



2024

North Alabama Wage & Benefit Survey

Highlights

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Introduction

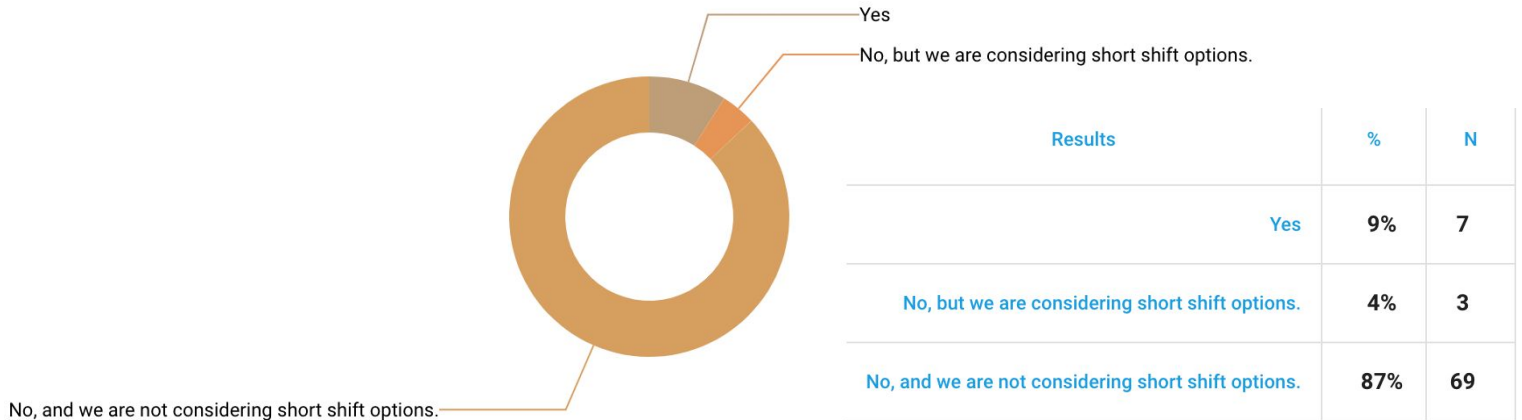
This report includes results from the 2024 Wage and Benefit Survey for North Alabama. The survey was designed and administered by Horizon Point Consulting, Inc. in partnership with economic and industrial development entities across North Alabama in Cherokee, Colbert, Cullman, DeKalb, Franklin, Jackson,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

Pay Practices Highlights

Has your business implemented "short shifts" or non-traditional shifts?



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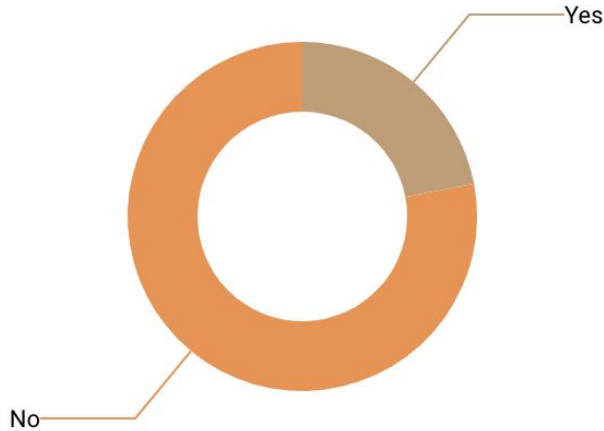
some areas have transitioned to 8-hour shifts.

part time hours based on availability and business need. it is currently a small number of our employees (3).

we allow flexible shifts on an as-needed basis with the approval of the department manager



Do you have any skills-based pay programs in place?



Results	%	N
Yes	22%	32
No	78%	116

Skills-Based Pay Programs

maintenance progression based on testing and skills training. \$5 per hour increments

6 month assessments are done for technicians and they have the potential for a pay increase based on demonstrated proficiency of skills on our skills matrix

any employee that learns another skill outside their regular position will receive \$1.00 / hr increase

Last Pay Increase (% of Base Rate)

10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	7.5
Mean	4.39
Median	4

Average 4.39%

Median 4.00%



Next Pay Increase (% of Base Rate)

10th percentile	3
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.71
Median	3

Average 3.71%

Median 3.00%





Average Turnover Rate

2022

Mean

27.96

Median

19

2023

Mean

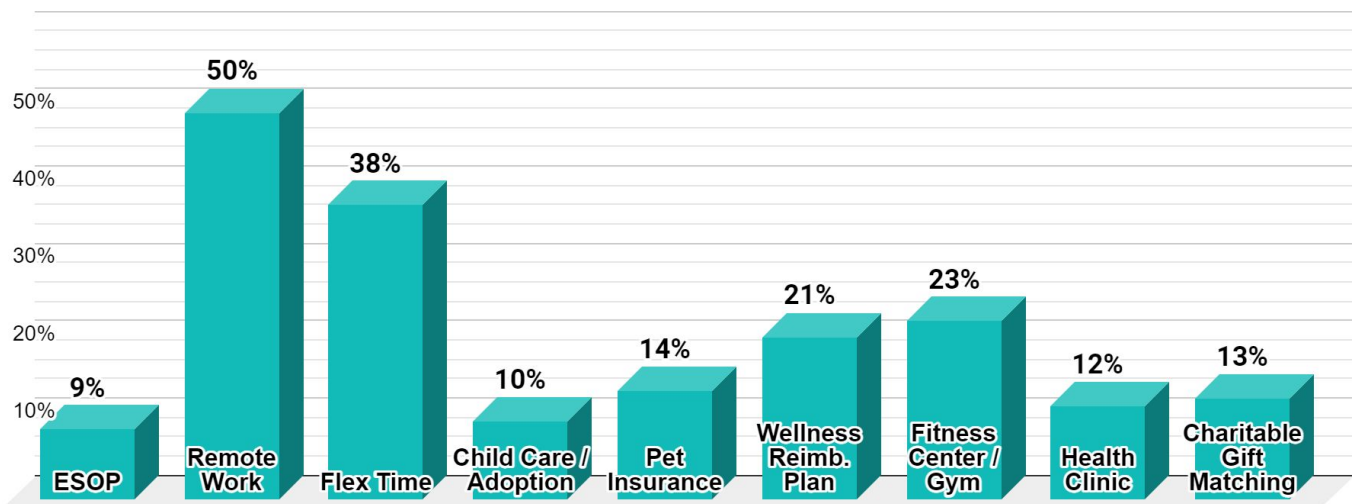
28.45

Median

18.6

Benefits Highlights

Nontraditional Benefit Offerings



Remote/Telework 50%

50% of employers offer remote/telework employment options, most in a hybrid format. Additionally, 38% of employers offer Flex-Time, allowing employees to work alternate hours to accommodate child care and other needs.

Child Care / Adoption Benefits 10%

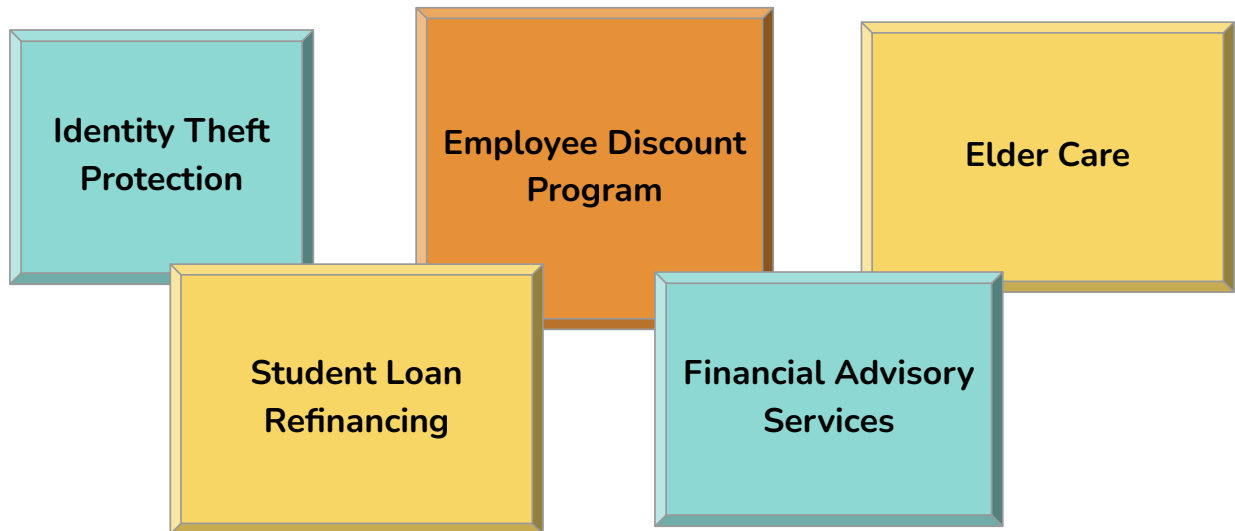
10% of employers offer some type of child care benefit, primarily by offering an FSA or vouchers to nearby child care centers.

Paid Family Leave 27%

27% of participating companies are offering paid family leave for new parents after the birth or adoption of a child.

The average leave time is 7 weeks, and 81% of participants pay a full 100% of salary.

Nontraditional Benefit Offerings - *Extra!*



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](#)

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