

2022 Manufacturing Compensation & Benefits Survey[©]



Sponsored By:



Manufacturers Alliance
Providing Training & Education Peer to Peer

Compiled by:

Altura Consulting Group LLC

763-745-9425

www.alturaconsultinggroup.com

Table of Contents

	<u>Page</u>
Introduction	3
Compensation Practices	
Compensation Adjustments	8
Premium Pay	15
Bonus and Incentive Programs	17
Benefits Practices	
Managing Healthcare Costs	22
Medical & Dental Insurance	23
Retirement Plans	28
Life Insurance	29
Disability Insurance	31
Flexible Benefits Plan	32
Flexible Work Schedules	32
Education and Training	34
Holidays	35
Paid Time Off (Non-Holiday) Plans	37
Other Benefits	39
Value of Benefits	40
Survey Job Titles	
Job Titles by Functional Area	41
Alphabetical List / Index	45
Explanation of Results	49
Compensation Reports by Position	52
Survey Participants	
Alphabetical Participant List	255
Participants by Industry Type	257
Participants by Number of Company Employees	260
Participants by Distance From Minneapolis	263

SAMPLE

Introduction

The Manufacturers Alliance is pleased to present the 2022 Manufacturing Compensation & Benefits Survey[®]. This survey report is rich in features designed to enable you to assess your company’s compensation, benefits, and human resources programs. These include:

- Graphic style for quick analysis.
- Detailed Table of Contents for ease of use in locating jobs of interest to your organization.
- Complimentary Participant Profile Report for participating organizations that purchase the survey, which compares reported pay data to the overall pay average for the position. This aids in determining your company’s competitive market position.

We wish to thank all of the companies who submitted their data for this survey.

Data presented in this report is effective as of January 1, 2022.

Participating Organization Information

This year, 213 companies with a combined total of over 65,000 employees submitted compensation and benefits data for the survey. The collective annualized compensation reflected in this survey report represents in excess of \$1.8 billion.

Annual Revenue

Participants were grouped into one of five revenue categories for data analysis. The average annual revenue reported was \$192.3 million (median annual revenue of \$30.0 million). These statistics exclude any companies reporting a \$0 revenue.

Annual Gross Revenue				
Under \$9.9 Million	\$10 to \$19.9 Million	\$20 to \$39.9 Million	\$40 to \$99.9 Million	Over \$100 Million
15.6%	20.4%	21.3%	20.9%	21.8%

Participants were also asked to indicate how they anticipate gross revenues to change in 2022 compared to 2021. The majority of firms (71%) reported 2022 revenues will increase; 25% reported revenues will stay the same as 2021, and 4% reported they anticipate revenues will decrease this year.

Number of Employees

Participants matched and reported pay-related data for 30,360 employees in 206 survey jobs. The median total employee headcount is 112.5 and the average is 307.9 (both figures higher than those reported in 2021, when the median was 107.0 and the average was 295.5).

Employee Group	25 th Percentile	Average	Median	75 th Percentile
Exempt	15.0	92.2	29.5	60.3
Non-Exempt Non-Production	5.0	47.3	11.0	31.3
Non-Exempt Production	25.8	152.1	60.0	148.0
Temporary	0.0	16.3	2.0	10.3
Total Number of Employees	59.8	307.9	112.5	260.3

Exempt – Employees exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).
 Non-Exempt Non-Production – Non-production employees subject to the overtime provisions of the FLSA.
 Non-Exempt Production – Employees in production-oriented positions and subject to the overtime provisions of the FLSA.
 Temporary (“Temps”) – Workers hired (either contracted through an employment agency or hired directly) to work for a specific period of time.

Compensation Practices

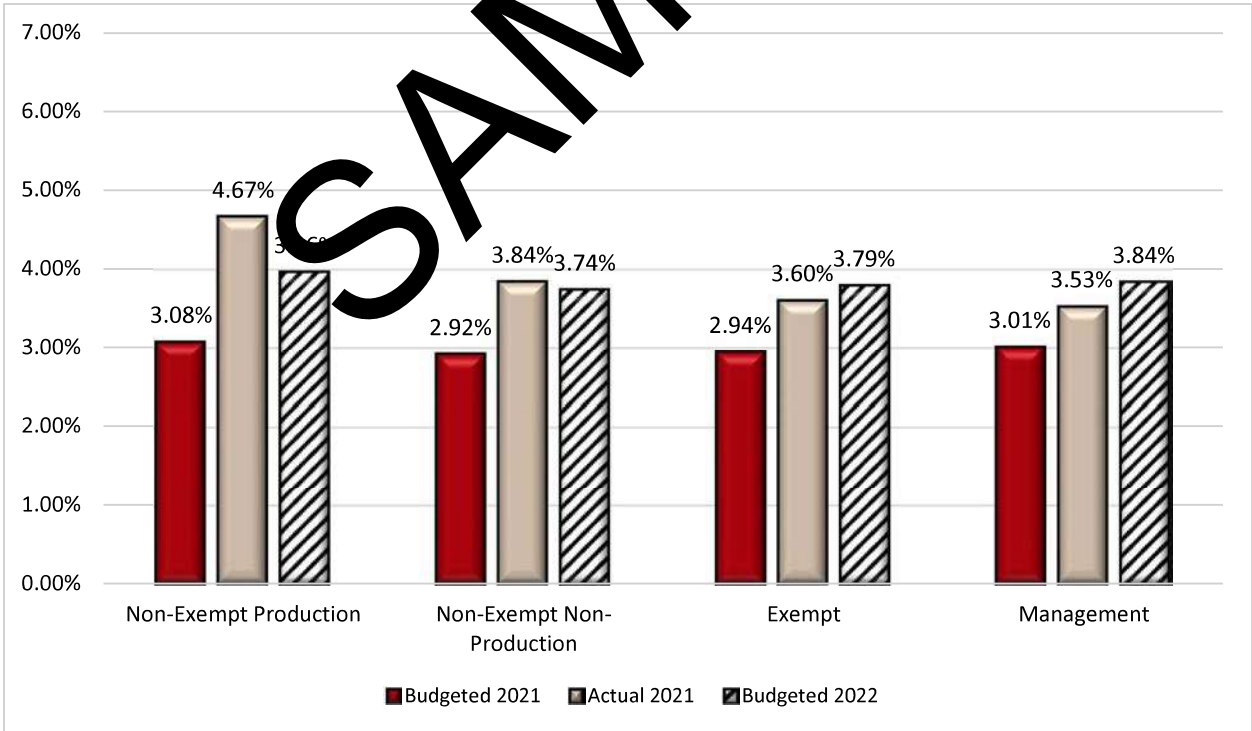
Compensation Adjustments

Average Percent Wage/Salary Adjustment

Participating companies reported actual 2021 and budgeted 2022 pay increases by employee group. The average budgeted 2021 pay increase data are from last year's survey results. See details in the table and chart below.

Note the results in the chart following the table exclude firms reporting no planned pay adjustments (zero percent).

Employee Group	Pay Adjustments INCLUDING Zero (0%) Adjustments			Pay Adjustments EXCLUDING Zero (0%) Adjustments		
	# Firms Reporting	Average	Median	# Firms Reporting	Average	Median
NEx Production – Budgeted 2021	175	2.9%	3.0%	166	3.1%	3.0%
NEx Production – Actual 2021	196	4.6%	3.0%	193	4.7%	3.0%
NEx Production – Budgeted 2022	184	4.0%	3.0%	184	4.0%	3.0%
NEx Non-Production – Budgeted 2021	173	2.7%	3.0%	162	2.9%	3.0%
NEx Non-Production – Actual 2021	184	3.8%	3.0%	184	3.8%	3.0%
NEx Non-Production – Budgeted 2022	178	3.7%	3.0%	178	3.7%	3.0%
Exempt – Budgeted 2021	177	2.7%	3.0%	178	2.9%	3.0%
Exempt – Actual 2021	191	3.5%	3.0%	188	3.6%	3.0%
Exempt – Budgeted 2022	182	3.8%	3.0%	182	3.8%	3.0%
Management – Budgeted 2021	173	2.7%	3.0%	154	3.0%	3.0%
Management – Actual 2021	181	3.4%	3.0%	175	3.5%	3.0%
Management – Budgeted 2022	177	3.8%	3.0%	173	3.8%	3.0%



2022 Manufacturing Compensation & Benefits Survey

Accountant

Job Code: 13

Under general direction, performs a variety of accounting functions to properly record, interpret, and report on an organization's financial transactions and financial position. May relate to accounts payable, accounts receivable, payroll, or general accounting or some combination for a company.

Requires a Bachelor's degree in accounting or equivalent. If your firm has more than one level for this position, report your second level; this is not an entry level position nor a senior/lead position.

Data by Industry	Number of:		***** Base Salary (\$ per year) *****					** Bonus Paid (\$ per year) **			**** Pay Range (\$ per year) ****		
	Firms	EEs	25th Percentile	Weighted Average	Median	75th Percentile	Number of: Firms	EEs	Wtd. Avg. Paid	Average Minimum	Average Midpoint	Average Maximum	
Rubber & Plastic Products	5	5	*	62,648	62,648	61,799	*	3	3	*	*	*	
Fabricated Metal Products	20	42	50,570	59,234	57,802	57,364	68,407	7	11	2,463	56,305	67,135	77,487
Industrl Machinery Computer Equip	11	15	53,150	61,835	59,061	60,819	67,800	6	10	2,954	58,190	68,605	79,495
Electronic & Other Electrical	5	8	*	59,373	62,627	57,013	*	1	1	*	*	*	
Misc Manufacturing Industries	12	20	56,022	63,668	64,228	64,999	69,997	7	11	3,478	*	*	*
Data by Number of Company Employees													
50 to 99	16	22	54,361	60,310	60,394	60,394	65,382	12	18	1,913	*	*	*
100 to 199	13	17	48,547	58,242	58,816	57,013	68,500	6	6	3,161	*	*	*
200 to 499	25	31	55,661	63,377	63,000	62,400	69,613	9	11	3,570	54,540	64,178	74,498
500 or More	14	41	59,341	64,241	59,000	64,888	69,990	7	15	3,666	54,944	69,942	84,946
Data by Company Revenue													
\$10 to \$19.9 Million	11	17	56,763	62,190	62,636	60,862	68,640	6	10	2,598	*	*	*
\$20 to \$39.9 Million	15	17	53,000	59,219	59,006	56,909	67,500	7	8	2,499	48,208	60,261	72,314
\$40 to \$99.9 Million	15	18	56,160	62,005	61,225	58,344	70,400	6	7	1,963	*	*	*
Over \$100 Million	27	57	57,631	63,500	60,018	62,625	67,707	14	24	3,623	54,237	67,207	80,292
Data by Area													
Within 20 Miles of Minneapolis	43	74	54,814	62,006	60,924	61,499	68,640	20	29	2,528	54,553	68,106	81,355
20 to 45 Miles from Minneapolis	9	13	44,674	58,000	66,882	67,707	73,054	3	5	*	*	*	
45 to 70 Miles from Minneapolis	8	11	50,000	60,935	61,800	56,082	70,020	6	7	3,997	*	*	*
More than 70 Miles from Minneapolis	11	16	49,088	57,565	55,013	57,631	61,862	5	9	2,607	52,713	63,841	74,965
All Reporting Companies													
Previous Year (2021)	70	94	54,065	60,917	59,334	61,471	68,679	31	41	2,369	54,324	68,699	81,625
2022	71	114	56,160	62,066	60,858	61,672	68,640	34	50	2,953	53,578	65,824	78,161

* Data by Industry, Number of Employees, Revenue and Region are not shown if fewer than 5 firms reported data. 25th and 75th Percentile not shown if fewer than 6 firms reported data.

Survey Participants

Alphabetical Participant List

- 7-SIGMA, Inc.
- Aagard
- Advanced Molding Technologies, LLC
- Agility EMS
- Air Quality Engineering
- Ajax Metal Forming Solutions, LLC
- American Flexible Products, Inc.
- American Time and Signal
- Analog Technologies Corp
- Anchor Plastics, Inc.
- Andersen Corporation
- Andrew Tool & Machining Company
- Apple Valley Foods-US, Inc.
- Aqseptence Group
- Arc Precision
- ARCH Medical and Aerospace
- ARKRAY USA, Inc.
- Arrowhead Engineered Products
- Artistic Finishes, Inc.
- Astro Metal Craft
- Aurora Pharmaceutical
- Aveda Corporation
- AVEKA Group, Inc.
- AWT Labels & Packaging
- Banner Engineering Corp
- Bauer Welding & Metal Fabricators
- Beacon Engineered Solutions
- Bermo
- Biomerics
- Birchwood Laboratories LLC
- Bondhus Corporation
- Bowman Tool & Machining Inc.
- Branches LLC
- BTD
- C4 Welding, Inc.
- Carley Foundry, Inc.
- Ceramic Industrial Coatings
- Chandler Exhibits, Inc.
- Chandler Industries
- Clarus Medical / Laser Peripherals / Urologix
- Clean Air Products
- Cloth & Clay, Inc. dba Deneen Pottery
- Conagra Brands
- Conagra Brands - Mankato
- Condux International
- Continental Machines (DBA DoALL Sawing Products)
- Cretex Companies
- Crystal Distribution Inc.
- Custom Products of Litchfield, Inc.
- Daikin Applied Americas, Inc.
- Data Metalcraft, Inc.
- Data Recognition Corporation
- DCI, Inc.
- Jones Metal Inc.
- Kasco Marine, Inc.
- Kendall Howard
- Kurt Manufacturing
- La Machine Shop, Inc.
- Lake Air Products
- LasX Industries
- Le Sueur Incorporated
- Life Fitness
- Liquibox Corporation
- LISI MEDICAL Remmele
- Louis Industries, Inc.
- Lovegreen Industrial Services
- M & N Structures, Inc.
- Marshall Screw Products dba Marshall Mfg Co.
- MAS HVAC, Inc.
- Mate Precision Technologies
- Mathias Die Company Inc.
- Midwest Rubber Service & Supply
- Mikros Engineering, Inc.
- Milner Manufacturing Company
- Minnesota Grinding, Inc.
- Mix Concrete Products, Inc.
- Model Molding, Inc.
- Mold-Tek, Inc.
- Multisource Manufacturing, LLC
- NVP Logistics, LLC
- National Flooring Equipment
- Navy Island, Inc.
- New Team LLC
- Nortech Systems
- Northwire, Inc.
- nVent Enclosures
- Nystrom, Inc.
- Olsen Tool & Plastics, Inc.
- P&F Machining, Inc.
- PACA Inc.
- Pallet Service Corporation
- Park Industries
- Pearson's Candy Company
- Peli BioThermal USA
- Phillips and Temro Industries
- PHS West, LLC
- Plato Woodwork, Inc.
- Plymouth Industries, Inc.
- PNE Inc. DBA IRD Glass DBA IRD Ceramics
- Precision Associates, Inc.
- Precision Coatings Inc.
- Precision Gasket Company dba PGC
- Premier Marine, LLC
- Prima Power Laserdyne
- Priority Envelope, Inc.
- Processed Metals Innovators, Inc.



2022 Manufacturing Compensation & Benefits Survey[®]

- DecoPac, Inc.
- Design Ready Controls
- Die Technology Inc./Nanotech Precision LLC
- Diversified Plastics, Inc.
- Door Engineering, a division of Seneca Holdings
- DriSteem
- Dynamic Group
- Dynamic Sealing Technologies, Inc.
- E.A. Sween Company
- ECO Finishing Company
- Electronic Systems, Inc.
- Elemet Group, Inc.
- Ellicott Dredge Technologies
- EMERGE Enterprises
- Engage Technologies Corp
- Engineered Materials
- Engineered Products Company
- FAST Global Solutions, Inc.
- FasTest, Inc.
- Federal Package
- Flex Craft, LLC
- FlexMation Inc.
- Foldcraft DBA Plymold
- Gemini Inc.
- General Label Inc.
- Global Finishing Solutions, LLC
- GLS Companies
- Gopher Resource
- Graco Inc.
- Granger Machine Inc.
- Grede LLC
- Greenheck Group
- H.B. Fuller Company
- Health Services Cooperative Laundries
- Hi-Lo Manufacturing
- Horton Inc.
- Huot Manufacturing
- Hutchinson Technology Incorporated
- Hydra-Flex Inc.
- ICA Corporation
- IDC Group, Inc.
- Incertec
- Industrial Fabrication Services, Inc.
- Industrial Louvers, Inc.
- Industrial Netting Inc.
- In'Tech Industries Inc.
- Intek Plastics, Inc.
- Intek Plastics, Inc.
- International Precision Machining, Inc.
- Interscapes
- IPS Cranes, Inc.
- J&B Group, Inc.
- JEM Technical
- Jet Edge Acquisition, LLC
- Jonaco Machine
- Product Development Solutions, Inc.
- Production Engineering Corporation
- Quadion LLC
- Quali Mac
- Rapid Packaging, Inc.
- Rational Energies
- RC Smith Company
- Reviva, Inc.
- Rice Lake Weighing Systems
- Rise Baking Company
- RiteWay Conveyors, Inc.
- Rosemount, Inc.
- RSG - Nor-Lake, Inc.
- Schreiber Foods
- Shippers Supply Inc.
- Showdown Displays
- Smead Manufacturing
- St. Paul Stamp Works, Inc.
- Star Exhibits and Environments, Inc.
- Stylmark Inc.
- Sure Cast Foundry
- T.O. Plastics
- Tapemark
- Teleflex Inc.
- Tene
- Tenant Company
- Tascom Corporation
- The Engine Group
- The Meters Printing Companies, Inc.
- The Outdoor Greatroom Company LLC
- The Raske Edge
- The Sierra Company LLC (dba Fenix Group)
- Thermo-Tech Windows LLC
- Tjernlund Products
- Trelleborg Sealing Solutions US, Inc.
- TT Electronics
- Turfco Mfg Inc.
- Twin City Die Castings Company
- Twin City Plating
- Uponor Inc.
- Viking Engineering
- Waconia Manufacturing, Inc. dba Sackett-Waconia
- Wagner Spray Tech
- Water Gremlin
- Waymouth Farms Inc., dba Good Sense Foods
- West Central Steel, Inc.
- Western Spring Manufacturing
- Whirltronics
- Wilson Wolf Manufacturing Corporation
- Winco, Inc.
- Windings, Inc.
- Wipaire, Inc.
- Zero-Max

SAMPLE

Total Participant Count: 213