

# QUICK REFERENCE 2017

**WAGE:** Listing of the average midpoint wage paid for jobs with 25 or more companies responding in the 2017 Greater Hall Chamber annual wage survey. In total, 82 companies participated responding to more than 60 job descriptions.

PRODUCTION		HUMAN RESOURCES	
Semi-Complex Machine Operator	\$33,000	Human Resource Generalist	\$53,000
Lead Worker	\$36,000	Safety and Health Professional	\$70,000
Supervisor	\$56,000	Human Resources Manager	\$84,000
Quality Manager	\$75,000	FINANCE	
MAINTENANCE		Accounting Clerk	\$38,000
Facilities Maintenance Worker	\$38,000	Accountant I	\$51,000
Maintenance Mechanic	\$45,000	Accountant II	\$66,000
ENGINEER		Finance Manager	\$116,000
Engineer II	\$75,000	OFFICE	
MATERIAL		Customer Service Rep	\$39,000
Material Handler	\$29,000	Administrative Assistant	\$40,000
Forklift Operator	\$31,000	Sales Manager	\$103,000
Shipping and Receiving Clerk	\$32,000	Operations Manager	\$112,000
Shipping/Receiving Manager	\$63,000	President/CEO	\$197,000

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

- 93% plan to give an employee increase; 3.15% is the weighted average increase.
- Excessive Absence is the attendance policy.
- <10% of the employee population are temporary employees; \$12.58/hour and \$11.40/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.
- Do not provide paid maternity, paternity, adoption, or military leave.
- <10% turnover rate.

**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.

*Pay Practice information collected annually – July 2017  
Benefits information collected every other year – July 2016*