

# QUICK REFERENCE 2019

**WAGE:** Listing of the average midpoint wage paid for jobs with 20 or more companies responding in the 2019 Greater Hall Chamber annual wage survey. In total, 60 companies participated responding to more than 60 job descriptions.

## OFFICE

Customer Service Representative	\$42,000
Administrative Assistant	\$46,000
Sales Representative	\$73,000
Customer Service Manager	\$76,000
Operations Manager	\$123,000
Sales Manager	\$129,000
President/CEO	\$244,000

## FINANCE

Accounting Clerk	\$40,000
Controller	\$102,000
Finance Manager	\$106,000

## HUMAN RESOURCES

Human Resources Generalist	\$59,000
Safety and Health Professional	\$75,000
Human Resources Manager	\$91,000

## TECHNOLOGY

Systems Support Technician	\$61,000
IT Manager	\$92,000

## PRODUCTION

Simple Machine Operator	\$28,000
Semi-Complex Machine Operator	\$35,000
Complex Machine Operator	\$41,000
Lead Worker	\$43,000
Supervisor	\$62,000
Production Manager	\$84,000
Quality Manager	\$87,000

## MAINTENANCE

Facilities Maintenance Worker	\$43,000
Maintenance Mechanic	\$49,000
Maintenance Manager	\$82,000

## ENGINEER

Engineer II	\$82,000
Engineer III	\$103,000

## MATERIAL

Forklift Operator	\$34,000
Shipping and Receiving Clerk	\$36,000
Shipping and Receiving Manager	\$65,000

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

- 3.11% is the weighted average pay increase
- Excessive Absence is the attendance policy.
- <10% of the employee population are temporary employees; \$13.02/hour and \$12.41/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.
- 5 – 9 years is the average length of service.

### **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; a PPO plan is offered.
- Rx Coverage: \$10-19 co-pay for generic retail prescriptions
- Flex or Health Savings (FSA/HAS) offered with a company match.
- Dental Insurance: \$1-399 deductible.
- Short and Long Term Disability Insurance and Life Insurance: provided.
- Retirement Plan is a defined contribution plan.
- Wellness incentive plan with average value of >\$400 to the employee.
- Work-Life: Offers EAP (Employee Assistance Program) and tuition reimbursement.