

SPECIAL REPORT: MANUFACTURERS

2024

North Alabama Wage & Benefit Survey

Wage Summary Report

Table of Contents

Introduction	—	3
Participating Businesses	—	4
Summary Wage Tables (Hourly)	—	6
Summary Wage Tables (Salary)	—	8
Acknowledgements	—	11

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 Manufacturers 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

// HORIZON POINT CONSULTING

NORTH ALABAMA WAGE SURVEY 2024 (MFG)

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)

// HORIZON POINT CONSULTING

NORTH ALABAMA WAGE SURVEY 2024 (MFG)

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							
Accounting Clerk*	6	24.33	21.27	24.87	26.00	-	-
Purchasing Clerk	7	24.22	15.52	23.89	33.96	-	-
Human Resources Assistant*	7	22.71	19.70	21.57	26.92	-	-
Customer Service Representative	8	21.51	14.00	23.09	25.00	-	-
Telephone Operator/Receptionist	6	18.58	16.00	19.25	20.00	-	-
Document Control Specialist	6	22.84	19.86	21.25	29.70	18.00	22.00
Payroll Specialist*	5	26.17	20.33	27.50	30.00	-	-
Accounts Receivable Clerk	5	23.36	21.00	22.50	27.83	-	-
Accounts Payable Clerk*	7	22.82	20.00	22.44	26.37	-	-
Administrative Assistant or Secretary	11	24.42	19.00	24.00	29.90	19.00	23.75
Engineering Technician - Level 2	6	31.08	20.40	31.92	40.00	-	-
Quality Control Technician - Level 1	13	22.61	15.83	21.96	29.29	18.50	23.38
Quality Control Technician - Level 2	10	25.32	20.00	25.16	31.49	20.75	26.00
Quality Control Technician - Level 3	10	31.67	20.00	32.03	43.95	-	-
Lab Technician	8	26.74	19.00	23.37	42.29	20.50	28.70
Professional Technical Positions							
Machine/CNC Programmer	12	-	21.50	35.57	48.95	-	-
Production Positions							
Assembler, General	23	19.94	16.22	20.00	22.85	17.25	22.00
CNC Operator	13	27.22	22.53	28.30	32.80	20.00	24.10
Chemical Operator	7	32.05	18.19	32.00	39.00	25.15	34.86
Packaging Operator	7	20.21	16.81	18.25	33.00	-	-
Machine Molding Operator	6	20.41	16.65	19.60	26.00	-	-
Saw Operator	9	21.00	18.72	21.00	23.50	17.58	23.45
Crane Operator	5	24.49	19.15	24.77	28.52	-	-
Production/Machine Operator	32	21.66	18.00	20.26	25.55	17.16	25.37
Tool and Die Maker	6	33.14	27.74	33.00	39.88	25.00	36.38

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
Production Painter	11	21.49	18.69	21.53	24.50	16.00	21.00
Welder	15	25.93	19.35	24.00	36.96	19.50	27.69
Inspector	12	23.85	18.17	22.25	30.12	18.00	24.00
Production Scheduler*	5	24.19	22.50	24.48	25.29	-	-
Fabricator	7	26.08	20.25	26.46	32.00	-	-
Maintenance Positions							
Janitor	15	16.96	13.71	17.00	20.00	15.00	18.00
Electrical and Control Mechanic	5	38.02	34.19	37.00	41.48	30.50	39.63
Multi-Craft Maintenance	25	32.60	25.79	33.00	40.62	28.70	35.00
General Building Maintenance*	10	25.93	21.02	25.00	34.30	20.00	28.00
Laborer	18	29.93	22.50	30.19	36.18	24.00	35.00
Material Handling and Transportation							
Fork Lift Driver/Material Handler	34	21.00	17.32	20.96	24.18	18.00	23.00
Shipping and Receiving Clerk	27	21.95	18.00	21.18	25.92	18.00	22.50
Truck Driver, Tractor Trailer and Heavy	5	24.16	21.83	23.00	28.95	22.00	26.00
Truck Driver, Light and Delivery Services	7	25.19	20.50	23.50	31.36	23.50	29.00
Stockroom Clerk	7	20.95	18.59	20.63	24.27	20.00	20.63
Warehouse Employees, General	16	21.23	17.25	20.12	27.00	16.00	25.00
Manufacturing or Construction Not Otherwise Classified							
Skilled Workers, Not Otherwise Classified	11	23.91	15.00	23.00	33.26	17.00	25.00
Semi-Skilled Workers, Not Otherwise Classified	8	21.38	17.14	21.73	24.00	19.00	25.00
Laborers/Helpers, Not Otherwise Classified	6	18.56	14.00	19.22	21.38	-	-
First Level Supervisory Positions							
Production Supervisor*	6	24.90	16.00	26.06	29.25	-	-
Shipping and Receiving Supervisor*	7	28.75	22.00	27.88	35.48	-	-
Maintenance Supervisor*	5	31.00	22.00	29.35	39.40	-	-
Team Leader	19	27.21	21.00	25.69	40.70	23.00	28.50
Co-op and Internship Positions							
Intern	10	20.74	16.39	19.20	25.65	18.45	21.50

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	5	50,083	46,000	49,500	55,000	-	-
Payroll Specialist	8	72,642	49,000	76,518	86,729	76000	87500
Accounts Payable Clerk*	6	51,292	40,403	48,500	65,400	-	-
Technician Positions							
Engineering Technician - Level 3	6	87,037	60,000	77,162	144,200	-	-
Professional Administrative Positions							
Accountant - Level 1	8	66,201	52,500	66,509	99,000	54,808	86,922
Accountant - Level 2	11	64,008	52,000	70,004	86,160	53,500	87,875
Accountant - Level 3	12	78,031	62,596	77,500	107,083	79,700	107,378
Buyer - Level 2	9	77,600	50,933	79,677	105,900	62,122	103,537
Buyer - Level 3	9	83,509	57,750	90,000	99,428	-	-
HR Specialist/Generalist - Level 1	9	67,719	51,000	67,322	92,000	54,000	80,000
HR Specialist/Generalist - Level 2	8	66,760	-	71,361	96,184	-	-
HR Specialist/Generalist - Level 3	13	80,904	58,300	72,000	120,640	81,630	125,208
Material Planner	8	76,498	59,904	68,790	108,250	52,500	80,000
Financial Analyst	7	94,418	75,000	96,640	125,030	-	-
Recruiter	6	61,754	50,960	59,596	82,250	-	-
Professional Technical Positions							
Mechanical Engineer - Level 1	7	83,521	55,000	91,791	97,000	67,108	98,415
Mechanical Engineer - Level 2	10	87,602	69,748	83,803	115,612	74,970	117,092
Mechanical Engineer - Level 3	9	106,144	74,500	112,471	139,796	87,473	129,010
Mechanical Engineer - Level 4	10	129,571	98,454	131,004	158,774	106,024	162,824
Mechanical Engineer - Level 5	6	138,664	78,332	144,826	205,000	126,000	190,000
Electrical Design Engineer - Level 2	5	110,553	71,309	91,026	186,160	-	-
Electrical Design Engineer - Level 3	9	112,685	89,466	112,320	137,011	90,000	105,000
Electrical Design Engineer - Level 4	5	-	107,000	136,396	-	-	-
Industrial or Manufacturing Engineer - Level 1	6	84,989	66,500	82,487	117,000	-	-

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
Industrial or Manufacturing Engineer - Level 2	9	85,146	57,009	86,003	110,847	71,146	112,628
Industrial or Manufacturing Engineer - Level 3	9	98,497	68,032	95,800	140,775	75,000	104,000
Industrial or Manufacturing Engineer - Level 4	7	118,383	85,000	115,500	157,772	-	-
Quality Engineer - Level 1	7	66,016	52,000	66,500	82,914	55,333	76,000
Quality Engineer - Level 2	12	82,214	66,000	81,349	102,942	68,646	97,628
Quality Engineer - Level 3	8	97,015	66,560	95,987	127,953	-	-
Quality Engineer - Level 4	6	119,106	94,099	114,549	158,753	-	-
Quality Engineer - Level 5	6	101,657	-	116,000	154,343	-	-
Project Manager - Level 3	8	107,897	65,728	119,025	139,657	92,400	-
Project Manager - Level 4	5	126,916	80,000	133,672	152,167	-	-
Safety Engineer	6	109,895	92,478	111,492	124,000	91,819	143,443
Environmental Engineer	7	90,552	73,800	81,500	113,030	67,416	120,736
System Administrator or Network Analyst	6	87,870	56,160	89,977	119,908	-	-
Maintenance Positions							
Maintenance Planner	5	100,371	61,360	106,079	132,600	-	-
First Level Supervisory Positions							
Production Supervisor	30	96,969	60,122	76,565	120,150	60,000	90,000
Senior Production Supervisor	10	111,415	62,650	104,878	179,609	80,000	100,000
Quality Assurance Supervisor	14	94,288	61,345	91,500	123,535	62,000	90,000
Shipping and Receiving Supervisor	12	72,004	51,900	72,004	98,000	62,000	75,000
Maintenance Supervisor	21	89,010	69,000	86,500	123,003	70,000	105,000
Sales and Marketing Positions							
Inside Sales Representative	6	62,416	40,500	63,183	80,731	-	-
Outside Sales Rep (Commission)	6	79,541	36,000	78,725	125,000	-	-
Sales Manager	8	99,731	78,000	91,000	132,500	60000	-
Business Development Manager	6	136,412	83,475	137,500	195,000	-	-
Marketing Manager or Director	5	74,460	60,000	72,800	92,500	-	-
Management/Director Positions							
Controller or Accounting Manager	22	116,921	77,200	119,224	148,800	100,000	150,000
Maintenance Manager	19	114,732	71,550	109,000	149,783	97500	137518

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
IT Manager	16	109,627	72,000	102,800	138,000	80,000	105,000
Logistics/Materials Manager	19	106,334	63,500	109,476	152,000	86,175	145,000
Project or Program Manager	8	102,893	63,665	96,381	155,843	89,000	156,580
Project or Program Director	6	178,437	155,000	173,992	203,190	-	-
Engineering Manager	25	138,975	94,410	139,810	182,030	110,000	181,670
Quality Control Manager	23	110,167	70,000	114,400	136,000	95,000	131,500
Safety/Environmental Manager	24	104,398	65,000	101,750	146,580	74,500	125,000
Facilities Manager	9	108,246	55,000	103,610	192,400	88675	160597
Plant Manager	20	127,885	83,500	115,000	195,750	121000	162500
Purchasing Manager	17	92,922	65,461	90,000	135,200	72000	107500
Continuous Improvement Manager	5	108,736	81,768	115,472	129,439	-	-
Human Resources Manager or Director	32	116,373	72,500	117,000	166,800	96,000	145,000
General or Operations Manager	15	141,028	90,000	150,000			
Production Manager	28	108,480	71,900	112,500	157,921	95,000	150,680
Executive Positions							
Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	9	166,784	100,116	150,000	230,000	-	-
Top Financial Exec (CFO)	7	191,200	135,000	192,669	255,000	-	-
Top Manufacturing/Production Executive	8	176,804	110,000	178,500	265,000	-	-
Chief Operating Officer (COO)	7	202,747	72,800	223,652	357,780	-	-
CEO/President	20	220,718	103,341	185,184	387,942	166,165	229,395

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:

[NAIDA](#)

[North AlabamaWorks](#)

[NACOLG](#)

[NARCOG](#)

[Cherokee County Commission](#)

[Cullman EDA](#)

[DeKalb County EDA](#)

[Franklin County EDA](#)

[Jackson County EDA](#)

[Lawrence County IDB](#)

[Limestone County EDA](#)

[Huntsville/Madison County Chamber](#)

[Marshall County EDC](#)

[Morgan County EDA](#)

[Shoals EDA](#)

The survey was developed and administered by [Horizon Point Consulting, Inc.](#)