

SPECIAL REPORT: GOVERNMENT CONTRACTORS



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.

In this special report, only data provided by businesses who self-identified as Government Contractors is included. Businesses listed on the following pages may or may not be included in this subset of data.

Participating Businesses

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

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Participating Businesses

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)

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NORTH ALABAMA WAGE SURVEY 2024 (GOV CTR)

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
Support Staff Positions							
Purchasing Clerk	5	23.96	15.52	23.89	33.96	-	-
Telephone Operator/Receptionist	7	17.29	13.00	18.64	20.00	-	-
Administrative Assistant or Secretary*	11	23.53	17.00	22.00	31.14	18.00	28.36
Executive Assistant or Executive Secretary*	5	33.13	24.99	29.81	43.79	-	-
Engineering Technician - Level 2	7	29.09	20.40	29.47	40.00	-	-
Engineering Technician - Level 3*	6	35.54	25.57	34.27	44.00	-	-
Quality Control Technician - Level 1	5	20.68	15.83	21.62	22.75	-	-
Electronics Technician - Level 3	5	35.94	28.00	30.00	48.52	-	-
Professional Administrative Positions							
Buyer - Level 2*	5	32.84	27.43	31.82	39.70	-	-
HR Specialist/Generalist - Level 1*	5	33.19	23.74	28.37	56.00	-	-
Security Administrator/FSO - Level 3*	5	47.29	29.65	50.00	64.43	-	-
Professional Technical Positions							
Machine/CNC Programmer	7	-	30.75	44.75	-	-	-
System Administrator or Network Analyst*	5	50.31	32.62	54.00	72..14	-	-
Production Positions							
Production/Machine Operator	5	25.93	17.94	27.40	35.47	-	-
Welder	5	32.53	23.00	31.00	41.00	-	-
Inspector	5	26.48	18.17	26.00	37.73	-	-
CONTINUED ON NEXT PAGE							

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
Material Handling and Transportation							
Fork Lift Driver/Material Handler	6	24.40	17.47	22.75	35.14	-	-
Shipping and Receiving Clerk	8	22.87	17.48	22.06	32.76	21.00	-
Manufacturing or Construction Not Otherwise Classified							
Skilled Workers, Not Otherwise Classified	5	27.66	14.77	24.00	43.75	-	-
Co-op and Internship Positions							
Intern	10	21.48	15.34	22.50	26.67	15.00	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
Support Staff Positions							
Accounting Clerk	7	58,621	46,334	56,018	75,000	48,000	-
Payroll Specialist	6	67,852	52,920	66,360	82,022	-	-
Accounts Payable Clerk	6	61,324	33,187	62,925	84,000	-	-
Administrative Assistant or Secretary*	8	56,234	38,059	46,487	99,500	39,852	67,628
Executive Assistant or Executive Secretary*	7	70,701	51,428	73,009	78,938	52,343	71,843
Technician Positions							
Engineering Technician - Level 3*	7	96,469	60,475	92,000	150,000	-	-
Professional Administrative Positions							
Accountant - Level 1	12	56,365	48,162	55,500	66,500	49,375	57,795
Accountant - Level 2	14	71,817	52,000	71,580	93,691	54,600	80,000
Accountant - Level 3	15	93,687	70,729	82,264	125,000	66,809	97,443
Buyer - Level 2*	8	72,733	50,933	76,089	87,273	62,122	82,750
Buyer - Level 3	7	87,629	57,750	91,679	99,428	-	-
Contracts Administrator - Level 1	6	72,342	44,931	71,502	95,242	46,710	81,972
Contracts Administrator - Level 2	11	78,698	60,320	68,187	107,100	57,748	95,150
Contracts Administrator - Level 3	5	110,688	60,984	105,171	186,111	65,000	141,000
HR Specialist/Generalist - Level 1*	8	54,431	36,000	52,249	77,040	42,468	60,000
HR Specialist/Generalist - Level 2	11	72,960	54,000	75,400	85,280	64,578	82,750
HR Specialist/Generalist - Level 3	12	84,793	60,000	75,968	106,266	77,538	106,798
Security Admin/FSO - Level 1	5	71,656	57,200	75,400	85,280	-	-
Security Admin/FSO - Level 3*	15	102,008	65,728	96,732	145,000	80,629	132,500
Technical Writer/Editor - Level 3	6	103,189	91,287	104,355	113,820	-	-
Configuration Management Analyst	6	102,421	60,881	102,400	150,009	-	-
Financial Analyst	11	114,660	85,500	109,918	153,360	75,288	133,104
Recruiter	6	71,027	50,960	63,204	101,913	-	-
Compensation/Benefits Specialist	5	78,075	42,500	72,205	131,040	-	-
CONTINUED ON NEXT PAGE							

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
Professional Technical Positions							
Mechanical Engineer - Level 2	12	84,642	74,496	85,902	95,350	74,970	104,000
Mechanical Engineer - Level 3	12	107,718	75,000	109,367	134,896	91,819	136,918
Mechanical Engineer - Level 4	9	121,307	82,000	112,000	160,654	112,401	152,000
Mechanical Engineer - Level 5	6	149,337	101,000	149,826	205,000	128,500	172,500
Electrical Design Engineer - Level 1	5	74,989	67,039	77,120	78,000	-	-
Electrical Design Engineer - Level 2	9	104,335	71,309	92,421	186,160	80,000	117,092
Electrical Design Engineer - Level 3	9	118,237	100,750	112,320	152,306	93,409	140,175
Electrical Design Engineer - Level 4	8	-	107,000	131,698	-	118,000	152,873
Electrical Design Engineer - Level 5	5	162,756	133,000	155,000	211,000	-	-
Electrical Design Engineer - Level 6	5	177,233	142,770	185,000	206,280	145,535	203,749
Quality Engineer - Level 2	7	82,705	66,000	81,509	102,942	-	-
Quality Engineer - Level 3	6	110,015	86,750	113,400	127,953	-	-
Quality Engineer - Level 4	5	127,446	94,099	125,893	160,040	-	-
Info Assurance/Security Engineer - Level 2	7	98,500	74,170	97,156	119,999	74,076	130,000
Info Assurance/Security Engineer - Level 3	6	116,192	90,846	114,057	154,558	101,764	137,720
Info Assurance/Security Engineer - Level 5	6	145,522	98,370	133,011	228,971	142,000	195,000
Software Engineer - Level 1	10	79,744	65,237	80,205	98,761	60,000	95,072
Software Engineer - Level 2	14	99,048	77,500	94,633	122,805	75,250	122,400
Software Engineer - Level 3	16	123,823	98,821	120,846	151,008	98,500	151,528
Software Engineer - Level 4	10	151,682	109,700	148,367	191,101	120,305	176,460
Software Engineer - Level 5	8	161,092	131,502	161,186	187,981	146,002	202,500
Software Engineer - Level 6	9	172,487	127,973	178,222	227,348	137,175	200,000
System Design Engineer - Level 2	6	108,224	91,150	104,725	138,195	82,589	137,185
System Design Engineer - Level 3	9	133,455	102,104	129,342	195,478	98,628	175,000
System Design Engineer - Level 4	13	146,309	121,483	136,792	176,449	114,700	172,447
System Design Engineer - Level 5	10	172,617	136,362	172,696	214,516	132,570	183,234
System Design Engineer - Level 6	6	189,590	145,250	198,713	214,000	167,214	246,804
Project Manager - Level 1	5	80,279	58,943	60,920	119,000	-	-
Project Manager - Level 2	6	85,103	62,000	77,410	134,000	-	-

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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
Project Manager - Level 3	7	122,541	93,000	112,000	197,391	-	-
Project Manager - Level 4	5	119,931	80,000	132,942	136,243	-	-
Technical Support Engineer	6	78,360	51,000	76,107	98,162	51,000	73,533
System Administrator or Network Analyst	8	89,328	56,160	78,648	128,285	-	-
Information System Security Officer/Analyst	5	116,820	63,999	114,808	166,500	-	-
Program Analyst	7	92,859	45,000	96,747	123,145	-	-
Software Developer	9	117,273	72,512	107,991	184,015	86,047	154,092
System Analyst	11	111,730	79,305	118,730	142,806	70,584	167,784
Aerospace or Aeronautical Engineer - Level 1	5	-	69,225	75,000	-	-	-
Aerospace or Aeronautical Engineer - Level 2	5	99,030	83,688	97,010	122,487	-	-
Aerospace or Aeronautical Engineer - Level 5	5	181,377	163,500	179,192	213,722	-	-
First Level Supervisory Positions							
Accounting Supervisor	6	110,896	54,080	120,079	168,642	-	-
Production Supervisor	7	86,318	47,320	73,391	150,800	59,625	99,669
Maintenance Supervisor	5	81,677	67,020	85,000	101,497	59,250	90,000
Sales and Marketing Positions							
Business Development Specialist	5	101,192	36,000	68,000	223,540	-	-
Business Development Manager	9	140,783	80,000	133,917	223,540	100,000	171,054
Management/Director Positions							
Controller or Accounting Manager	15	140,962	84,011	152,193	178,464	89,930	166,057
Maintenance Manager	5	98,069	70,892	88,000	139,682	-	-
IT Manager	10	133,205	85,408	138,749	171,650	121,130	151,662
Project or Program Manager	19	137,664	85,000	134,700	187,200	100,212	166,000
Project or Program Director	10	203,347	161,728	203,368	259,905	-	-
Engineering Manager	13	150,383	119,610	162,235	185,000	113,451	210,496
Quality Control Manager	7	119,412	64,897	114,400	213,000	83,000	162,250
Safety/Environmental Manager	6	106,447	65,000	106,187	146,580	74,500	162,250
Contracts Manager	11	131,007	86,153	132,002	160,000	108,364	171,054
Facilities Manager	5	108,318	71,597	109,237	161,307	-	-
Proposal Manager	5	130,174	70,000	137,291	158,666	-	-

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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
Purchasing Manager	7	101,279	50,000	116,077	135,200	-	-
Human Resources Manager or Director	22	117,856	80,000	124,355	153,743	91,500	150,295
Administrative or Business Manager	7	142,741	75,000	152,644	209,742	95,000	216,300
General or Operations Manager	6	143,096	121,694	143,443	160,000	-	-
Production Manager	7	128,500	106,826	117,258	161,496	-	-
Executive Positions							
Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	5	238,770	181,413	235,518	319,923	-	-
Top Technical Exec (CTO/VP Technology)	7	222,294	182,832	213,000	271,064	182,832	239,746
Top Programs Exec (VP Programs)	8	204,428	146,000	200,000	270,000	-	-
Top Financial Exec (CFO)	9	172,529	125,008	150,000	273,000	135,012	-
Top HR Exec (CHRO/VP HR)	7	166,224	125,000	146,000	275,413	-	-
Chief Operating Officer (COO)	11	193,850	135,000	175,000	239,999	177,500	183,001
Chief Administrative Officer (VP Admin)	5	173,480	135,000	170,000	200,000	-	-
CEO/President	24	246,872	155,000	232,100	385,875	225,000	300,000

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.

The 2024 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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