

# QUICK REFERENCE 2016

**WAGE: Listing of the average midpoint wage paid for jobs with 20 or more responses.**

## PRODUCTION

Simple Machine Operator	\$26,000
Inspector	\$30,000
Semi-Complex Machine Operator	\$32,000
Lead Worker	\$35,000
Complex Machine Operator	\$38,000
Production Coordinator	\$49,000
Supervisor	\$57,000
Quality Manager	\$74,000

## MAINTENANCE

Janitor	\$28,000
Facilities Maintenance Worker	\$36,000
General Maintenance Mechanic	\$40,000
Maintenance Mechanic	\$47,000

## ENGINEER

Engineer I	\$61,000
Engineer II	\$70,000
Engineer III	\$89,000

## MATERIAL

Material Handler	\$26,000
Forklift Operator	\$30,000
Shipping and Receiving Clerk	\$33,000
Inventory Clerk	\$37,000
Shipping/Receiving Manager	\$90,000

## TECHNOLOGY

IT Manager	\$89,000
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## HUMAN RESOURCES

Payroll Coordinator	\$42,000
Human Resource Generalist	\$51,000
Safety and Health Professional	\$73,000
Human Resources Manager	\$90,000

## FINANCE

Accounting Clerk	\$39,000
Accountant I	\$51,000
Buyer	\$55,000
Purchasing Manager	\$76,000
Finance Manager	\$115,000

## OFFICE

Receptionist	\$29,000
Customer Service Rep	\$40,000
Administrative Assistant	\$39,000
Sales Representative	\$69,000
Sales Manager	\$94,000
Operations Manager	\$107,000
President/CEO	\$189,000

**PAY PRACTICES: Average employer pay practices with a >50% response.**

- 88% plan to give an employee increase; 2.96% is the weighted average increase.
- Excessive Absence is the attendance policy.
- <10% of the employee population are temporary employees; \$12.37/hour and \$11.59/hour is the starting hourly rate for a temporary office worker and production worker respectively.
- 3 days of paid bereavement and an unlimited amount of paid jury duty days provided.
- 7-12 paid holidays; 10-12 days of annual vacation days after 1 year and 13-15 after 10 years.
- <10% turnover rate; 5-9 years' length of service and an employee population age of 35-44.

**BENEFITS: Average employee benefits with a >50% response.**

- Medical Insurance: Costs will not be further shifted to employees; spouses with other coverage are eligible and do not pay a surcharge; PPO and POS plans are offered.
- Rx Coverage: \$10-19 co-pay for generic retail prescriptions
- Dental Insurance: \$1-399 deductible.
- Short and Long Term Disability Insurance and Life Insurance: provided.
- Retirement Plans: Defined contribution plan; upon entry vesting period and 3-4% match.
- Work-Life: Offers EAP (Employee Assistance Program) and tuition reimbursement.