	17.00	27.49
Stockroom Clerk	7	<b>20.95</b>	18.59	<b>20.63</b>	24.27	20.00	20.63
Warehouse Employees, General	21	<b>20.04</b>	15.00	<b>19.25</b>	26.79	16.50	23.50
<b>Manufacturing or Construction Not Otherwise Classified</b>							
Skilled Workers, Not Otherwise Classified	12	<b>23.79</b>	15.00	<b>22.93</b>	33.26	17.53	25.50
Semi-Skilled Workers, Not Otherwise Classified	8	<b>21.38</b>	17.14	<b>21.73</b>	24.00	19.00	25.00
Laborers/Helpers, Not Otherwise Classified	9	<b>18.46</b>	14.00	<b>19.00</b>	21.38	18.00	21.00
<b>First Level Supervisory Positions</b>							
Production Supervisor*	7	<b>23.79</b>	16.00	<b>24.63</b>	29.25	-	-
Shipping and Receiving Supervisor*	8	<b>30.76</b>	22.00	<b>28.41</b>	44.85	-	-
Maintenance Supervisor*	6	<b>33.50</b>	22.00	<b>33.18</b>	45.99	-	-
Team Leader	24	<b>26.52</b>	17.61	<b>25.00</b>	40.70	23.00	29.50
<b>Sales and Marketing Positions</b>							
Inside Sales Representative	5	<b>20.67</b>	13.14	<b>20.73</b>	33.00	-	-
Marketing Representative	5	<b>27.42</b>	19.00	<b>26.00</b>	39.54	-	-
<b>Executive Positions</b>							
CEO/President*	5	<b>120.88</b>	30.00	<b>119.47</b>	192.31	-	-
<b>Co-op and Internship Positions</b>							
Intern	19	<b>20.42</b>	15.00	<b>18.89</b>	26.34	18.00	20.00

## Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2024

N = number of respondents * = hourly data is also reported for this position; see Summary of Wage Rates (Hourly)		Average Actual Base Salary (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Support Staff Positions</b>							
Accounting Clerk*	14	<b>53,883</b>	45,094	<b>51,539</b>	70,096	42,195	63,000
Purchasing Clerk*	8	<b>53,964</b>	41,351	<b>54,000</b>	66,175	52,000	73,300
Human Resources Assistant*	8	<b>64,588</b>	49,920	<b>60,500</b>	85,280	55,000	79,750
Customer Service Representative*	5	<b>51,576</b>	36,462	<b>46,800</b>	67,000	45,000	70,000
Payroll Specialist*	15	<b>67,354</b>	49,000	<b>67,720</b>	82,350	60,000	85,000
Security Assistant*	5	<b>68,438</b>	29,010	<b>64,900</b>	100,000	60,000	80,000
Accounts Payable Clerk*	10	<b>54,383</b>	35,833	<b>48,500</b>	82,204	51,326	60,000
Administrative Assistant or Secretary*	11	<b>55,477</b>	43,441	<b>46,508</b>	67,373	37,180	64,022
Executive Assistant or Executive Secretary*	15	<b>72,249</b>	59,280	<b>73,009</b>	91,609	60,000	78,178
<b>Technician Positions</b>							
Engineering Technician - Level 1*	7	<b>72,023</b>	44,408	<b>73,571</b>	104,505	60,000	70,000
Engineering Technician - Level 2*	5	<b>94,727</b>	57,000	<b>101,000</b>	125,000	-	-
Engineering Technician - Level 3*	10	<b>95,118</b>	60,237	<b>85,362</b>	147,100	78,000	100,000
Drafter - CAD*	7	<b>83,463</b>	49,920	<b>80,000</b>	115,942	-	-
PC Network Support Technician*	8	<b>77,424</b>	47,031	<b>76,587</b>	112,507	62,900	90,000
Graphics Sec/Tech Illustrator	6	<b>78,108</b>	40,700	<b>75,800</b>	135,000	-	-
<b>Professional Administrative Positions</b>							
Accountant - Level 1*	23	<b>60,381</b>	50,000	<b>56,000</b>	78,270	52,360	70,000
Accountant - Level 2	26	<b>68,573</b>	50,302	<b>68,252</b>	92,500	55,800	80,000
Accountant - Level 3*	57	<b>85,869</b>	62,596	<b>80,125</b>	116,480	70,000	99,576
Buyer - Level 1*	6	<b>59,705</b>	51,465	<b>58,656</b>	69,555	-	-
Buyer - Level 2*	14	<b>76,406</b>	64,682	<b>76,499</b>	87,273	62,900	85,612
Buyer - Level 3	14	<b>87,652</b>	67,200	<b>91,562</b>	99,428	75,490	120,790
Contracts Administrator - Level 1	8	<b>74,597</b>	44,931	<b>71,502</b>	105,000	47,087	79,913
Contracts Administrator - Level 2	11	<b>78,698</b>	60,320	<b>68,187</b>	107,000	57,748	95,150
Contracts Administrator - Level 3	10	<b>111,619</b>	70,176	<b>107,585</b>	172,568	65,000	141,000
HR Specialist/Generalist - Level 1*	18	<b>60,126</b>	42,411	<b>58,087</b>	77,109	45,822	77,729
HR Specialist/Generalist - Level 2	20	<b>68,365</b>	48,218	<b>72,200</b>	87,805	62,900	82,750
HR Specialist/Generalist - Level 3	22	<b>80,603</b>	60,000	<b>75,233</b>	119,087	77,538	106,798

N = number of respondents * = hourly data is also reported for this position; see Summary of Wage Rates (Hourly)		Average Actual Base Salary (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Professional Administrative Cont'd</b>							
Security Admin/FSO - Level 1	5	<b>71,656</b>	57,200	<b>75,400</b>	85,280	-	-
Security Admin/FSO - Level 3*	15	<b>102,008</b>	65,728	<b>104,000</b>	145,000	80,629	132,500
Technical Writer/Editor - Level 3	6	<b>103,189</b>	91,287	<b>104,355</b>	113,820	-	-
Material Planner*	9	<b>75,220</b>	59,904	<b>67,040</b>	108,250	55,000	80,000
Office Manager*	7	<b>65,354</b>	40,000	<b>53,040</b>	120,000	-	-
Configuration Management Analyst	7	<b>105,856</b>	60,881	<b>111,351</b>	150,009	-	-
Financial Analyst	18	<b>107,157</b>	75,000	<b>97,350</b>	153,360	78,369	120,790
PR/Public Affairs Representative	6	<b>74,831</b>	47,850	<b>72,473</b>	107,843	-	-
Recruiter	12	<b>71,635</b>	51,000	<b>63,907</b>	101,913	49,000	83,000
Training Coordinator	12	<b>79,878</b>	51,788	<b>82,363</b>	110,000	53,527	91,080
Compensation/Benefits Specialist	7	<b>77,629</b>	42,500	<b>72,205</b>	131,040	48,326	100,776
<b>Professional Technical Positions</b>							
Mechanical Engineer - Level 1	10	<b>81,057</b>	62,392	<b>81,643</b>	94,917	65,000	100,000
Mechanical Engineer - Level 2	15	<b>88,408</b>	74,496	<b>87,226</b>	107,104	74,985	115,113
Mechanical Engineer - Level 3	16	<b>108,807</b>	75,000	<b>109,367</b>	139,796	90,590	136,918
Mechanical Engineer - Level 4	12	<b>126,267</b>	85,000	<b>131,004</b>	156,895	108,549	157,412
Mechanical Engineer - Level 5	8	<b>138,420</b>	78,332	<b>138,000</b>	205,000	126,000	156,800
Electrical Design Engineer - Level 1	8	<b>82,268</b>	67,039	<b>77,893</b>	114,000	-	-
Electrical Design Engineer - Level 2	11	<b>104,325</b>	88,996	<b>96,585</b>	119,000	78,369	117,553
Electrical Design Engineer - Level 3	14	<b>116,160</b>	95,000	<b>113,788</b>	137,011	91,204	140,175
Electrical Design Engineer - Level 4	4	-	107,000	<b>136,396</b>	-	113,597	157,848
Electrical Design Engineer - Level 5	6	<b>160,963</b>	133,000	<b>153,500</b>	211,000	-	-
Electrical Design Engineer - Level 6	5	<b>177,233</b>	142,770	<b>185,000</b>	206,280	145,535	203,749
Industrial or Manufacturing Engineer - Level 1	6	<b>84,989</b>	66,500	<b>82,487</b>	117,000	-	-
Industrial or Manufacturing Engineer - Level 2	9	<b>85,146</b>	57,009	<b>86,003</b>	110,847	71,146	112,628
Industrial or Manufacturing Engineer - Level 3	10	<b>99,659</b>	72,126	<b>99,087</b>	130,529	70,000	112,000
Industrial or Manufacturing Engineer - Level 4	7	<b>118,383</b>	85,000	<b>115,500</b>	157,772	-	-
Quality Engineer - Level 1	9	<b>71,651</b>	52,000	<b>69,700</b>	93,319	55,667	77,000
Quality Engineer - Level 2	15	<b>82,778</b>	66,000	<b>81,509</b>	102,942	67,292	100,660
Quality Engineer - Level 3	11	<b>101,983</b>	86,750	<b>100,886</b>	119,412	77,745	124,860
Quality Engineer - Level 4	7	<b>124,954</b>	94,099	<b>119,099</b>	160,040	-	-

N = number of respondents * = hourly data is also reported for this position; see Summary of Wage Rates (Hourly)		Average Actual Base Salary (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Professional Technical Cont'd</b>							
Quality Engineer - Level 5	8	<b>113,874</b>	-	<b>121,666</b>	174,052	-	-
Info Assurance/Security Engineer - Level 2	7	<b>98,500</b>	74,170	<b>97,156</b>	119,999	74,076	130,000
Info Assurance/Security Engineer - Level 3	6	<b>116,192</b>	90,846	<b>114,057</b>	154,558	101,764	137,720
Info Assurance/Security Engineer - Level 5	6	<b>145,522</b>	98,370	<b>133,011</b>	228,971	142,000	195,000
Software Engineer - Level 1	10	<b>79,744</b>	65,237	<b>80,205</b>	98,761	60,000	95,072
Software Engineer - Level 2	14	<b>99,048</b>	77,500	<b>94,633</b>	122,805	75,250	122,400
Software Engineer - Level 3	17	<b>124,540</b>	98,821	<b>123,803</b>	151,008	98,500	151,528
Software Engineer - Level 4	10	<b>151,682</b>	109,700	<b>148,367</b>	191,101	120,305	176,460
Software Engineer - Level 5	8	<b>161,092</b>	131,502	<b>161,186</b>	187,981	146,002	202,500
Software Engineer - Level 6	9	<b>172,487</b>	127,973	<b>178,222</b>	227,348	137,175	200,000
System Design Engineer - Level 2	6	<b>108,224</b>	91,150	<b>104,725</b>	138,195	82,589	137,185
System Design Engineer - Level 3	11	<b>127,627</b>	102,104	<b>119,964</b>	155,112	98,628	175,000
System Design Engineer - Level 4	14	<b>145,501</b>	121,483	<b>135,896</b>	176,449	114,700	172,447
System Design Engineer - Level 5	10	<b>172,617</b>	136,362	<b>172,696</b>	214,516	132,570	183,234
System Design Engineer - Level 6	7	<b>184,649</b>	145,250	<b>197,079</b>	214,000	167,214	246,804
Project Manager - Level 1	5	<b>80,279</b>	58,943	<b>60,920</b>	119,000	-	-
Project Manager - Level 2	7	<b>84,539</b>	62,000	<b>79,057</b>	134,000	-	-
Project Manager - Level 3	12	<b>113,385</b>	70,000	<b>115,025</b>	139,657	92,400	144,752
Project Manager - Level 4	7	<b>126,332</b>	80,000	<b>132,942</b>	152,167	104,600	-
Safety Engineer	8	<b>103,101</b>	63,440	<b>106,982</b>	124,000	91,819	125,250
Environmental Engineer	8	<b>90,191</b>	73,800	<b>84,580</b>	113,030	67,416	120,736
Technical Support Engineer	6	<b>78,360</b>	51,000	<b>76,107</b>	98,162	51,000	73,533
System Administrator or Network Analyst	18	<b>86,106</b>	65,000	<b>81,911</b>	122,005	60,500	90,500
Database Analyst	7	<b>105,677</b>	80,000	<b>95,972</b>	138,101	69,480	121,246
Information System Security Officer/Analyst	5	<b>116,520</b>	63,999	<b>114,808</b>	166,500	-	-
Network Engineer	7	<b>122,724</b>	61,859	<b>148,448</b>	162,948	-	-
Program Analyst	8	<b>88,094</b>	45,000	<b>94,702</b>	123,145	-	-
Software Developer	11	<b>105,985</b>	72,512	<b>107,991</b>	149,055		
System Analyst	15	<b>109,385</b>	79,305	<b>109,127</b>	142,806	70,584	150,765
Business Analyst	5	<b>101,346</b>	67,400	<b>86,375</b>	150,830	-	-
Aerospace or Aeronautical Engineer - Level 1	5	-	69,225	<b>75,000</b>	-	-	-

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Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Professional Technical Cont'd</b>							
Aerospace or Aeronautical Engineer - Level 2	5	<b>99,030</b>	83,688	<b>97,010</b>	122,487	-	-
Aerospace or Aeronautical Engineer - Level 3	5	<b>121,823</b>	102,692	<b>113,089</b>	157,808	-	-
Aerospace or Aeronautical Engineer - Level 5	5	<b>181,377</b>	163,500	<b>179,192</b>	213,722	-	-
<b>Production Positions</b>							
Production Scheduler*	6	<b>80,027</b>	71,149	<b>75,047</b>	93,343	65,000	101,588
Inventory/Material Planner*	6	<b>51,442</b>	-	<b>57,590</b>	82,402	-	-
General Building Maintenance*	5	<b>56,679</b>	52,925	<b>53,659</b>	70,000	-	-
Maintenance Planner	5	<b>97,299</b>	61,360	<b>98,459</b>	132,600	-	-
<b>Material Handling and Transportation</b>							
Shipping and Receiving Clerk*	5	<b>41,011</b>	-	<b>50,400</b>	56,000	-	-
<b>First Level Supervisory Positions</b>							
Accounting Supervisor	12	<b>103,565</b>	63,400	<b>108,747</b>	129,006	79,429	119,496
Production Supervisor*	32	<b>95,665</b>	60,000	<b>76,565</b>	111,900	60,000	92,500
Senior Production Supervisor	10	<b>111,415</b>	62,650	<b>104,878</b>	179,609	80,000	100,000
Quality Assurance Supervisor	16	<b>89,493</b>	50,440	<b>88,000</b>	123,535	61,056	87,500
Customer Service Supervisor	5	<b>66,424</b>	41,400	<b>65,561</b>	90,000	-	-
Shipping and Receiving Supervisor*	16	<b>104,677</b>	51,900	<b>69,118</b>	98,000	62,130	75,000
Maintenance Supervisor*	26	<b>86,828</b>	63,939	<b>86,250</b>	123,003	65,000	100,000
Customer Service Supervisor	5	<b>64,821</b>	51,605	<b>60,162</b>	86,400	-	-
<b>Sales and Marketing Positions</b>							
Inside Sales Representative*	7	<b>59,928</b>	40,500	<b>59,867</b>	80,731	-	-
PR or Community Relations Representative	8	<b>99,370</b>	65,000	<b>105,342</b>	145,974	71,480	122,644
Outside Sales Rep (commission)	10	<b>80,233</b>	32,300	<b>80,559</b>	127,500	-	-
Outside Sales Rep (non-commission)	5	<b>129,371</b>	64,292	<b>148,867</b>	188,700	-	-
Marketing Representative*	10	<b>68,825</b>	47,391	<b>63,768</b>	106,569	48,118	84,684
Sales Manager	12	<b>97,627</b>	78,000	<b>91,000</b>	132,500	60,000	97,500
Business Development Specialist	7	<b>107,978</b>	36,000	<b>84,890</b>	223,540	-	-
Business Development Manager	15	<b>136,565</b>	80,000	<b>133,917</b>	219,523	94,050	151,603
Marketing Manager or Director	13	<b>85,713</b>	60,000	<b>85,000</b>	112,000	68,000	92,000
<b>Management/Director Positions</b>							
Controller or Accounting Manager	44	<b>124,244</b>	77,200	<b>125,854</b>	166,400	95,000	150,000

N = number of respondents * = hourly data is also reported for this position; see Summary of Wage Rates (Hourly)		Average Actual Base Salary (in dollars)				Pay Range (in dollars)	
Position Title	N	Mean	Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
<b>Management/Director Positions Cont'd</b>							
Maintenance Manager	23	<b>106,994</b>	70,850	<b>106,000</b>	147,000	87,350	125,000
IT Manager	27	<b>120,837</b>	80,000	<b>120,000</b>	167,000	93,800	131,842
Logistics/Materials Manager	23	<b>103,816</b>	63,500	<b>107,889</b>	132,000	85,000	135,000
Project or Program Manager	22	<b>130,285</b>	85,000	<b>127,060</b>	181,496	97,106	161,574
Project or Program Director	15	<b>179,584</b>	92,580	<b>177,984</b>	250,658	87,524	251,523
Engineering Manager	33	<b>138,321</b>	94,410	<b>133,481</b>	182,030	110,000	187,640
Quality Control Manager	29	<b>111,566</b>	67,000	<b>114,400</b>	154,000	90,590	131,500
Safety/Environmental Manager	26	<b>100,886</b>	54,000	<b>98,041</b>	146,580	73,250	124,002
Contracts Manager	12	<b>131,757</b>	86,153	<b>134,513</b>	160,000	108,364	171,054
Facilities Manager	17	<b>107,705</b>	55,000	<b>105,000</b>	161,307	87,350	138,424
Proposal Manager	5	<b>130,174</b>	70,000	<b>137,291</b>	158,666	-	-
Plant Manager	21	<b>127,153</b>	85,000	<b>112,518</b>	192,000	115,000	160,436
Purchasing Manager	21	<b>99,684</b>	68,640	<b>102,000</b>	120,000	72,000	114,246
Continuous Improvement Manager	5	<b>108,736</b>	81,768	<b>115,472</b>	129,439	-	-
Information System Security Manager	5	<b>122,741</b>	97,480	<b>122,428</b>	145,000	88,101	132,153
Human Resources Manager or Director	54	<b>113,141</b>	62,000	<b>110,413</b>	159,177	90,000	140,000
Administrative or Business Manager	10	<b>124,823</b>	64,050	<b>121,903</b>	184,871	91,175	196,000
General or Operations Manager	27	<b>128,065</b>	65,000	<b>135,000</b>	185,860	101,316	155,000
Assistant Manager	5	<b>86,166</b>	64,000	<b>86,624</b>	126,467	75,000	105,000
Production Manager	30	<b>107,480</b>	71,300	<b>112,500</b>	148,960	94,250	145,000
<b>Executive Positions</b>							
Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	15	<b>182,787</b>	100,116	<b>181,413</b>	235,518	124,192	210,298
Top Technical Exec (CTO/VP Technology)	10	<b>206,143</b>	152,185	<b>205,909</b>	260,532	182,832	239,746
Top Programs Exec (VP Programs)	13	<b>183,048</b>	113,200	<b>199,992</b>	239,000	174,196	235,609
Top Financial Exec (CFO)	18	<b>184,251</b>	125,008	<b>176,566</b>	273,000	135,006	196,745
Top Manufacturing/Production Exec	8	<b>176,804</b>	110,000	<b>178,500</b>	265,000	-	-
Top HR Exec (CHRO/VP HR)	9	<b>158,828</b>	113,000	<b>146,000</b>	275,413	112,453	184,453
Chief Operating Officer (COO)	19	<b>206,402</b>	90,000	<b>184,742</b>	357,780	157,000	200,000
Chief Administrative Officer (VP Admin)	7	<b>166,214</b>	85,000	<b>170,000</b>	211,099	-	-
CEO/President*	52	<b>248,634</b>	116,000	<b>225,000</b>	400,000	183,471	259,790

# Acknowledgements

**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.**

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